



Job Description: Class Teacher (Fixed-Term: Maternity Cover)

Post Details

- **Post Title:** Class Teacher (Fixed-Term: Maternity Cover)
- **School:** St Silas CE Primary School
- **Multi-Academy Trust:** Rainbow Education Multi-Academy Trust
- **Reporting to:** Headteacher
- **Salary Scale:** Main Pay Scale (M1) to Upper Pay Scale (UPR3)
- **Contract:** Fixed-Term to cover Maternity Leave
- **Start Date:** 1st January 2026

Purpose of the Post

The Class Teacher will fulfil the professional duties of a teacher as set out in the School Teachers' Pay and Conditions Document (STPCD). They are responsible for ensuring high standards of teaching, learning, and pupil achievement, in line with the school's Christian ethos and the Rainbow Education Multi-Academy Trust values of **Trust, Excellence, Wisdom, Endurance, and Friendship**.

Key Responsibilities

1. Teaching and Learning

The post holder must **plan, prepare, and deliver high-quality, engaging, and inclusive lessons** that cater to the needs of all pupils and adhere to the National Curriculum. They are **accountable for the attainment, progress, and outcomes** of all pupils within their assigned class. This includes maintaining accurate, up-to-date assessment records, using formative and summative data to inform future planning, target setting, and intervention strategies. The teacher must set **high expectations** for all pupils, challenging them to deepen their knowledge and understanding, and demonstrating good subject knowledge to make learning meaningful and creative.

2. School Ethos and Values



The teacher is expected to **actively promote and embody the school and Trust values** of Trust, Excellence, Wisdom, Endurance, and Friendship within all professional duties. This involves establishing a **positive, safe, and stimulating learning environment** rooted in mutual respect, kindness, and high expectations. They will manage behaviour effectively and consistently apply the school's positive behaviour policy, taking a full and active part in the wider life of the school, including contributing to extra-curricular activities and school events.

3. Professional Development and Collaboration

The Class Teacher will work **collaboratively with colleagues**, teaching assistants, and other support staff to plan and coordinate work. They must participate in school and Trust-wide Continuing Professional Development (**CPD**) and training to continuously improve practice and subject knowledge. The teacher will engage in the school's performance management and appraisal process, showing a reflective and thoughtful approach, and demonstrating **wisdom** to adapt and improve teaching methodologies.

4. Wider and Pastoral Responsibilities

The post holder must **communicate effectively and constructively with parents/carers** regarding pupil progress, attainment, and welfare. Crucially, they are responsible for **safeguarding and promoting the welfare of all pupils**, adhering strictly to the school's Child Protection and Safeguarding Policy and procedures. They will be responsible for the organisation and maintenance of the classroom and learning resources and may be asked to lead or contribute to the development of a specific curriculum area, as directed by the Headteacher or SLT.

Person Specification: Class Teacher

This outlines the essential and desirable qualities, skills, knowledge, and experience required for the role.

Qualifications and Training



The candidate must have **Qualified Teacher Status (QTS)**, or be an Early Career Teacher (ECT) expecting QTS upon appointment. Evidence of ongoing, relevant professional development is essential. Applications are warmly welcomed from **ECTs**.

Knowledge and Understanding

A secure knowledge of the **National Curriculum** and UK statutory assessment requirements is essential. The successful candidate will have knowledge of effective strategies for teaching and managing pupils with diverse needs, including Special Educational Needs and/or Disabilities (SEN/D) and those eligible for Pupil Premium funding. A clear understanding of what constitutes highly effective, engaging, and inclusive teaching practice is required. An understanding of a values-led, Christian school ethos is desirable.

Experience

Recent and successful experience teaching in a primary setting is essential. Candidates must be able to demonstrate a history of consistently delivering high-quality teaching. Experience of successfully managing and developing the work of teaching assistants or support staff is desirable.

Skills and Attributes

The teacher must demonstrate the following attributes, aligned with the Trust's values:

- **Trust:** The ability to build **strong relationships** with pupils, parents, and staff, founded on trust, kindness, and friendship.
- **Excellence:** A commitment to **high standards** and the belief that all children can succeed.
- **Wisdom:** The ability to be **reflective and thoughtful**, using professional wisdom to adapt and improve practice.
- **Endurance:** Demonstrates **resilience** and the ability to thrive as part of a busy and collaborative team.
- **Professional Skills:** Possesses excellent communication, organisational, and classroom management skills, and the ability to effectively use pupil data to inform planning and secure pupil progress.

Safeguarding



Candidates must show a **full commitment to the safeguarding and promotion of the welfare** of children and young people. Knowledge of the most recent version of the **Keeping Children Safe in Education** legislation is essential.