



THE BAY
LEARNING TRUST

Teacher of Science

Salary	MPS / UPS
Location	Based at Morecambe Bay Academy
Closing Date	Friday 11 October 2024
Interviews	W/C 14 October 2024
Duration	Permanent position
Reports To	Head of Department
Start Date	January 2025

Purpose of role:

- To fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions document (STPCD)
- Assist in the smooth running of the school at all times.

Role of the teacher:

All staff are expected to model the following values, behaviours and attitudes:

- Putting students first and being positive about young people
- Committing fully to the safeguarding of students
- Having a commitment to excellence and high standards in everything we do
- Having, and communicating, the highest expectations of young people academically and personally
- Having a commitment to social justice and equality of opportunity
- Being committed to ethical behaviour: demonstrating integrity, honesty, resilience, professionalism, kindness and humility
- Behaving in a professional manner with staff and students at all times, treating all members of the school community with dignity and respect
- Contributing to the overall aims of the school by complying with and implementing school policies and by working collaboratively as part of pastoral and academic teams
- A willingness to contribute to school life beyond the curriculum.

To be effective in the classroom, all teachers are expected:

- To be accountable for student progress in the classes they are responsible for
- To have a secure knowledge and understanding of the relevant curriculum area and to keep up to date with current developments
- To plan and teach challenging, well-organised lessons and sequences of lessons across the age and ability range in line with school policies
- To maintain the highest standards of student behaviour and conduct both inside and outside of the classroom and to follow school policies
- To encourage resilience and hard work amongst students
- To keep up to date with the assessment requirements for the subjects taught, including those relating to public examinations
- To use both school and national data to evaluate the effectiveness of teaching, to monitor progress and to raise attainment

- To use assessment and prior attainment as part of teaching to diagnose students' needs, set realistic and challenging targets for improvement and plan future teaching
- To set and mark homework and to give feedback which is meaningful, in line with school policy
- To contribute to the work of the department as instructed by the Head of Department in the development of syllabuses, teaching materials and schemes of learning.

To develop professionally, all teachers are expected:

- To be reflective practitioners and engage with further research and reading to inform and improve teaching
- To receive and act on feedback to build on strengths and improve performance
- To take ownership of their own professional development, engaging in professional development activities as appropriate to the teacher's career stage
- To contribute to the professional development of others as appropriate to the teacher's own career stage
- To develop knowledge and understanding of technology to support teaching
- To keep up to date on current teaching, learning and behaviour management strategies and know how to adapt them, including how to personalise learning to provide opportunities for all learners to achieve their potential.

To manage young people effectively, all teachers are expected:

- To understand how young people develop and to make effective personalised provision for children with specific learning needs including higher prior attaining students
- To act in the capacity of a form tutor
- To manage students' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy
- To promote the self-control and independence of students through a range of behaviour management strategies and through developing students' social, emotional and behavioural skills
- To know how to identify potential safeguarding issues and follow safeguarding procedures.

To provide the best possible learning environment, all teachers are expected:

- To establish a purposeful and safe learning environment which enhances learning
- To be responsible for the safety of those working in the classroom; this includes ensuring that the room is free from clutter and untidy storage, that faults are reported according to procedures laid down; in the case of teachers of practical subjects, this includes awareness of the dangers of equipment and material being used, availability of first aid materials, and knowledge of procedures in case of accidents.

Key accountabilities (and specific duties / responsibilities):

Individual roles and responsibilities are assigned below; however, the academy exists as an entity and to ensure effectiveness it will be crucial to understand that all areas of work and responsibility are interrelated and interdependent.

Specific and General Duties:

- To ensure that GDPR principles are applied in all areas of work
- To work flexibly as part of a team to meet any emergencies that may arise
- Promote the safeguarding of all students in the school.

It is the Academy's intention that this job description is seen as a guide to the major areas and duties for which the Teacher of Science is accountable. However, this may change and the post holder's obligations will vary and develop. The post holder is required to perform other reasonable duties which are assigned from time to time. The job description should be seen as a guide and not as a permanent, definitive and exhaustive statement.

Safeguarding:

The Bay Learning Trust is committed to the safeguarding and promotion of the welfare of all children and young people in our care. All staff have a key role and responsibility in this area and will be subject to an Enhanced Disclosure check.

Personal attributes required (based on job description)

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Qualified Teacher Status• Successful teaching experience• Evidence of Continuing Professional Development relevant to this role	
Relevant Experience	<ul style="list-style-type: none">• Evidence of successful teaching in the secondary sector• Awareness and understanding of children's development• Involvement in extracurricular activities	
Knowledge	<ul style="list-style-type: none">• Expert knowledge of the National Curriculum, particularly the Science curriculum• Understanding of high-quality teaching and learning strategies in the subject• Knowledge of guidance and requirements around safeguarding children• Current educational issues• Knowledge and use of ICT in schools	

<p>Skills</p>	<ul style="list-style-type: none"> • Ability to build effective working relationships with staff and other stakeholders • Ability to adapt teaching to meet students' needs • Ability to build effective working relationships with students • Good IT skills • Effective communication and interpersonal skills • Ability to communicate a vision and inspire others • Lead by example, showing integrity, resilience and courage • Demonstrate personal enthusiasm and commitment to the leadership process • Prioritise, plan and organise themselves • Manage conflict • Think creatively to anticipate and solve problems • Listen to and reflect on feedback • Develop effective teamwork 	
<p>Personal Qualities</p>	<ul style="list-style-type: none"> • A commitment to achieving the best outcomes for all students • Uphold and promote the ethos and values of the school • Ability to work under pressure and prioritise effectively • Maintain confidentiality at all times • Commitment to safeguarding and equality 	

This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to Bay Learning Trust values.