



Post Title: Class teacher

Grade: TMS

April 2025

Responsible to: Headteacher and Governing Body

She/he is required to serve under the Pay and Conditions of Service for Teachers laid down in the most recent Teachers' Pay & Conditions document.

Teachers make the education of all pupils in the school their first concern, and are accountable for achieving the highest possible standards in teaching and learning and in conduct. Teachers must act with honesty and integrity; have strong subject knowledge; keep their knowledge and skills up-to-date and are self-critical; Teachers must establish positive professional relationships; and work with parents in the best interests of their children.

1.1 Set high expectations which excites, informs, enthuses and challenges children by:

- Creating a safe and stimulating learning environment for children
- Set "Next steps" which will promote learning for all abilities of children
- Act as a positive role model for all children so they clearly understand the behaviour expected of them.

1.2 Promote good progress and learning for all children

- Be accountable for the progress of all the children in the class
- Plan lessons which promote learning and builds upon children's prior knowledge
- Help and support children to reflect upon their learning so they clearly understand what they need to do next
- Understand how children learn and how this impacts upon plans for teaching
- Have high expectations that children will be the "best that they can be" in all lessons

1.3 Fulfil the requirements of the National curriculum through a creative approach which promotes deep learning and critical thinking

- Have a good and secure subject knowledge of the primary curriculum
- Make good use a wide variety of teaching strategies which promote learning
- Consistently promote high standards of literacy in all lessons
- Demonstrate a clear understanding of the teaching of reading and phonics
- Demonstrate a clear understanding of the development of handwriting skills
- Promote high quality writing experiences in line with school policies
- Demonstrate appropriate teaching strategies in the teaching of mathematics

1.4 Plan and teach effective and well-structured lessons

- Disseminate knowledge and develop children's understanding through the effective use of lesson time
- Promote a love and enjoyment of learning
- Set homework which extends and consolidates learning in the classroom
- Reflect on classroom practise and approaches to teaching
- Plan lessons so all children make good progress in lessons

1.5 Adapt teaching to respond to the strengths and needs of all pupils

- Differentiate lessons to meet the needs of all pupils within the class
- Understand how factors may affect a pupils ability to learn in lessons and how to overcome these
- Demonstrate awareness of child development and adapt teaching strategies to meet the needs of children at each stage of their development

- Understand how to meet the needs of all pupils, including those with SEND, More Able, English as a second language and use teaching approaches to meet those individual needs

1.6 Make accurate and productive use of assessment

- Know and understand progression of subject learning in the primary curriculum, including statutory assessment requirements in EYFS, Y1 phonics, and Y6 SATs
- Make use of assessment for learning and assessment of learning to secure children's progress
- Use relevant data to monitor progress, set targets and plan subsequent lessons
- Give children regular feedback, both orally and through accurate marking and the use of "Next Steps" and ensure children are given time to reflect and act upon feedback

1.7 Manage behaviour effectively to ensure a good and safe learning environment

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with our behaviour policy.
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage lessons effectively, using approaches which are appropriate to children's needs in order to involve and motivate them.
- Maintain good relationships with children, exercise appropriate authority and act decisively where necessary.

1.8 Fulfil wider professional responsibilities

- Make a positive contribution to the wider life and ethos of Christ Church Primary School. Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Deploy support staff effectively.
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Communicate effectively with parents with regard to children's achievements and well-being.

2. Teacher's Personal and Professional Conduct

2.1 Teachers uphold public trust and maintain high standards of ethics and behaviour, within school and in the wider community by:

- Treating children with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Having regard to the need to safeguard children's well-being, in accordance with statutory provisions.
- Showing tolerance of and respect for the rights of others.
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
- Ensuring that personal beliefs are not expressed in ways which exploit children's vulnerability or might lead them to break the law.

2.2 Teachers must have a proper and professional regards for the ethos, policies and practice of the school in which they teach, and maintain high standards in their own attendance and punctuality, e.g. not on time.

The post holder is required to be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person. In addition they are to contribute to the achievement of the school's objectives through:

Safeguarding

- To be committed to safeguarding and promoting the welfare of children and young people.

Financial Management

- Personally accountable for delivering services efficiently, efficiently within budget and to implement any approved savings and investment allocated to the service area.

People Management

- To comply and engage with people management policies and processes

Equalities

- Ensure that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

- Delivering energy conservation practices in line with the County Council's corporate climate change strategy.

Health and Safety

- Ensure a work environment that protects people's health and safety and that promotes welfare and which is in accordance with the County Council's Health and Safety policy.

2.3 Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

The content of this job description will be reviewed with the post holder on an annual basis in line with the school's performance and development review policy.