



Job Description

POST: Teacher of Art & Photography

RESPONSIBLE TO: Head of Faculty for Sport and Expressive Arts

RESPONSIBLE FOR: Delivering high-quality teaching and learning across the Trust

SALARY: Mainscale / UPS

PURPOSE:

To provide a model of best practice in teaching, learning and assessment and work with the Head of Faculty for Sport and Expressive Arts to deliver the accountabilities detailed below.

The postholder is expected to carry out the professional duties of a qualified teacher in accordance with the current DfE Teachers' Pay and Conditions document. The postholder is expected to meet all the Core and Post Threshold, Excellent and Advanced Skills Professional Standards for Teachers.

PRINCIPAL ACCOUNTABILITIES

- Plan, prepare and teach lessons to students assigned to him/her according to the students' educational needs with reference to prior attainment, SEN and English as an additional language as required
- Teach across the age and ability range for KS3, KS4 & KS5 in line with the National Curriculum programmes of study, in such a way as to challenge and inspire students of all abilities
- Assess, record and report on the development, progress and attainment of students assigned to him/her in line with Academy policies
- Contribute to the planning and implementation of the curriculum in accordance with National Curriculum, Academy and subject guidelines
- Liaise with colleagues to ensure a coherent programme of study for the students assigned to him/her. Supervise support staff and provide cover as appropriate
- Set high expectations for students' behaviour establishing and maintaining a good standard of discipline through well focused teaching and through positive and productive relationships
- Be familiar with, support and reinforce the aims, ethos, policies and procedures of the Academy and curriculum area with students, staff and parents where appropriate
- Promote enrichment, intervention and extension activities related to the subject
- Be responsible for an aspect of the Curriculum Development / Improvement Plan, as agreed with the Director.
- Participate in meetings in the academy/school, which relate to the efficient management of the school or the objective of raising standards within the department and Academy
- Perform role of form tutor and assisting in general organisation, behaviour and order of the Academy
- Undertake all necessary work to enable pupils to enter public examinations.



Learning & Teaching

- To represent The Constellation Trust in whichever school the deployment takes place to ensure that Trust Policies and Procedures modelled effectively, particularly in relation to teaching, learning, assessment and behaviour
- Keep up to date with current educational research and disseminate relevant information to colleagues
- To prepare and use performance and contextual data to track individual students and inform performance
- Be committed to the use of new technologies to improve teaching and learning
- Provide demonstration lessons and model best practice to colleagues as required

Continuing Professional Development

- To actively participate in the Trust's Performance Management processes for colleagues
- Reflect on and address own professional development needs
- Help to identify the professional development needs of colleagues
- Facilitate the professional development of colleagues and contribute to the Academy's bespoke CPD programme
- Initiate, and evaluate, action led learning improvement projects

Teaching Commitment

The post holder will be expected to teach in line with the Trust's generic teacher's job specification.

Safeguarding Children

The Constellation Trust are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

General

- The above principal accountabilities are not exhaustive and may vary without changing the character of the job or level of responsibility.
- The above duties may involve having access to information of a confidential nature which may be covered by the Data Protection Policy (GDPR 2016). Consequently, confidentiality must be maintained at all times.
- The post holder must promote the Trust's Equal Opportunity Employment Policy.
- The post holder must be flexible to ensure the operational needs of the school/academy are met. This includes undertaking duties of a similar nature and responsibility throughout the various places of work in the school/academy, as and when required.



- The post holder must be aware of, and comply with, policies and procedures relating to safeguarding and child protection, reporting all concerns to an appropriate person.
- The Health and Safety Work Act (1974) and other associated legislation places responsibilities for Health and Safety on all employees. Therefore, it is the post holder's responsibility to take reasonable care for the Health, Safety and Welfare of him or herself. Specific details are outlined in the Trust's Health and Safety Policy.
- Where the post holder is disabled, every effort will be made to supply all the necessary employment aids, equipment or adaptations to enable him or her to perform the full duties of the jobs. If, however, a certain task proves to be unachievable, re-evaluation of the task will be given full consideration.



PERSON SPECIFICATION

KNOWLEDGE/EXPERIENCE/SKILLS/QUALIFICATIONS/MENTAL SKILLS:

- 1 Qualifications – Essential:**
 - Qualified Teacher Status
 - Degree or equivalent**Qualifications – Desirable:**
 - Additional qualification or expertise to contribute to Academy enrichment
 - Ability to contribute to other subject delivery
 - Commitment to further professional training
- 2 Knowledge – Essential:**
 - An awareness of the Art & Photography National Curriculum
 - An awareness of the issues around monitoring academic performance
- 3 Experience – Essential:**
 - Ability to work under pressure, achieve quality work and meet competing deadlines
 - Ability to raise standards in the academy/school
 - Successful KS3, KS4 & KS5 teaching experience in Art & Photography
 - Successful relationships with learners

INTERPERSONAL/COMMUNICATION SKILLS:

- Be a team player
- Ability to motivate and inspire staff and students
- Ability to use tact, diplomacy, sensitivity and good humour
- The ability to understand others and create trust
- Ability to coach colleagues to improve their performance
- Effective written and spoken communication
- Awareness of the need for attention to detail
- Ability to demonstrate personal and emotional resilience when working in a range of challenging situations
- Personal commitment to extra-curricular activities
- Good health and an excellent attendance & punctuality record
- Motivation to work with children and young people
- Have a willingness to demonstrate commitment to the values and behaviours of The Constellation Trust
- Commitment to safeguarding and promoting the welfare of children and young people.
- Willingness to undergo appropriate checks, including enhanced DBS checks.
- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.



Creativity and Innovation

The post holder will be required to re-schedule work where/when necessary in order to fit in with the working day of the academy/school and ensure that tasks are completed.

Contacts and Relationships

CEO
Heads of School
Staff
Directors
Community
Parents
Managers on all levels and locations
Trade unions
Other government departments



This Job Description conveys a full and accurate description of the job:

Signature

Designation

Date

1. CONFIRMED BY:

(LINE MANAGER)

.....

2. CONFIRMED BY:

**(SERVICE HEAD)
(OR DELEGATE)**

.....

3. RECEIVED & AGREED BY:

(POST HOLDER)

.....

.....*

**The employee must countersign the Job Description to show that he/she has received it, although they may not agree with its content. They may delete "& AGREED" if this is the case.*

Grade established/Approved

DATE OF PANEL:

DATE: