



Class Teacher/ECT – Job Description

Post Title:	Class Teacher/ECT
School:	Webheath Academy Primary School
Salary and grade:	Main Pay Scale M1
Line Managers:	Trustees, CEO, Headteacher, Phase Leader
Supervisory Responsibility:	The post holder may be responsible for the deployment and supervision of the work of the teaching assistants relevant to their responsibility.

Main Purpose of the Role

The Class Teacher/ECT at Webheath Primary Academy is responsible for planning, delivering and assessing high-quality teaching and learning for all children. The postholder will fulfil the professional responsibilities of a teacher in line with the School Teachers' Pay and Conditions Document and meet the expectations of the Teachers' Standards. Working within a two-form-entry primary school with nursery provision in Webheath, Redditch, the Class Teacher/ECT will contribute to the school's vision and values and support a nurturing, inclusive learning environment which enables all children to achieve their full potential.

The Class Teacher/ECT will:

- Establish high expectations, promote positive learning behaviours and sustain progress for each child.
- Deliver well-structured lessons that reflect the school's curriculum, schemes of work and the specific needs of the learners.
- Develop professionally through the school's ECF-based induction programme, with support from a designated mentor and induction tutor.

Key Responsibilities and Duties

Teaching and Learning

- Plan, prepare and deliver engaging, well-structured lessons that meet the needs of all children.



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- Use assessment for learning to monitor, record and report on children's progress, identifying next steps and adapting teaching accordingly.
- Set high expectations, providing scaffolding and challenge to ensure good progress and attainment.
- Promote a positive classroom culture that supports children's well-being, curiosity and love of learning.

Curriculum and Assessment

- Implement the school's agreed curriculum and schemes of work, ensuring continuity and progression.
- Prepare children for statutory assessments and internal tests, using secure subject knowledge and assessment data to inform planning.
- Contribute to curriculum development and review, aligning practice with the school's vision and values.

Behaviour, Safety and Pastoral Care

- Maintain high standards of behaviour and ensure a safe, orderly learning environment.
- Support children's personal development, wellbeing and resilience, modelling the school's values in all interactions.
- Work with parents, carers and colleagues to address attendance, behaviour or welfare concerns in a timely and constructive manner.

Professional Responsibilities and Collaboration

- Participate in the school's ECF induction programme, appraisal and continuing professional development.
- Work collaboratively with colleagues, support staff and external professionals to ensure coordinated, effective support for children.
- Undertake duties as required by the headteacher, including appropriate supervision and contribution to whole-school events and initiatives.

Inclusion and Differentiation

- Differentiate planning and teaching to meet the needs of all children, including those with additional learning needs and those who may require further stretch and challenge.
- Promote equality of opportunity and actively foster an inclusive classroom where every child feels valued and respected.



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Organisation and Administration

- Maintain accurate records of pupil progress, attendance and achievement, completing reports and communications as required.
- Contribute to the effective deployment of classroom resources and support staff under the guidance of phase leaders.

Key Stage 1/Key Stage 2 Specific Duties

- Lead the planning and delivery of learning objectives, ensuring smooth transition.
- Monitor progress across Key Stage 1 and Key Stage 2 cohorts, participating in phase meetings and sharing effective practice.
- Support transition arrangements for children entering Key Stage 1/Key Stage 2 and moving on to Key Stage 2/Key Stage 3 as appropriate.

Skills and Competencies

- Strong classroom practice appropriate to a primary school Key Stage 1/Key Stage 2 setting, including effective behaviour management and adaptation to meet the needs of all pupils.
- Sound subject knowledge in the Key Stage 1/Key Stage 2 curriculum (English, mathematics, foundation subjects) and the ability to explain concepts clearly.
- Good assessment and data-use skills to plan next steps and demonstrate pupil progress.
- Excellent communication and interpersonal skills for positive engagement with children, colleagues, parents and carers.
- Reflective practitioner with a commitment to professional development and willingness to act on feedback from mentors and leaders.
- Ability to contribute to the wider life and ethos of a two-form-entry primary school with nursery provision.
- Organisational skills to manage time, resources and administrative tasks effectively.
- Commitment to the school's vision and values, promoting respect, resilience and responsibility in every child.

Professional Development

- The Class Teacher/ECT will be supported through the statutory ECF-based induction programme with a named mentor and induction tutor, and a reduced timetable to enable participation in training and mentoring sessions.



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- Opportunities for continuous professional development include:
- Structured mentor sessions and coaching tailored to Key Stage 1/Key Stage 2 practice.
- Access to school-led CPD, phase meetings and external courses relevant to primary education.
- Participation in whole-school improvement initiatives and curriculum development.
- Career progression support through appraisal, feedback and leadership development pathways where applicable.
- Professional development expectations align with the school's commitment to lifelong learning and improving outcomes for every child.

Safeguarding

- Safeguarding and promoting the welfare of children is central to the role. The Class Teacher/ECT must ensure that all actions and decisions put the best interests of the child first.
- Specific safeguarding duties include:
- Maintain up-to-date knowledge of statutory guidance (e.g., Keeping Children Safe in Education) and the school's safeguarding policies and procedures.
- Attend mandatory safeguarding training and complete any required updates during induction and employment.
- Be vigilant for signs of abuse, neglect or safeguarding concerns and take prompt, appropriate action by reporting concerns to the Designated Safeguarding Lead (DSL) or deputy DSL in line with school procedures.
- Record and share concerns accurately and promptly, cooperating with multi-agency safeguarding processes when required.
- Ensure classroom and school environments are safe and secure, promoting online safety and supporting children's understanding of how to keep themselves safe.
- Contribute to a culture of safeguarding through model behaviour, professional conduct and adherence to confidentiality and data protection requirements.

Additional Information

- This post is based at Webheath Primary Academy, a two-form-entry primary school with nursery provision in Webheath, Redditch. The role is on the Main Pay Scale (MPS).
- The school's vision and values underpin all aspects of practice; the Class Teacher/ECT is expected to exemplify and promote these in curriculum delivery, behaviour management and community engagement.
- The Class Teacher/ECT will be required to uphold professional standards, participate in whole-school life and undertake other reasonable duties as requested by leadership that are commensurate with the role.



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WEBHEATH ACADEMY PRIMARY SCHOOL



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Shires Multi Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants. In accordance with our statutory obligations under Keeping Children Safe in Education, Shires Multi Academy Trust is required to conduct an online search as part of our due diligence on appointed candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the Shires Multi Academy Trust might want to explore with you. The Trust is committed to the promotion of equal opportunities and diversity. Feckenham Primary School is a company limited by guarantee - Registered in England No. 0795909



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