



**Al-Hijrah School**  
**مدرسة الهجرة**

**Teacher of English**  
**Salary MPS/UPS, Permanent / Full-Time**  
**Al Hijrah School**  
**Burbidge Road**  
**Bordesley Green**  
**Birmingham**  
**B9 4US**  
**Required for January 2018**

Al-Hijrah School is a very successful (4-16) Voluntary Aided Islamic Through School. We have a clear aim to provide outstanding education for all of our pupils through innovative teaching.

We are looking to appoint an English teacher. The ideal candidate would be an experienced teacher with a passion for English, having the ability to engage, motivate and enthuse our students to achieve their full potential. Candidates must have a successful track record in delivering GCSE English Language and Literature.

You will be joining a school with a proven track record of excellent results. Our Progress8 score of .45 (above National Average and in the top 18% of all schools nationally) and Attainment8 score of 51.85. We have amazing students who are highly motivated, enthusiastic and ambitious in English, achieving a great Progress8 score of 0.62 in the English Element of Progress8.

We are looking for an outstanding class teacher with drive and ambition who will be fully involved with the life of the school.

**Closing Date for Applications: 24 November 2017**  
**Shortlisting: 28 November 2017**  
**Interviews: 11 December 2017**

For further details please contact Saima Khan via email to [s.khan@al-hijrah.bham.sch.uk](mailto:s.khan@al-hijrah.bham.sch.uk)

**Application Forms are available on our website at [www.alhijrahschool.co.uk](http://www.alhijrahschool.co.uk)**

Al-Hijrah School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants.



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## **JOB DESCRIPTION: TEACHER of English**

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**Job title:** Teacher

**Responsible to:** Head of English

### **MAIN PURPOSE**

- To contribute to the development of a strong, effective school with an emphasis on promoting a culture of educational excellence, within a caring and secure Islamic environment enriched with the values of discipline, mutual care and respect which extends beyond the school into the wider community.

### **OVERALL RESPONSIBILITY**

- To plan and develop high quality lessons and courses, using a variety of approaches, to continually enhance teaching and learning.
- To maintain and build upon the standards achieved in the award for QTS as set out by the Secretary of State.

### **SECTION 1 - GENERAL TEACHING DUTIES**

#### **Teaching and Learning**

1. Have secure knowledge and understanding of the subjects taught (including cross-curricular learning)
2. Know and understand the statutory and non-statutory frameworks including those provided through the national strategies for the subjects taught
3. Plan for progression across the age and ability range you teach, designing effective learning sequences (episodes) within lessons and across a series of lessons/ unit of work
4. Plan lessons appropriate to the needs, interests, experience and existing knowledge of the pupils in the class
5. Design opportunities for children to develop their literacy, numeracy, ICT and thinking and learning skills (as appropriate)
6. Plan and assess homework and other out-of-class work, where appropriate to ensure progress and to extend and consolidate learning
7. Teach challenging, well organised lessons and sequences of lessons in which you:
  - know and use an appropriate range of teaching strategies and resources, which meet learners' needs and take practical account of diversity and promote equality and inclusion;
  - build on the prior knowledge and attainment of those you teach in order that learners meet learning objectives and make sustained progress;
  - develop concepts and processes which enable learners to apply new knowledge, understanding and skills;

- adapt your language to suit the children you teach, introducing new ideas and concepts clearly, and using explanations, questions, discussions and plenaries effectively;
  - manage the learning of individuals, groups and whole classes effectively, modifying your teaching appropriately to suit the stage of the lesson and the needs of the learners.
8. Teach engaging and motivating lessons designed to raise levels of attainment
  9. Personalise learning to provide opportunities for all learners to achieve their potential, (including EAL/ special needs/ disabilities/ G&T children) promoting equality and inclusion
  10. Use positive management of behaviour in an environment of mutual respect which allows pupils to feel safe and secure and promotes their self-esteem
  11. Nurture the growth of the whole child – spiritually, intellectually, socially, emotionally and physically
  12. Understand how children develop and how progress, well-being and development are affected by a range of developmental, social, religious, ethnic, cultural, linguistic and personal circumstances
  13. Challenge and inspire pupils to deepen their knowledge and understanding of the curriculum and of their faith
  14. Review the effectiveness of your teaching and its impact on learners' progress, attainment and well-being, refining their approaches where necessary
  15. Review the impact of the feedback provided to children and guide them on how to improve their attainment.

### **Monitoring, Assessment, Recording, Reporting, and Accountability**

1. Be immediately responsible for the processes of identification, assessment, recording and reporting for the pupils in their charge.
2. Assess pupils' work systematically and use the results to inform future planning, teaching and curricular development.
3. Be familiar with statutory assessment and reporting procedures and prepare and present informative, helpful and accurate reports to parents.
4. Keep an accurate register of pupils for each lesson. Unexplained absences or patterns of absence should be reported immediately in accordance with the School policy.

### **Subject knowledge and understanding**

1. Have a thorough and up-to-date knowledge and understanding of the National Curriculum programmes of study, level descriptors and specifications for examination courses.
2. Keep up-to-date with research and developments in pedagogy and the subject

### **Professional Standards and Development**

1. Be a role model to pupils through personal presentation and professional conduct.
2. Arrive in class, on or before the start of the lesson, and begin and end lessons on time.
3. Cover for absent colleagues as is reasonable, fair and equitable.

4. Be familiar with the School and Department handbooks and support all the School's policies, e.g. those on Health and Safety, Citizenship, Literacy, Numeracy and ICT.
5. Establish effective working relationships with professional colleagues and associate staff.
6. Be involved in extra-curricular activities such as making a contribution to after-school clubs and visits.
7. Maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
8. Liaise effectively with parent/carers and with other agencies with responsibility for pupils' education and welfare.
9. Be aware of the role of the Governing Body of the School and support it in performing its duties.
10. Be familiar with and implement the relevant requirements of the current SEN Code of Practice, DDA and Access to Work.
11. Consider the needs of all pupils within lessons (and implement specialist advice) especially those who:
  - have SEN
  - are gifted and talented
  - are not yet fluent in English

### **Health and Safety**

1. Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
2. Co-operate with the employer on all issues to do with Health, Safety & Welfare.

### **Continuing Professional Development**

1. In conjunction with the line manager, take responsibility for personal professional development, keeping up-to-date with research and developments in teaching pedagogy and changes in the School Curriculum, which may lead to improvements in teaching and learning.
2. Undertake any necessary professional development as identified in the School Improvement Plan taking full advantage of any relevant training and development available.
3. Maintain a professional portfolio of evidence to support the Performance Management process - evaluating and improving own practice.
4. Contribute to the professional development of colleagues
5. Act upon advice and feedback and be open to coaching and mentoring

**N.B:** Every teacher will be expected to have pastoral responsibilities

## **SECTION 2 - ADDITIONAL DUTIES FOR THIS POST 2015-2016**

The following tasks will be negotiated and agreed at the time of appointment and at annual review. These additional tasks are seen as an important part of the School's professional development programme:

- To implement staff responsibilities as laid out in the Teacher conduct
- To be responsible for teaching of your given pupils
- To assist in the ongoing review and development of schemes of work
- To work closely with the other members of the team and, where required, with colleagues from other departments throughout the school
- To support the school's ethos and Aims & Objectives.
- To adhere to and fully implement whole school policies as laid down by the Head Teacher and the Governors

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.



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**PERSON SPECIFICATION: TEACHER**

<b>CRITERIA</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Initial Qualifications</b>	<ul style="list-style-type: none"><li>• Qualified Teacher Status (QTS)</li></ul>	<ul style="list-style-type: none"><li>• Evidence of continuous INSET and commitment to further professional development</li></ul>
<b>Further Qualifications /Professional Development</b>	<ul style="list-style-type: none"><li>• Recent, relevant in-service training in current educational practice.</li></ul>	<ul style="list-style-type: none"><li>• Post Graduate study</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Experience and proven skills in working with pupils and teaching in KS3 and KS4</li><li>• A commitment to deliver a full range of relevant examination options</li><li>• Experience and good working knowledge of the National Curriculum</li></ul>	<ul style="list-style-type: none"><li>• Have an awareness of current legal requirements and national policies</li><li>• A commitment to involving the parents, governors and the community in the life of the school.</li></ul>

<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Excellent classroom practitioner skills</li> <li>• Ability to plan, monitor, evaluate teaching and learning.</li> <li>• Ability to handle data and track pupil progress to secure effective learning.</li> <li>• Evidence of having influenced the quality of teaching, learning and use of assessment.</li> <li>• Ability to work effectively in teams</li> <li>• Ability to communicate effectively all levels</li> <li>• Confidence with ICT</li> <li>• Promote the school's aims positively, and use effective strategies to monitor motivation and morale</li> <li>• Create a happy, challenging and effective learning environment</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to lead and inspire staff</li> <li>• Commitment to developing the spiritual, moral, social and cultural aspects of the school's work</li> <li>• Develop strategies for creating community links</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Promotion of positive behaviour strategies and constructive handling of problems</li> <li>• A commitment to raising the quality of learning and use of data in-order to eliminate underachievement.</li> <li>• Knowledge and understanding of Equal Opportunities, SEN and other legislation essential for the health, safety and well-being of the school community</li> </ul>	<ul style="list-style-type: none"> <li>• Ambition</li> <li>• A sense of humour</li> </ul>
<b>Contra Indicators</b>	<ul style="list-style-type: none"> <li>• Record of offences against children.</li> </ul>	

*All the above elements will be assessed and evaluated through the application form and the selection process*