

Job Description & Person Specification

JOB TITLE	Teacher of PSHE/RE
EMPLOYER	University of Brighton Academies Trust
LOCATION (Academy)	The Hastings Academy
RESPONSIBLE TO	Head of RE/PSHE
MAIN PURPOSE OF THE JOB	To plan, teach and deliver the Personal, Social, Health and Economic Education (PSHE) and Religious Studies (RS) curriculum across the school, ensuring effective implementation and meeting the needs of all students. To work collaboratively with colleagues and contribute to the school's vision, values, and policies.
CORE REQUIREMENTS	
•	Build positive relationships with students and colleagues, fostering trust and confidence.
•	Demonstrate effective classroom management, engaging and motivating students.
•	Participate in the Academy's improvement/development planning and contribute to the enhancement of student learning.
•	Contribute to the development and/or implementation of Academy policies.
•	Use the performance management process to advance student learning and enhance professional practice in line with the Academy's aspirations and priorities.
•	Ability to plan and deliver high quality RE and PSHE lessons.
•	Promote the wider aspirations and values of the Academy.
	<p>Key Responsibilities</p> <ul style="list-style-type: none"> • Teach and deliver the PSHE and RS curriculum in line with school policies and curriculum requirements.. • Develop and implement schemes of work and lesson plans in line with the school's policies and curriculum requirements. • Provide guidance and support to teachers to ensure high-quality teaching and learning in PSHE and RS.

- Work with other members of the Senior Leadership Team to contribute to the development and implementation of school policies, including behaviour and safeguarding policies.
- Develop and maintain links with external agencies and organisations to enhance the provision of PSHE and RS.
- Lead and manage extra-curricular activities related to PSHE and RS.
- Attend relevant meetings, training and conferences to keep up-to-date with developments in PSHE and RS.

Planning, Teaching and Class Management

Teach allocated students by planning their teaching to achieve progression of learning through:

- understanding and applying effective classroom management,
- understanding and applying a range of teaching strategies,
- positively targeting and supporting individual learning needs,
- maintaining high levels of behaviour and discipline,
- effectively using homework and other extra-curricular learning opportunities,
- demonstrating appropriate consistent progress:
 - for the majority of students
 - across all teaching areas
 - across all spectrums of background, ability and behaviour that compares favourably with students in similar settings,
- effectively managing other adults in the classroom.

Monitoring, Assessment, Recording, Reporting

- Use performance data to evaluate students' progress and set appropriate targets for improvement.
- Use assessment to inform planning and teaching.
- Report on progress to all stakeholders.

Pastoral Duties

- Be a mentor to an assigned group of students.
- Promote the general progress and well-being of individual students in your mentor group as a whole.
- Liaise with the Assistant Head of Department to ensure the implementation of the Academy's pastoral system.
- Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of Academy life.
- Contribute to the preparation of Action Plans and progress files and other reports.

	<ul style="list-style-type: none"> • Alert appropriate staff to problems experienced by students and make recommendations as to how these may be resolved. • Communicate, as appropriate, with parents of students and persons or bodies outside the Academy concerned with the welfare of individual students, after consultation with appropriate staff. <p>Other Professional Requirements</p> <ul style="list-style-type: none"> • Excellent knowledge of the PSHE and RS curriculum • Have a working knowledge of teachers’ professional duties and legal liabilities • Ability to monitor the quality of teaching and learning and provide feedback for improvement • Excellent communication and interpersonal skills, with the ability to build positive relationships with students, staff and external agencies • Strong organisational and time-management skills, with the ability to manage multiple tasks and priorities effectively • Good IT skills, including the use of Microsoft Office and online teaching platforms • Understanding of current issues and developments in PSHE and RE, and the ability to apply this to the school context • Operate at all times within the stated policies and practices of the Academy. • Maintain an up to date knowledge of good practice in teaching techniques. • Know subject(s) or specialism(s) to enable effective teaching. • Take account of wider curriculum developments. • Incorporate national strategies in all teaching. • Communicate learning objectives. • Contribute positively and effectively to the ‘Every Child Known’ agenda. • Undertake professional development to enhance teaching and students’ learning, apply outcomes and identify impact and share outcomes with colleagues. • Take responsibility for professional learning.
<ul style="list-style-type: none"> • 	<p>To carry out all activities in such a manner that data protection requirements are met and are in line with the Academy’s policies for Health and Safety, and Equal Opportunities</p>
<ul style="list-style-type: none"> • 	<p>To participate in professional development activities and performance management activities as required</p>
<ul style="list-style-type: none"> • 	<p>To undertake other reasonable duties as directed by your line manager</p>
<p>This Job Description is correct at the time of print and gives the main responsibilities and tasks of the role. These may however be changed or added to as appropriate.</p> <p>There may also be the need for staff to undertake additional duties from time to time, appropriate to the level of the post. Should these additional tasks become a frequent part of the role, the job description will be revised through consultation with the post holder.</p>	

Date: May 2023

Additional Information

- This post is subject to an Enhanced Disclosure and Barring Check (DBS)
- This post is exempt from the Rehabilitation of Offenders Act (1974) – applicants must be prepared to disclose all criminal convictions and cautions including those that would otherwise be spent under the Act.

University of Brighton Academies Trust is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.

PERSON SPECIFICATION

ESSENTIAL CRITERIA

Qualification criteria

- Degree / Qualified Teacher Status
- Permitted to work in the UK
- Evidence of relevant and substantial CPD

Ethos, Skills and Knowledge

- Commitment to fully inclusive education
- Experience of teaching PSHE and/or RS in a secondary school setting, this post is suitable for ECT teachers
- Experience of leading a team of teachers or managing a department
- Experience of developing and implementing schemes of work and lesson plans
- Commitment to the pursuit of high standards – academic and behavioural
- Commitment to staff participation in decision making
- Commitment to quality provision for SEN students
- Commitment to equal opportunities
- The ability to work in a fast moving and constantly changing environment
- Effective teaching, student management and communication skills

Personal Qualities

- Vision, warmth, energy, resilience, enthusiasm and caring
- Passionate about the importance of PSHE and RS education
- Committed to promoting equality, diversity and inclusion
- Positive and proactive approach, with a can-do attitude
- Adaptable and flexible, with the ability to work well under pressure
- Resilient and able to deal with challenging situations
- Honest, trustworthy and reliable
- Willingness to work collaboratively as part of a team.