

JOB TITLE: Specialist Teacher (English, Maths and ICT)

OUR SCHOOLS:

Buckinghamshire	High Wycombe
Cumbria	Carlisle
Greater Manchester	Wigan (Lilford Centre & Stockport)
Lancashire	Chorley
Merseyside	Wirral (Hamilton Square and The Hive)
Northamptonshire	Northampton & Thrapston

SALARY: Competitive

REPORTS TO: Head of School

PURPOSE:

To be the specialist teacher on the school site, with particular focus on improving the standards of English, maths and ICT in both staff and students. To contribute to the achievement of excellence in educational standards and lead by example. To promote and safeguard the welfare of students in accordance with the school curriculum and associated standards and criteria.

The core function is to lead on all aspects of English, maths and ICT teaching, learning and assessment. This will include small group and 1:1 work with students who require extra support as well as leading on standard lessons. The post holder will also be responsible for identifying the most appropriate pathways for students in these subjects (Functional Skills/GCSE)

ABOUT PROGRESS SCHOOLS:

Progress Schools are a multi sited company with each school registered separately with the Department for Education as an Independent School. We specialise in teaching students whom may present challenging behaviours or are not suited to mainstream education for various reasons, including poor mental health. We offer an alternative curriculum to meet the needs of each student on an individual basis. Each of our schools have a maximum of 35 students. Students within Progress Schools are usually divided into:

- Key Stage 3 – years 7- 9 (age 11-14);
- Key Stage 4 – years 10 and 11 (ages 14-16).

Teachers within Progress Schools are usually divided into:-

- Specialist Teachers - GCSE, English, maths and ICT;

- Vocational Teachers – multi-disciplinary teachers who deliver up to level 2 in subjects including: careers, Science, PE, Wellbeing, Enrichment, Equality and Diversity, Art (this list is not exhaustive).

Progress Schools is a fast paced, flexible thinking company that relies on empathy, commitment and compassion to ensure our students receive the best education they can by taking considered steps to break down long standing barriers to education.

Our core values are;

Positivity
Responsibility
One team
Growth
Respectful
Exceptional
Supportive
Stable

We are looking for individuals to join us who thrive on the opportunity to make a difference to others, passionate about learning and a willingness to grow.

MAIN AREAS OF RESPONSIBILITY:

The Specialist Teacher (English, maths and ICT) will be responsible for working on the following key school leadership and management areas. This will involve accepting responsibility for aspects of these key areas:-

Strategic direction and development of the company:-

- Assist the Head of School and contribute to a strategic view for the school in its community and contribute to analysing and planning for its future needs and further development within the local, national and international context;
- Always demonstrating high standards of personal integrity, loyalty, discretion and professionalism and publicly supporting all decisions of the Senior Leadership and Executive Team.

Teaching and Learning:-

- Providing an example of excellence as a senior classroom practitioner and inspiring and motivating other staff, specifically in English, maths and ICT by leading on all teaching in these areas;
- Providing guidance and coaching in the planning, preparation and delivery of English, maths and ICT within the school to ensure high quality teaching of these subjects at all times; Secure and sustain high expectations and excellent practice in teaching and learning throughout the

school, monitor and evaluate the quality of teaching and standards of student's achievement, and use benchmarks and set targets for improvement.

Leading and Mentoring Staff:-

- Lead, motivate, support, challenge and mentor all staff to secure continual improvement in English, maths and ICT; including her/his own continuing professional development.

Specific Duties

To work with the Head of School to: -

- Contribute to a positive ethos for learning;
- Provide an exciting, stimulating and broad curriculum in English, maths and ICT;
- Support teaching in the school where cover may be required;
- Strive for improvements in all areas of English, maths and ICT;
- Overtly promote the values and achievements of the school to the community;
- Promote and secure a range of high quality extra-curricular activities within the school;
- Undertake such reasonable activities as the Head of School may, from time to time, require;
- Secure assessment and attainment tracking to inform teaching and learning;
- To be aware of and follow the company Safeguarding and Health and Safety Policies;
- Have and create high expectations of staff and students;
- Deliver exemplary teaching in English, maths and ICT (up to 0.7 of timetable);
- Provide small group and 1:1 interventions for students who require additional support
- Provide senior support to staff in all aspects of English, maths and ICT;

Additional Information

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

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept reasonable alterations that may from time to time be necessary and to undertake other duties appropriate to the post that may reasonably be required from time to time.

This post will bring the job holder into contact with company confidential information relating to students and staff. The job holder must therefore be aware of the confidential nature of the issues and maintain absolute confidence at all times. In addition, the post will involve contact with children, as a company, we will be required to complete a criminal records check through the Disclosure & Barring Service (DBS).

CONDITIONS

- 39 weeks of the year are allocated for teaching and term-time hours may be long.
- School are open from 8.30am to 5.00pm, staff are expected to be on site during these times.
- Parents' evenings, preparation for Office for Standards in Education, Children's Services and Skills (Ofsted) inspections, breakfast and after-school clubs, and sport, drama and field trips are expected and all will take up extra hours.
- Trips with pupils or staff development opportunities may occasionally involve staying away from home and/or overseas travel.
- The role will require travel to Progress Schools' sites.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<p>PGCE or equivalent</p> <p>Level 2 maths and English or equivalent</p> <p>A degree or equivalent subject specific qualification, preferably in English, maths or ICT.</p>	<p>Evidence of continuous professional development and commitment to further professional development;</p> <p>Teaching qualification (QTS or QTLS) or working towards</p> <p>Level 3 maths and English (or be willing to work towards as part of the role)</p>
Experience	<p>A variety of teaching experience across the secondary age range;</p> <p>Involvement in curriculum development within a school;</p> <p>Responsibility for developing, monitoring and evaluating an aspect of school provision;</p> <p>Working successfully in partnership with parents and the wider community.</p> <p>Experience of dealing with students of a challenging nature.</p>	<p>Recent leadership and management experience in a school.</p>

<p>Knowledge and understanding</p>	<p>Current education issues and developments</p> <p>Curriculum, national strategies and assessment;</p> <p>Implications of equal opportunities and inclusion issues;</p> <p>Strategies for improving the quality of teaching and learning;</p> <p>Strategies for school improvement and raising standards of achievement;</p> <p>Understanding of appropriate strategies for managing pupils' behaviour.</p>	<p>Knowledge and understanding of:</p> <p>the preparation and administration of statutory examinations;</p> <p>the links between schools, especially partner schools.</p>
<p>Skills</p>	<p>A highly motivated, energetic and enthusiastic person who is approachable and promotes positive relationships and has high expectations;</p> <p>A proven track record as an excellent, creative teacher who motivates children;</p> <p>Able to relate well to children and share their interests and enthusiasms;</p> <p>Effective administrative and organisational skills;</p> <p>Ability to communicate orally and in writing to a wide range of audiences;</p> <p>Ability to manage effectively student discipline and have a commitment to a high level of pastoral care;</p> <p>Working knowledge of ICT for teaching and administrative purposes;</p>	

	Ability to cope with the pressures of a demanding position.	
Personal characteristics	<p>Approachable</p> <p>Committed</p> <p>Empathetic</p> <p>Enthusiastic</p> <p>Organised</p> <p>Patient</p> <p>Resourceful</p> <p>Flexible</p>	
Other	<p>Commitment to safeguarding and compliance with statutory arrangements;</p> <p>Commitment to providing an effective learning environment appropriate to the need and abilities of all pupils;</p> <p>Commitment to the development and maintenance of positive partnerships between the school, parents and the community.</p>	Recent participation in professional development activities and willingness to undertake other training.