

Job title: Teacher of English (possibility of Drama) (Possible recruitment & retention allowance for the right candidate)	FEB 2025
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Mission: To support the following TEMS strategic Priorities

Academic: Foster a passion for learning by encouraging exploration and curiosity. Encourage independent thinkers who feel confident in making mistakes and learning from them.

Character: Nurture a caring community, where respect for one another and our environment is tangible. Develop positive relationships both locally and globally based on empathy, collaboration, and trust.

Global: Deliver a trilingual education which by building oracy, debate and conversation across the globe builds an understanding of diversity. Forge strong links with Cognita family.

KPIs	Values	Functions	Skills
<ul style="list-style-type: none"> High quality lessons observed through PM cycle Student learner surveys indicate that students feel challenged and supported in lessons Students outcomes (both ongoing assessments and external exams) demonstrate Good Progress (VA measures) 	<ul style="list-style-type: none"> Excellence: We aspire to achieve excellence in everything we do, no matter how big or small Collaboration: Together, we are more aligned and more effective. Respect: We treat all with fairness, compassion and respect Integrity: We do what we say we will do. Accountability: We have a clear sense of what is expected of us and we do our utmost to deliver, taking our responsibilities as educators seriously. 	<p>As a TEMS 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>1. As a teacher:</p> <p>Teach lessons from KS3, 4 and possibly KS5 for the right candidate, 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 regarding 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 of English Literature (possibly Drama) in your Faculty and TEMS 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. There is the opportunity, for a suitable candidate, to act as a possible Key Stage Leader for English or develop the teaching of Drama</p> <p>3. Other responsibilities</p> <ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> Strong organisational skills Ability to work and contribute in a team Ability to manage change sensitively and effectively Initiative, passion, creativity and optimism High commitment to raise the standards of academic achievement of all pupils Clear understanding of effective teaching, learning and assessment techniques An instinctive commitment to the safeguarding of young people, and an up to date knowledge of child protection procedures You still love working with children

Profile:

- Qualification: Bachelor's Degree with QTS or International equivalent is **essential**.
- Knowledge/experience: Experience in Secondary across KS3 & KS4 is **essential**. Knowledge of KS4 Literature & Drama is **desirable**.
- Competences: Self-awareness and reflection, Personal Drive, Integrity, Resilience, Team working
- Languages: **English native speaker level** is essential and Spanish desirable, an existing right to work in the EU is highly **desirable**

Relationships:

- INTERNAL: Informal links with other TEMS leaders (HoY, AHT, DHT, HT etc)
- EXTERNAL: School community.

Hierarchical dependency:

- Direct Report: Head of Subject / Faculty

"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: