

The Bridgwater and Taunton College Trust Culture reflects that of our sponsor.

The success of the Bridgwater and Taunton College Trust will be underpinned by two fundamental tenets:

Students come first: First and foremost, the role of the Trust is to enable students to achieve their potential, and it is this assumption that drives the culture and activity of the Trust. It also drives the Trust's recruitment and personnel strategies. It is assumed that anyone who joins or forms part of the Trust shares this philosophy.

All staff employed at the Trust are team players: Whilst every member of staff has a specific role to fulfil, their ability to do this successfully will depend to a large degree on their ability to cooperate with others, to lead by example if they are operating in a management capacity, and to support colleagues in whatever way is appropriate, and in their turn to seek support when this is necessary to enable them to fulfil their role. The extent to which individuals can work with others is seen as a critical determinant in their appointment to the Trust. In all appointments we make it clear that we are looking for energy, passion, innovation and cooperation, as well as behaviour that will promote a positive image for the Trust in its wider community.

PERSONAL PROFILE

The success of the Bridgwater and Taunton College Trust rests on a very strongly felt and shared set of values which determine its strategic direction. It is absolutely crucial that the post holder shares our values of student centredness, equality of opportunity and parity of esteem for staff and students. S/he/they must enjoy working within the team philosophy. This post is not about building empires. It is about espousing and promoting corporateness. Like any other post in the Academy, it is about valuing people, working in partnership with others and supporting individual progression and achievement.

Crucially the post holder must have a commitment to comprehensive education and training. S/he/they will believe passionately in the entitlement of individuals of all ages to learning.

Accountable to: Head of Department

Area	Accountability Statement
Teaching and Learning	<ul style="list-style-type: none"> • Planning and preparing courses and lessons • Teaching, according to their educational needs, the students assigned, including the setting and marking of work to be carried out by the student in school and elsewhere
Assessment Recording and Reporting	<ul style="list-style-type: none"> • Assessing, recording and reporting on the development, progress and attainment of students • Providing or contributing to oral and written assessments, reports and references relating to individual students and groups of students
Students' Personal Development	<ul style="list-style-type: none"> • Providing guidance and advice to students on educational and social matters and on their further education and future careers, including information about sources of more expert advice on specific questions • Take on the role of Form Tutor • Making relevant records and reports
Liaison	<ul style="list-style-type: none"> • Communicating and consulting with the parents of students • Communicating and co-operating with persons or bodies outside the school • Participating in meetings arranged for any of the purposes described above
Performance Management	<ul style="list-style-type: none"> • Participating in arrangements for the review of the teacher's own performance and that of other teachers
Monitoring, evaluation and CPD	<ul style="list-style-type: none"> • Reviewing from time to time the methods of teaching and programmes of work • Participating in arrangements for further training and professional development • Act on advice and feedback given and be open to support
Educational methods	<ul style="list-style-type: none"> • Advising and co-operating with other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements
Discipline, Health and Safety	<ul style="list-style-type: none"> • Maintaining good order and discipline among students and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere

Job Description Classroom Teacher

Staff Meetings	<ul style="list-style-type: none"> Participating in meetings at the school which relate to the curriculum or the administration or organisation of the school including pastoral arrangements
Cover	<ul style="list-style-type: none"> Cover for absent colleagues, rarely and in circumstances that are not foreseeable
External Examinations	<ul style="list-style-type: none"> Participating in arrangements for preparing students for external examinations, assessing students for the purposes of such examinations and recording and reporting such assessments Participating in arrangements for students presentation for, and conducting, such examinations
Leadership and Management (if appropriate)	<ul style="list-style-type: none"> Contributing to the selection for appointment and professional development of other teachers and support staff, including the induction and assessment of new teachers Assist the Principal in carrying out threshold assessments of other teachers for whom there is management responsibility Co-ordinating or managing the work of other staff; and taking part in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school
Administration	<ul style="list-style-type: none"> Participating in administrative and organisational tasks related to the duties described above, including: The direction or supervision of persons providing support in the classroom Attending assemblies Registering the attendance of students Supervising students during duties before, during or after school sessions.
Safeguarding	<ul style="list-style-type: none"> All staff will be committed to safeguarding and to promote the welfare of students, as well as including suitability to work with children as an essential criterion.

Other Requirements

- Attends mandatory training, for example, for child protection
- Responsible for the health, safety and welfare of themselves and others.
- To be responsible for the safeguarding and promotion of the welfare of children.
- To be a team player and contribute within your own capabilities towards the Academy vision
- The post-holder may from time to time be required to carry out other duties commensurate with the role

Job Description Classroom Teacher

Person Specification

Standard Scale Teacher

We are seeking a highly skilled colleague who will be dynamic and committed to the department and the school.

The qualities, skills and experience we are looking for include:

- Qualified Teacher Status.
- Strong Evidence of CPD.
- Detailed knowledge of the specialist subject curriculum for Key Stage 3 and Key Stage 4.
- Excellent teaching skills.
- Ability to teach the specialist subject to Key Stage 3 and Key Stage 4.
- Good ICT skills.
- Ability to improve attainment and achievement.
- Ability to work well in a team.
- Ability to plan and organise own workload.
- Ability to work effectively under pressure.
- Excellent decision-making skills.
- Excellent inter-personal skills.
- Excellent communication and presentation skills.
- Commitment to the wider life of the school.
- Good health and attendance record.
- All staff will be committed to safeguarding and to promote the welfare of students