

# Job Description and Person Specification

**Job Title:** Teacher  
**Line Manager:** Head of Department  
**Date:** September 2018

## Job Purpose

Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD)

- a. To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students
- b. To monitor and support the overall progress and development of students as a teacher and Form Tutor
- c. To facilitate and encourage a learning experience which provides all students with the opportunity to achieve their highest potential, within the context of the school's 'Student Vision'
- d. To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth

## Responsibilities as a teacher (as set out in the Judd Teachers' Standards document):

- To set high expectations which inspire, motivate and challenge pupils
- To promote good progress and outcomes by pupils
- To demonstrate good subject and curriculum knowledge
- To plan and teach well structured lessons
- To adapt teaching to respond to the strengths and needs of all pupils
- To make accurate and productive use of assessment
- To manage behaviour effectively to ensure a good and safe learning environment
- To fulfil wider professional responsibilities
- Promote effective collaborative learning

## Key Personal Qualities

- Possess an excellent subject knowledge and understanding of underlying pedagogy in order to deliver the subject successfully
- Possess excellent interpersonal and communication skills
- Have a passion and love for their subject
- The ability to inspire and motivate students to achieve high standards of academic achievement in their subject
- Have energy, commitment and attention to detail
- Hold high expectations and aspirations of all students
- Have a good sense of humour and the ability to work in challenging situations
- Show an understanding of how their subject contributes towards the success of the school
- Possess excellent organisational skills and an ability to meet deadlines under pressure
- Develop an understanding of how the school is managed through whole school policies and strategies

## About the School

The Judd School is a selective Voluntary-Aided Grammar School comprising 1,150 students; boys in Years 7-11, with a co-educational Sixth Form. The school maintains a long tradition of academic excellence and has high expectations for all its students. Above all, it has a reputation for being a very caring and happy community. It places an emphasis on both individual and group achievement and promotes a full range of activities, which includes a very high standard of sport, music, drama and service to the community. The expectation is that all students leaving Judd will have gained success academically, achieved a well-balanced and confident approach to life and will be prepared for the challenges of leadership in the 21st century. Ofsted graded the school as outstanding in all categories in May 2015.

The school was designated a Specialist Music College (with Mathematics) in September 2004 and became a High Performing Specialist School in October 2007 (taking Science as its second specialism). The school has produced many distinguished Old Juddians, including a Nobel Prize Winner, a Chief of the Defence Staff, two Bishops, a Royal Portrait Painter and many leaders of industry and commerce.



Sir Andrew Judd's Commercial School was founded in 1888 in East Street, Tonbridge, by the Skinners' Company out of funds provided by the Sir Andrew Judd Foundation and moved to its permanent home in Brook Street in 1896. It became known as The Judd School early in the 20th century and under the 1944 Education Act became the first Voluntary-Aided Grammar School. Today it still has close links with the Skinners' Company, whose members make up a significant proportion of the Governing Body.

The school has a Development Office and endeavours to develop a culture of philanthropic giving from friends of the school. Over £2 million has been raised from private sources in the last 10 years, a testament to the high esteem in which the school is held. The capital building plan is ambitious and extensive.

There is a highly active Judd Parents' Association (JPA), which gives valuable help to the school as well as offering social occasions for parents and staff and providing a means of communication over current issues. In recent years, the JPA has provided substantial funds to support the Music Specialism, the refurbishment of the Sixth Form Common Room and two new minibuses, amongst many other projects.

The school expects all students to participate in some of the many opportunities offered. There is a very wide range of school clubs and societies. These include Chess Club, Christian Union, French Club, Greek Club, Theatre Club, Voluntary Service Unit, Engineers' Club, Young Enterprise, Potions Club, Puzzle Club, Ancient History Society, Medical Society, Debating and various subject-specific clubs/clinics. Students participate in the Duke of Edinburgh's Award Scheme and many achieve Silver and Gold Awards before leaving school.

Pass rates are consistently high; both at A Level (87 per cent A\*-B) and in GCSE (54 per cent A\*, 8 or 9), and the school has regularly featured in the national newspapers as one of the top state schools in the country. Ofsted has always judged the school to be 'outstanding'.

The school has a very strong record of university entry, including Oxford and Cambridge (averaging over 20 successful applicants each year), and over 95 per cent of Upper Sixth leavers each year enter universities for degree courses. The Governors award a major scholarship and up to four leaving exhibitions to outstanding Sixth Formers going on to university. Each year, two students are apprenticed to the Skinners' Company. All students are encouraged to join the Old Juddian Society and to keep in touch with the school through the newsletter, the OJ website and attendance at social events.

## Local Area

The Judd School is located in Tonbridge, a medium sized town in the heart of Kent. Tonbridge is a historical market town with plenty of manor houses and listed buildings; it even has its own castle!

Tonbridge has great transport links, it is close to the M20 motorway and London is easily accessible by train. Direct trains to Charing Cross take just over half an hour from Tonbridge station meaning you can have the best of both worlds and experience the peaceful town close to the countryside and can be in central London in under an hour.



The school is also only 3 miles from the historic and picturesque spa town of Royal Tunbridge Wells which has been a tourist attraction for over 400 years. Tunbridge Wells boasts many attractions such as Dunorlan Park, Chalybeate Spring and the Seven Wonders. You can also experience great shopping at The Pantiles and there are loads of lovely restaurants and bars to enjoy a meal in.

# Teaching and Learning at The Judd School

## A vision for our students

The primary aim of The Judd School is to develop students who are open and independent learners that will achieve highly and be prepared to be lifelong learners, in a rapidly changing world. To achieve this aim teaching at The Judd School must develop students with the following characteristics:

- 1) respectful – respecting others' point of view, interests and beliefs
- 2) inquisitive – being curious and creative; keen to challenge themselves, including using their imagination to stretch themselves as learners, beyond what comes easily
- 3) collaborative – learning in teams
- 4) courageous – taking risks and learning from their mistakes or failure
- 5) reflectiveness – taking responsibility for their progress by planning, reviewing and improving their own learning
- 6) reasoning – using logic and rationality to construct effective arguments, and identify flaws in others' arguments

All activities provided by the school, curricular and extracurricular, should support the development of these characteristics in our students; all teachers are additionally expected to conform to The Judd School Teachers' Standards.

There is no one preferred teaching style at The Judd School and teachers are encouraged to develop individual teaching styles which are effective and suitable to their subject specialism.

## Why teach at The Judd School?

- Amazing students with a passion for learning
- Join a department with an outstanding record of success
- Large team of experienced professionals with a variety of backgrounds and a love of teaching and learning
- Opportunity to teach A Level from day one
- A full and rich induction program for all new teachers to the school
- Excellent teaching facilities
- Outstanding CPD opportunities, both in-house and from a commitment to providing the right training to all
- Extensive program of extra-curricular life at the school; all staff are encouraged to contribute to activities in music, sport, drama, Duke of Edinburgh, CCF and a variety of clubs with an academic interest.

