



TEACHER (KS3 & 4)

JOB TITLE:	TEACHER (KS3 & 4)
HOURS:	FULL TIME - 5 DAYS PER WEEK (1.0)
REPORTS TO:	WHOLE SCHOOL PE LEAD
SALARY RANGE:	TEACHERS' PAY SCALE (UNQ - MPS)

Aim and main purpose of the job:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teacher's Pay and Conditions Document (STPCD).
- To teach, enthuse and inspire pupils.
- Meet the expectations set out in the Teacher's Standards.
- Fulfil duties reasonably directed by the Headteacher.

Responsibilities:

- Deliver high-quality lessons in PE, fitness, and outdoor activities, fostering a love for physical activity and teamwork.
- Teach Personal Development, focusing on life skills, resilience, and emotional well-being.
- Support the Duke of Edinburgh Programme and expeditions.
- Support and engage students in other practical subjects as required.
- Develop and implement tailored lesson plans to meet individual student needs.
- Create a positive, inclusive, and safe learning environment that promotes personal growth and academic success.
- Work closely with a multidisciplinary team to address barriers to learning and support students' social, emotional, and behavioural needs.
- Monitor and assess student progress, adapting teaching strategies as necessary.
- Engage in restorative practices and interventions to help students develop better behaviours and decision-making skills.
- Support students in building confidence, self-esteem, and readiness for future education or employment opportunities.

Teaching and Managing Pupil Learning:

- Be able to teach effectively across the full range of ages and abilities.
- Possess high expectations of pupils in relation to standards of achievement and behaviour.
- Have an active input in the creation, consistent implementation, and improvement of schemes of work that encapsulate key school learning strategies.
- Monitor the progress of pupils including those requiring additional support and challenge them to ensure pupils are engaged in their learning and achieve success.

Assessment and Self-Evaluation:

- Implement policies and practices for assessing, recording, and reporting on pupil achievement and assist in setting targets for further improvement.
- Use data effectively to identify pupils who are underachieving and, where necessary, create and implement an effective intervention plan.

Relationship with Parents:

- Establish a partnership with parents to involve them in their child's learning of the subject, as well as providing information about targets and attainment.
- Communicate effectively, both orally and in writing, with parents.

Managing Own Performance:

- Prioritise and manage their own time effectively.
- Take responsibility for their own professional development.
- Share good practices resulting in a tangible impact on pupil learning.
- Form constructive relationships with staff including team working and mutual support.
- Actively implement the key aspects of the school's behaviour management policies.
- Contribute to the wider school life including Science enrichment activities.
- Contribute to department planning and developments.

Strategic Leadership:

- Contribute fully to our Centre Development Plan.
- Contribute to the development of whole school strategic planning and policies.

EQUAL OPPORTUNITIES

Be aware of and support differences and ensure that pupils and staff have equality of access to opportunities to learn and develop.

HEALTH AND SAFETY

It will be the duty of every employee while at work to take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work. Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality, and data protection; and report all concerns to an appropriate person.

SAFEGUARDING:

Rivers ESC is committed to safeguarding children and young people. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service (DBS) check.

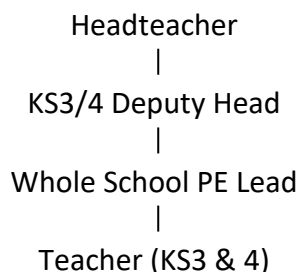
DISCLOSURE & BARRING SERVICE

This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. An enhanced disclosure will be sought through the Disclosure & Barring Service as part of Hertfordshire County Council's pre-employment checks.

ADDITIONAL INFORMATION

The job holder is required to contribute to and support the overall aims and ethos of the KS3 Centre. All staff are required to participate in training and other learning activities, and in performance management and development, as required by the Centre's policies and practice.

Organisation Chart



Supervision

The post holder is line managed by the KS3 Deputy Headteacher. The frequency of meetings is determined by the centre's performance management policies and practice.

Contacts

The post holder works directly with teachers, centre staff and pupils and has routine and regular contact with parents and carers and with external agencies and other professionals.

The duties and responsibilities listed above describe the post as it is at present. The postholder is expected to accept any reasonable alterations that may from time to time be necessary; this may include working across all sites if needed. The postholder works under the direction of the Whole School PE Lead and is accountable to the Whole School PE Lead who will delegate areas of responsibility as required. The school Whole School PE Lead is responsible for the postholder's performance management. This job description may be amended at any time after full consultation, but in any case, will be reviewed annually.