

Executive Principal
Keith Bennett

English Teacher **Job Description and Personal Specification**

School Purpose

The purpose of Marland School is to meet the educational and holistic needs of young people who have identified Social, Emotional and Mental Health (SEMH) developmental needs.

Job Title: English Subject Teacher with ability to teach at KS2-KS4 (MPS/UPS + SEN 1 / 2) dependent upon experience

Although all new staff are employed with the capacity to work at either school site (Day School at Barnstaple, Bideford or the Residential School at Peters Marland, Torrington), this specific post will be based at the Residential School in Peters Marland (Torrington) with no current plans to work at the other site. The School has a capacity for up to 40 students between Y4 – Y11, currently deployed in small groups up to six students.

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Principal or Head of Teaching and Learning.

Job Purpose

To be a highly effective English teacher, subject coordinator for our residential setting under the subject leadership and guidance of our experienced cross sites subject specialist Curriculum Manager – English. Also to act as a class tutor who supports and challenges all students to achieve their full potential.

This position will involve teaching predominantly English to small groups of approximately 6 students (with TA support where required) mainly across KS3 & KS4 (some KS2 a possibility), focusing on national accreditation (Functional Skills, GCSE, etc.) wherever appropriate / feasible at the latter phases.

This role will also include supporting the Curriculum Manager – English with the consistent and effective delivery of cross curricular literacy at the Residential School as well as helping to guide the specialist TA team with targeted literacy intervention support for students identified with such need.

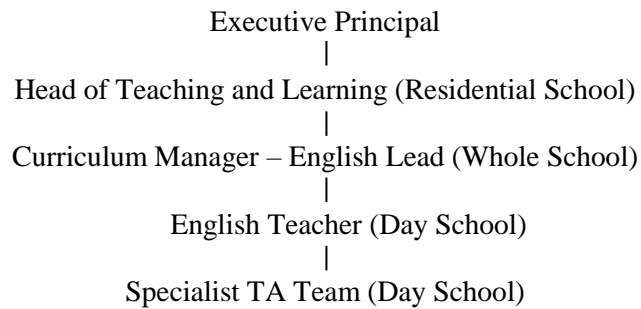
Marland Residential School
Peters Marland
Torrington
EX38 8QQ
Tel. 01805 601324

Marland Secondary School
Springfield Court, Brannam Crescent
Roundswell, Barnstaple
EX31 3TD
Tel. 01271 335500

Marland Primary School
Chanters Road
Bideford
EX39 2QN
Tel. 01237 876300

Marland Secondary School (Bideford)
Alverdiscott Road
East of the Water, Bideford
EX39 4PL
Tel. 01237 273150

Organisation Chart



Accountabilities:

1. To maintain a thorough and up to date knowledge of the teaching of your subject and take account of wider curriculum developments which are relevant to your work.
2. To plan lessons/activities/tutorials and sequences of lessons to meet students' individual learning needs
3. To use a range of appropriate strategies and follow school policies for teaching/tutoring, behaviour management and classroom management
4. To do all that you can to ensure that you safeguard and promote the welfare of students in the School
5. To set well-grounded consistent expectations for students in your teaching and tutorial groups using information about prior attainment
6. To assess, monitor and record the progress of students in your teaching (and Key Stage tutorial groups) and give them clear and constructive feedback
7. To do all you can to ensure that, as a result of your teaching (and tutoring), your students achieve well relative to their prior attainment, making progress as good as or better than similar students nationally and in the School
8. To take responsibility for your own professional development and use the outcomes to improve your teaching (and tutoring) and your students' learning
9. To make an active contribution to the policies, aspirations and plans of your subject area/s, your curriculum team and of the School.

In addition, the English Teacher

- must also be:
 - a good manager of students, systems and resources
 - optimistic, constructive & proactive
 - able to show initiative and work as a proactive member of a whole staff team
 - adaptable and willing to accept guidance
 - an effective & confident communicator with good interpersonal skills.
 - able to demonstrate and promote good practice in line with the ethos of Marland School
 - able to teach, motivate, manage and inspire SEMH students who may be extremely disaffected
 - able to build effective relationships with colleagues at all levels
 - solution focused and forward thinking
 - prepared to teach a range of subject/s as required
 - physically healthy with a good attendance record
 - mentally healthy and able to undertake the extreme stresses associated with this role
 - willing to participate in other development and training opportunities as required
 - able to undertake 'PIP's' training and operate in accordance with Marland Policy
 - undertake any other reasonable duties as directed by the Principal.

- should possess:
 - good contextual judgement, common sense and realism
 - good student leadership & management skills
 - a good sense of humour
- have experience of:
 - successful teaching of a range of Primary / English to children and/or young people in a school based setting
 - using ICT to support learning and for administration purposes

Specific duties to include

English across the Residential School site. To facilitate appropriate national accreditation for all eligible students and aim / strive for all to achieve their full potential.

Upper Pay Scale

In addition, teachers on the Upper Pay Range will be expected to meet all the requirements of associated Department for Education guidance and the Marland School Pay Policy.

Appraisal

Your annual performance review is based on this overall job description and with particular emphasis on your individual annual targets. These are set in discussion with your line manager and grouped under the headings:

- Developing & improving own professional practice.
- Student Progress.

Marland School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. An enhanced DBS disclosure is required for this post.