# Job description

| Job title: Religious Education Teacher | Status: Permanent |
|---|---|
| Team:  Religious Education | Reports to: Head of Department |
| | Direct reports: No |
| Department: Religious Education | Departmental budget holder: N/A |

**Position context:**

**Our purpose:** To inspire our family of schools to provide opportunities for our pupils, staff and leaders to be the best they can be; to create a passion for lifelong learning; to enable our pupils to become confident and impactful world citizens.

**Position purpose:**

To promote effective learning, appropriate student achievement and educational, social and personal progress of all pupils whom the teacher is designated as being responsible, consistent with the aims of the school, the Department and the unique needs of each individual.

**Position accountabilities:**

| Accountability | Key activities |
|---|---|
| Strategy | <ul><li>Is aware of and understands the ELAT Vision, Mission and Values</li><li>Will make a positive contribution to the teaching and learning programme in accordance with the ethos, aims and objectives of the school.</li><li>To fulfil all of the responsibilities and duties required by the Academy's policies on Teaching and Learning.</li></ul> |
| Planning | <ul><li>Plan work to meet the learning needs of allocated pupils in a consistent and effective way.</li><li>To assist the Director of Faculty to ensure that the curriculum area provides a range of teaching which compliments the Academy's strategic objectives.</li><li>Develop and maintain up-to-date knowledge and understanding of the areas of teaching and student support for which post-holder is responsible.</li></ul> |
| Delivery | <ul><li>Use appropriate leaching and classroom management strategies to motivate pupils and enable each to progress appropriately.</li><li>Monitor the progress of students for whom the post holder is responsible to set expectations and give constructive feedback.</li><li>To participate in and contribute to department/Academy's extra-curricular programme</li></ul> |

| Accountability | Key activities |
|---|---|
| | • Monitor the progress of students for whom the post holder is responsible to set expectations and give constructive feedback.<br>• Make an active contribution to the policies and aspirations of the Academy |
| People Management / Organisational Development | • To achieve any performance criteria or targets arising from the Academy's Performance Management arrangements<br>• To maintain required level of CPD<br>• To fulfil all of the requirements and duties set out in the current Pay and Conditions Documents relating to the conditions of employment of teachers. |
| Information Management and Reporting | • Maintain appropriate records to demonstrate progress made by students.<br>• Safeguarding and Promoting the Welfare of Students working with the Designated Protection Person the post holder will:<br><br>    • Identify and record any child protection concerns<br>    • Contribute information as required for Common Assessment or Multi-Agency meetings<br>    • Act at all times in line with the school's Child Protection procedures. |
| Data Protection | • All staff have a responsibility under the 2018 (GDPR) Data Protection Act to ensure that their activities comply with the Data Protection Principles. Staff should not disclose personal data outside the Trust's procedures, or use personal data held on others for their own purposes. |
| Health and Safety | • Hold responsibility to avoid action that could threaten the health or safety of themselves, other employees, customers or members of the public. |
| Good Citizenship | • Holds personal accountability in ensuring continual focus on enhancing the staff and pupil experience through actions, words and behaviour. Our pupils are the most important members of our institution and must be treated as such |

**Key Stakeholders:**

Internal: Pupils, Teachers, Support Team

External: Parents and Carers

**Knowledge, skill and experience requirements**

Essential:

- Qualified teacher status in the subject area
- Experience of teaching across both Key Stages either on teaching practice or your current post
- To demonstrate the skills of a good teacher
- The ability to interest, encourage and engage students
- Provide appropriate levels of challenge so that students to learn effectively and acquire new skills and knowledge
- Use methods and resources that enable all students to learn effectively and acquire new skills and knowledge
- Use assessment information effectively to plan next steps in students learning
- Secure high standards of behaviour
- Enable students to develop the skills to work independently and collaboratively
- Create a well organised, stimulating learning environment
- A commitment to raising achievement
- The ability to work as part of a team in planning and implementing the curriculum
- The ability to work within the framework of national and whole school policies to ensure consistency of practice
- The ability to relate to and communicate effectively with parents and carers and to encourage their active participation in the educational process
- A commitment to further your own professional development and to the principle of continuous improvement
- A proven track record of recent and successful class teaching in an 11-16 school
- Good understanding of current theory and practice of best practice in teaching and learning
- Knowledge of the National Curriculum
- Good subject knowledge for identified preferred subject
- Understanding of effective strategies for maintaining high standards of discipline within the classroom
- An understanding of equality of opportunity issues and how they can be addressed in schools
- An understanding of and a commitment to safeguarding students.

**Key behaviours:**

- Demonstrate and role model Trust values which are:

- *Passion*

- *Respect*

- *Inclusion*

- *Challenge*

- *Openness*