

**Job title: Secondary Teacher**

Month-Year  
September 2021

**Mission:** To support the following BSB strategic Priorities

1. Energised Leadership - Our staff will feel empowered to lead in the classroom and our students will be confident to take the initiative
2. Personalised Learning - Develop a learning environment where students become independent in a climate of creativity, innovation and challenge.
3. People Growth - Provide students with the opportunities, support and challenge to grow as individuals and to become successful young citizens.
4. Community - Encourage positive, collaborative partnerships with parents to ensure that they feel able to understand and support their children's progress and personal development. We will listen to all our stakeholders and include their views in our strategic plans.
5. Innovation - Harness new technologies and pedagogical research to ensure a cutting edge and highly effective learning environment.
6. Brilliant Basics - Build infrastructure, systems and procedures that support a high-quality learning experience for staff, students and parents.

**Safeguarding:** To comply with safeguarding policies, procedures and code of conduct. To demonstrate a personal commitment to safeguarding and student/colleague wellbeing. To ensure that any safeguarding concerns or incidents are reported appropriately in line with policy. To engage in safeguarding training when required.

KPIs	Values	Functions	Skills
<ul style="list-style-type: none"> <li>• High quality lessons observed through PM cycle</li> <li>• Student learner surveys indicate that students feel challenged and supported in lessons</li> <li>• Students outcomes (both ongoing assessments and external exams) demonstrate Good Progress (VA measures)</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Excellence:</i> We aspire to achieve excellence in everything we do, no matter how big or small</li> <li>• <i>Collaboration:</i> Together, we are more aligned and more effective.</li> <li>• <i>Respect:</i> We treat all with fairness, compassion and respect</li> <li>• <i>Integrity:</i> We do what we say we will do.</li> <li>• <i>Accountability:</i> We have a clear sense of what is expected of us and we do our utmost to deliver, taking our responsibilities as educators seriously.</li> </ul>	<p>As a BSB teacher you will be expected to follow the guidelines set out in the Cognita Teaching Toolkit. This includes clear expectations for planning, assessment, relationships, lesson delivery and wider professional duties.</p> <p>You will also be expected to contribute towards helping to deliver the whole school strategic priorities. You will be expected to do anything reasonable required by the Headteacher and Principal.</p> <p>1. As a teacher:</p> <p>Teach lessons from KS3, 4 and 5, modelling and delivering outstanding practice in your own subject area in an innovative and inspirational way. To have high expectations of all students and to track progress based on relevant data, observations and a wide range of assessments. To maintain discipline in accordance with the school's procedures and encourage good practice with regard to punctuality, behaviour and standards of work. To assess students' work in line with school policies and procedures, referring to student performance targets.</p> <p>2. Wider faculty contribution</p> <p>Support the delivery of the vision for your Faculty and BSB more widely. This should translate into high quality learning sequences which engage students, develop student knowledge and skills and help students to become independent learners. Support the collaborative planning within your Faculty, developing an exciting and engaging curriculum. Support robust and formative assessment systems within your Faculty and support the programme for intervention. Contribute towards professional development conversations of others within your team and actively seek opportunities for your own personal development.</p> <p>3. Other responsibilities</p> <p>To continue your personal development and participate in the school's staff development programme. To engage actively with the school's performance management programme. To attend staff meetings, open evenings, and parents' evenings. To attend morning assemblies and staff morning briefing unless on duty. As a tutor you should support the pastoral care for your form group, seeking to help individuals' character development.</p>	<ul style="list-style-type: none"> <li>• Strong organisational skills</li> <li>• Ability to work and contribute in a team</li> <li>• Ability to manage change sensitively and effectively</li> <li>• Initiative, passion, creativity and optimism</li> <li>• High commitment to raise the standards of academic achievement of all pupils</li> <li>• Clear understanding of effective teaching, learning and assessment techniques</li> <li>• An instinctive commitment to the safeguarding of young people, and an up to date knowledge of child protection procedures</li> <li>• You still love working with children</li> </ul>

**Profile:**

- Qualification: Batchelors Degree with QTS or International equivalent essential.
- Knowledge/experience: Teaching experience in Secondary School at all three key stages essential. Knowledge of both IB and A Level desirable
- Competences: Self-awareness and reflection, Learning Focus, Personal Drive, Integrity, Resilience, Partnership/Team working
- Languages: English essential and Spanish desirable.

**Relationships:**

- INTERNAL: Informal links with other BSB staff.
- EXTERNAL: School community. Wider COGNITA teaching network.

**Hierarchical dependency:**

- Direct Report: DoL
- Indirect Report: DHT/AHT

Cognita Schools are committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and other third parties to share this commitment. Safer recruitment practice and pre-employment background checks, to the maximum extent permitted by law will be undertaken before any appointment is confirmed.

Signed: ..... Name (Print): ..... Date: .....