

JOB DESCRIPTION & PERSON SPECIFICATION

SCHOOL:	St Martin's School, Brentwood
DEPARTMENT/FACULTY:	Technology Faculty
JOB TITLE:	Technology Teacher
RESPONSIBLE TO:	Technology Faculty
RESPONSIBLE FOR:	A Subject Group
DUTIES:	As referenced in The Teachers Pay and Conditions Document 2022
PARTICULAR DUTIES:	Class Teaching

Teaching:

1.1 Set high expectations which inspire, motivate and challenge students

- establish a safe and stimulating environment for students, rooted in mutual respect
- set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- consistently demonstrate the positive attitudes, values and behaviour which are expected of students

1.2 Promote good progress and outcomes by students

- be accountable for students' attainment, progress and outcomes
- be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- guide students to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how students learn and how these impacts on teaching
- encourage students to take a responsible and conscientious attitude to their own work and study

1.3 Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies

1.4 Plan and teach well-structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired

- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area

1.5 Adapt teaching to respond to the strengths and needs of all students

- know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support students' education at different stages of development
- have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them

1.6 Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure students' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback

1.7 Manage behaviour effectively to ensure a good and safe learning environment

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them
- maintain good relationships with students, exercise appropriate authority, and act decisively when necessary

1.8 Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to students' achievements and wellbeing

MAIN ACTIVITIES ATTRIBUTABLE TO THE PARTICULAR DUTIES

1. PRINCIPAL RESPONSIBILITIES

Under the direction of the Head of Department

- (a) To contribute to the teaching of the Technology Faculty.
- (b) To participate in the development of appropriate syllabuses, materials and schemes of work.

2. GENERAL DUTIES

- (a) To carry out a share of supervisory duties in accordance with published rosters.
- (b) To participate in appropriate meetings with colleagues and parents relative to the above duties.
- (c) To be form tutor of an assigned form and to carry out related duties in accordance with the general job description of form tutor.

NOTES

- 1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.
- 2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post-holder must have regard to the Teachers Pay and Conditions Document 2022.
- 3. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once each year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Headteacher.

Your normal place of work is at St Martin's School, however, the Discovery Educational Trust reserves the right to require you to work at any other of its establishments, whether current or future. This may be for a temporary period or on a permanent basis, according to the needs of the employer.

This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.

General	Detail	Examples
Qualifications and Experience	Specific Qualifications and Experience	A graduate in a relevant discipline To hold a teaching qualification that is recognised by the DfE To have evidence of continuing and recent professional development relevant to the post, if appropriate Teaching experience to date is high quality and sustained
	Literacy	Outstanding literacy skills.
	Numeracy	Outstanding numeracy skills.
	Accuracy	Focused attention to detail
	Technology	Highly competent ICT skills, specifically, across the Office suite.
Communication	Written	Outstanding written communication skills with an ability to tailor correspondence to fit audience.
	Verbal	Ability to communicate effectively at all levels. Articulate and measured.
Working with Children	Behaviour Management	Understand and adhere to DET's Behaviour Policy, as required.
	Health and Wellbeing	Understand the importance of physical and emotional wellbeing of both yourself and others.
	Team Work	Work effectively as part of a team, but also on own initiative and with minimal supervision. Be a role model for SMS values and behaviours. Be collaborative. Train and develop others, as necessary. Ability to transfer new knowledge to the workplace and share knowledge on a practical level, as required.
	Information Sharing	Develop and implement highly effective systems to share and safeguard information.
Self-Management	Organisational Skills	Ability to prioritise and organise. The role involves many and conflicting priorities, requiring a methodical and calm approach in order to be effective and to deliver. A positive and creative approach to tackling tasks.
	Time Management	Excellent organisation skills with the ability to use own initiative and work to tight, strict deadlines.
	Problem Solving Skills and Decision Making	Ability to anticipate, assess and deliver solutions to problems with clear, logical thinking.
	Creativity	Demonstrate a highly creative approach to work. Able to resolve complex problems independently.
General	Equality, Diversity and Inclusion	Knowledge of and commitment to equal opportunities and anti-discriminatory practice.
	Health and Safety	Good understanding of Health and Safety.

	Child Protection	Good understanding and compliance with Child Protection procedures.
	Continuing Professional Development	Demonstrate a clear commitment to develop and learn in the role. Ability to evaluate own performance and effectively address areas for development.