



## JOB PROFILE

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|-------------------------|------------------------------------|
| <b>Post Title:</b>      | Teacher Science                    |
| <b>Directorate:</b>     | Education and Employment           |
| <b>Responsible to:</b>  | Head Teacher, Prince Andrew School |
| <b>Responsible for:</b> | n/a                                |
| <b>Grade:</b>           | Depends of qualifications          |

### Job Purpose

To improve the lives of all within our community and help the island thrive by delivering effective and efficient teaching to promote academic attainment and progress and support the holistic development of all students.

### Main Duties and Responsibilities

1. Responsible for providing quality teaching across keystages 3, 4 and 5 in the subject area of Science which includes
  - a. Developing, planning and preparing appropriate schemes of work
  - b. Planning, preparing and delivering differentiated lessons to cater for the abilities of all students
  - c. Ensuring appropriate homework tasks are set to support learning and progress
  - d. Promoting the learning of all pupils/students through formative assessment tools such as target setting, marking, monitoring and quality feedback.
  - e. Reporting on student performance using the tracking systems currently in place
  - f. Managing students' behaviour through the use of positive behaviour management strategies
2. Participate in meetings with colleagues and parents, in relation to the above duties.
3. Effectively promote the discipline and welfare of all students across the school
4. Responsible for preparing, planning and teaching extra-curricular lessons
5. Be committed to Continuous Professional Development through attending relevant training sessions and proactive self-development
6. Responsible for teaching and learning resources within their class or subject area including a laptop valued at £800
7. Promote equality of opportunity and inclusive practices
8. Give due regard to health and safety at all times
9. Undertake playground supervision/ bus duty as required by the school



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10. Adhere to the policies, practices and procedures of the school, Portfolio and St. Helena Government.

### Special Conditions

Working outside of normal working hours

Working with challenging students and parents.

This job profile is not an exhaustive list of duties and responsibilities. There may be other ad hoc duties that fall within the remit of the role that the job holder may need to complete. In addition, the job holder will be required to carry out any other reasonable duties as requested which are commensurate with the grading and level of responsibility for the role.

| Competency                                                                                                                                                                                                                                                | Level |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| <b>Professional Development:</b><br><i>Required Professional Competency standards met</i>                                                                                                                                                                 | ii    |
| <b>Planning &amp; Delivery of Work:</b><br><i>Work is delivered on time, efficiently and to the required quality standards with clarification sought when necessary and relevant parties kept up to date on progress.</i>                                 | ii    |
| <b>Analysis and use of Information:</b><br><i>Gathers, summarises and interprets data with attention to detail. Follows guidelines for identifying problems and capable of resolving day-to-day problems.</i>                                             | ii    |
| <b>Decision Making:</b><br><i>Ability to act on own initiative and confident in making decisions within policy guidelines.</i>                                                                                                                            | ii    |
| <b>Working with Others:</b><br><i>Builds good working relationships and engages effectively with others to develop appropriate solutions/improvements.</i>                                                                                                | ii    |
| <b>Communication:</b><br><i>Ensure important messages are understood and written communications are well structured and have clear meaning. Presents information that has a positive impact on others and engages with them to understand their needs</i> | iii   |
| <b>Influencing and Persuading:</b><br><i>Team player, receptive to constructive feedback and seeks clarification when necessary. Confident in expressing difference of opinion in a constructive manner.</i>                                              | iii   |
| <b>Dealing with Change:</b><br><i>Flexible, adaptable and receptive to any change initiatives. Will support colleagues in understanding and embracing change by focusing on benefits to self and others.</i>                                              | ii    |
| <b>Continuous Improvement:</b><br><i>Willing to learn and develop self and team in job role to work efficiently.</i>                                                                                                                                      | ii    |
| <b>Managing Resources:</b>                                                                                                                                                                                                                                | i     |



## PERSON SPECIFICATION

| Criteria                                                                                                                                           | Essential / Desirable | Application Form | Selection Process |
|----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------|-------------------|
| <b>Qualifications:</b>                                                                                                                             |                       |                  |                   |
| Qualified Teacher Status (Local, UK or equivalent)                                                                                                 | E                     | ✓                |                   |
| A qualification to degree level in Science                                                                                                         | D                     | ✓                |                   |
| <b>Knowledge &amp; Experience:</b>                                                                                                                 |                       |                  |                   |
| Demonstrable experience of teaching Science at keystages 3, 4 and 5                                                                                | E                     | ✓                |                   |
| A record of continuing professional development                                                                                                    | E                     |                  | ✓                 |
| Knowledge of the Secondary Curriculum within the UK relevant to Science.                                                                           | E                     | ✓                |                   |
| <b>Skills and Abilities:</b>                                                                                                                       |                       |                  |                   |
| Commitment to high and realistic expectations for ALL children and young people through the provision of positive learning experiences in Science. | E                     |                  | ✓                 |
| Able to motivate, inspire and have high expectations of all students                                                                               | E                     |                  | ✓                 |
| Excellent interpersonal skills                                                                                                                     | E                     |                  | ✓                 |
| Effective oral and written communication skills, with good command of the English Language                                                         | E                     |                  | ✓                 |
| Able to use own initiative and work independently                                                                                                  | E                     |                  | ✓                 |
| The ability to work as part of a team                                                                                                              | E                     |                  | ✓                 |
| Adaptability/Flexibility                                                                                                                           | E                     |                  | ✓                 |
| Good listening skills                                                                                                                              | E                     |                  | ✓                 |
| A sense of humour                                                                                                                                  | E                     |                  | ✓                 |
| A sense of responsibility                                                                                                                          | E                     |                  | ✓                 |
| Good organisational skills                                                                                                                         | E                     |                  | ✓                 |
| The ability to work calmly under pressure                                                                                                          | E                     |                  | ✓                 |
| An understanding of the importance of observing confidentiality and data protection                                                                | E                     |                  | ✓                 |
| <b>Other:</b>                                                                                                                                      |                       |                  |                   |
| Willingness to work flexibly – some out of hours work will be required.                                                                            | E                     |                  | ✓                 |
| Committed to safeguarding and promoting the welfare                                                                                                | E                     |                  | ✓                 |



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|                                                                                             |   |  |   |
|---------------------------------------------------------------------------------------------|---|--|---|
| of children, young people and vulnerable adults.                                            |   |  |   |
| Contribute to a positive working environment ensuring commitment to equality and diversity. | E |  | ✓ |

### Our Values

#### FAIRNESS

We act as role models and have fair and consistent standards. We champion equality, inclusion and respect.

#### INTEGRITY

We communicate openly and we are honest, accountable and ethical.

#### TEAMWORK

We work together and we support each other.

### Professional or Career Progression Cadre Competency Framework

*This post holder is required to have the teaching competencies as outlined in Appendix A.*



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## Appendix A

### **Professional Standards - Teachers**

#### **S1: Set high expectations which inspire, motivate and challenge pupils**

- Establish a safe and stimulating environment for pupils, rooted in mutual respect.
- Set goals that can stretch and challenge pupils of all backgrounds, abilities and dispositions.
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

#### **S2: Promote good progress and outcomes by pupils**

- Be accountable for pupils' attainment, progress and outcomes.
- Plan teaching to build on pupils' capabilities and prior knowledge
- Guide pupils to reflect on the progress they have made and their emerging needs.
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching.
- Encourage pupils to take a responsible and conscientious attitude to their own work and study.

#### **S3: Demonstrate good subject and curriculum knowledge**

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' 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.

#### **S4: 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 pupils 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 areas.

#### **S5: Adapt teaching to respond to the strengths and needs of all pupils**

- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- Have a secure understanding of how a range of factors can inhibit pupils' 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 pupils' education at different stages of development
- Have a clear understanding of the needs of all pupils, 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.

#### **S6: Make accurate and productive use of assessment**

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements



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- Make use of formative and summative assessment to secure pupils' progress
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

### **S7: Manages behaviour effectively to ensure a good and safe learning**

- Have clear rules and routines for behaviour in the classroom, and take responsibility for promoting good and courteous behaviour in the classroom and around the school, in accordance with the school's behaviour policy
- Have high expectations of behaviour and establish a framework for discipline, consistently and fairly, with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- Maintain good relationships with pupils, exercising appropriate authority, and acts decisively when necessary

### **S8: 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 pupils' achievements and well being
- Understands safeguarding and child protection procedures, and their implications, including the effects on a child's behaviour