



Co-op Academy
North Manchester

CO-OP ACADEMY NORTH MANCHESTER

TEACHER OF PERSONAL DEVELOPMENT AND CITIZENSHIP

Pay scale: MPS/UPS – Negotiable (Suitable for an NQT)

Teaching Personal Development and Citizenship is a key role within the Academy, ensuring that the Academy's vision of excellence and success is achieved across the academy. Through having the highest expectations, the successful applicant will be able to continue to drive up standards of achievement, attainment and enjoyment for the subject so that all pupils can make exceptional progress.

The successful applicant will be committed to leading learning within their classroom in a department which has high quality teaching and learning at its heart. They will be passionate about teaching Personal Development and Citizenship and have a strong desire to develop, within pupils, a real interest in the subject, by offering them a range of high-quality experiences both inside and outside of the classroom. They will also be committed to ensuring that all pupils are given the best opportunities to succeed and use strategies that will ignite within each pupil a strong desire to achieve their very best.

The successful candidate will be able to enthuse, motivate and inspire children, generating within them a love for learning. Good teamwork, high standards and a capacity for hard work will have been at the core of their success. They will be a creative thinker with an ability and determination to develop Co-op Academy North Manchester as a centre of excellence within their subject area.

Co-op Academy North Manchester offers a high quality CPD for its entire staff. The Academy has strong links with MMU and the Alliance for Learning SCITT; we currently train ITT students as we are very committed to developing new entrants to the profession. It is expected that the successful candidate will be committed to their own continual professional development and take opportunities to continue to develop the department as a centre of excellence.

The Personal Development and Citizenship department consists of dedicated teaching rooms. Each of the rooms is equipped with a smart board, whiteboard and a visualiser.

Co-op Academy North Manchester is part of the Co-operative Academies Trust and it is therefore expected that the successful candidate will also be committed to the vision and values of the Trust and demonstrate these within their role.

Job Purpose

- Under the reasonable direction of the Principal, carry out the professional duties of a school teacher as defined in the school teachers pay and conditions of service and national professional standards.
- Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students.
- Facilitate and encourage a learning experience which provides pupils with the opportunity to realise their full potential and secure good progress and attainment.
- Monitor and support the overall progress and development of pupils as a form tutor.

Teaching, Learning and Outcomes

- Set high expectations that inspire, motivate and challenge pupils
- To have secure and up-to-date subject knowledge and related pedagogies in order that you can plan and teach appropriately challenging, personalised and differentiated lessons that engage and

motivate pupils and consider pupils needs and prior attainment. These include SEND, EAL, and high ability pupils.

- To ensure that all lessons are prepared and delivered in order that all students can make at least expected or better progress.
- To maintain accurate student records and be able to utilise a range of approaches to assessment that provide pupils with effective feedback and next steps for learning.
- In line with Academy policy, report, evaluate and analyse pupil progress towards targets to identify individual and groups of students.
- To keep up to date with the assessment requirements and arrangements for the subject(s) you teach
- Work alongside the Head of Subject to implement strategies to address the underperformance of individuals and groups of students.
- In line with Academy policy, maintain high standards of behaviour both within the classroom and beyond and consistently and fairly apply the rewards and sanctions policy of the Academy.
- To have a sound and up-to-date knowledge and understanding of a range of teaching, learning and behaviour management strategies and apply and adapt these to meet the needs of each learner, developing in students appropriate behaviours for learning.
- To work with the Learning Support Staff and other adults to ensure they are effectively utilised to support learning by giving clear direction and involving them in planning, delivery and assessment
- To ensure that the learning environment is safe, welcoming, stimulating and promotes learning and to take responsibility for the management of shared and dedicated learning spaces.
- To take responsibility for promoting excellent pupil attendance and punctuality to lessons and to ensure that accurate and prompt registers are taken for all lessons.
- To assist in the development of appropriate schemes of learning and resources for the subject area.
- To ensure that literacy, articulacy and numeracy, alongside other Academy curricular initiatives, are reflected in the learning experience for all students taught.

Other Responsibilities of a Subject Teacher

- To be an effective team member sharing the development of effective practice and understanding your role and the roles of colleagues in developing both yourself and others.
- To be a reflective practitioner who is both adaptive and committed to improving your practice through appropriate professional development opportunities including mentoring and/or coaching.
- To be a positive and professional role model for all students and staff.
- To treat all students with dignity, building relationships that are rooted in mutual respect and at all times observing proper boundaries appropriate to a teacher's professional position.
- To maintain excellent relationships with pupils, exercising appropriate authority and to act decisively when necessary.
- To know, understand and follow whole school policies and apply them consistently, including those on safeguarding and well-being, in accordance with statutory provisions and Academy policy.
- To ensure any concerns regarding student welfare and safeguarding are communicated to the relevant senior member of staff and to understand that safeguarding is the responsibility of all staff.
- To carry out supervision duties as directed in the Academy duty rota.
- To engage actively in the Academy Appraisal process.
- To contribute to the preparation of subject improvement plans, policy and practice as part of the subject team.
- To play a full part in the life of the Academy and to support its vision, values and ethos and those of the Trust.
- Attend Academy events and activities as directed by the Principal
- To contribute to the planning and delivery of extra-curricular activities.

TEACHER OF PERSONAL DEVELOPMENT AND CITIZENSHIP - PERSON SPECIFICATION

	Essential	Desirable
Qualifications, Educational, Training	<ul style="list-style-type: none"> • Good Honours Degree and/or teaching qualification in PSHE/Citizenship/PD and Health & Social Care or a related subject • Qualified Teacher Status 	<p>Recent relevant in-service training A Level in a social studies qualification Post-graduate qualification</p> <p>Coaching qualification</p>
Relevant Experience	<ul style="list-style-type: none"> • Successful teaching experience including the teaching of Personal Development at Key Stage 3/4 • Contributions to the work of the subject area including lesson planning and some involvement in the development of schemes of work. 	<p>Experience in the role of a form tutor</p> <p>Some experience of teaching Citizenship, Religious Studies or Sociology at KS4</p>
Knowledge, skills, abilities	<ul style="list-style-type: none"> • Excellent classroom practitioner • Excellent Personal Development / Citizenship teacher who is confident delivering a wide range of activities at KS3/4 • An enthusiasm for Personal Development / Citizenship and the ability to generate this in others • Excellent ICT skills • Very good oral and written communication skills • Ability to manage a class effectively and promote excellent behaviour • Ability to work as part of a team • Ability to plan, organise, review and adapt the Personal Development / Citizenship curriculum • Be creative and look for innovative new ideas within the subject 	<p>Knowledge of SIMS or similar</p> <p>Knowledge of class charts</p> <p>Contribute to our pupil well-being programme, with a willingness to gain further qualifications to support its delivery</p>
Leadership	<ul style="list-style-type: none"> • Ability to lead • Ability to motivate, support and inspire trust in others • Ability to confront and resolve problems • Experience of leading initiatives beyond their own classroom 	<p>Ability to innovate and manage change</p> <p>Ability to lead initiatives across the Academy</p>
Safeguarding	<ul style="list-style-type: none"> • Willingness to consent to apply for an enhanced disclosure DBS check • Commitment to demonstrating a responsibility for safeguarding and promoting the welfare of young people. 	
Others	<ul style="list-style-type: none"> • A passionate commitment to develop the best in young people • Tact and diplomacy in all interpersonal relationships with the public, students and colleagues at work • Commitment to the aims and ethos of the school • Willingness to be involved in fieldwork/residential visits • Willingness to be involved in school working parties or research groups • Commitment to pastoral care • Willingness to work with outside agencies to develop the Personal Development / Citizenship curriculum • A commitment to maintaining confidentiality and discretion inside and outside school • Experience of the role of the form tutor 	<p>Dedication to promoting your subject within the school and wider community</p>

	<ul style="list-style-type: none">● Willingness to be involved in extracurricular activities● Flexibility and a willingness to be involved in change● A positive approach to challenges, which seeks solutions to problems and addresses difficulties with cheerfulness and good humour.	
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The skills and attributes listed above will be assessed through:

- The application form and a lesson observation.
- A formal interview along with supporting evidence from their referees.

Co-op Academies Trust as an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. 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 co-operative values and principles.