**What skills and experience we're looking for**

Kingsland is a warm, caring, inclusive and vibrant school where pupils are at the heart of every decision we make. Kingsland pupils are happy and confident, they are problem solvers, open minded, resilient and motivated to learn. We have a generous school site, with creative, bespoke learning areas both inside and outside.

We are looking to appoint a Class Teacher for KS2 to cover maternity leave, starting in September 2025. This post is suitable for Early Career Teachers. The successful candidate will receive bespoke support from an experienced mentor, and the opportunity to access a range of PD activities.

Please refer to attached Job Description and Person Specification for more information about this role and to ensure your suitability for this role.

We would love to hear from you if you:

* Are efficient, well organised and have skills and talents to improve the learning of children.
* Have high expectations for learning.
* Use a range of positive behaviour management strategies.
* Have excellent communication skills and are approachable for all children, staff and parents.
* Have the ability to promote the school's aims and values.

**What the school offers its staff**

The benefits we can offer:

* The opportunity to make a real difference to the lives of young people.
* A supportive induction process to help you develop within this role to be the best you can be and develop for your next career step.
* Access to high quality continuous professional development opportunities.
* A rewarding role where no two days are the same!
* A large, friendly, supportive and enthusiastic staff team.
* An innovative, forward thinking leadership team.
* Access to the Local Government or Teachers Pension Scheme with generous employer contributions.
* Access to an Employee Assistance Programme.
* A Bike2Work Scheme.

**Further details about the role**

If you would like to view the school, please attend one of our Open Mornings on one of the following dates:

* Friday 27 June, 9:30am and 3:45pm

To book a place at one of these sessions, please contact the school office - enquiries@kingsland.bham.co.uk or telephone the school on 0121 464 7707.

To apply online, please ring Mrs C. Stephenson who will be able to offer further support and guidance.

Closing date for applications: 5pm, Monday 30 June 2025

Interviews will take place: Wednesday 2 July 2025

Kingsland is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. This post will be subject to an enhanced DBS disclosure, medical and reference checks.

Applicants will also be subject to an online check.

**Person Specification Teacher**

**Factor Essential Desirable Assessment\***

|  |  |  |
| --- | --- | --- |
|  | Selection Criteria Essential | Desirable |
| Education & Qualification | * Qualified to Degree Level; * Qualified Teacher Status; * Experience of teaching in KS2 * A commitment to further professional development; * Successful DBS and safeguarding clearance * A commitment to further professional development * Experience of working with children with Special Educational Needs. | • Recent experience of teaching in KS2 |
| Experience | * A track record of excellent classroom practice; * Understanding of the role of a class teacher; * Understanding of the KS2 curriculum and assessment. * Experience of working with children with Special Educational Needs; * Examples of closing attainment gaps and accelerating pupil progress | * Recent experience of teaching in KS2 * Understanding of how to use data to raise standards * Understanding of the KS2 curriculum and assessment |
| Knowledge,  Skills and  Abilities | * High quality classroom practitioner with thorough knowledge and understanding of the National Curriculum together with strong subject knowledge. * Commitment to high expectations and high standards reflected in his/her ability to plan and deliver appropriately challenging learning opportunities that inspire and engage learners. * Commitment to and ability to employ effective strategies for classroom management and organisation including managing behaviour effectively to secure a good and safe learning environment. * An understanding of assessment, recording and reporting processes and procedures |  |

|  |  |  |  |
| --- | --- | --- | --- |
|  | relevant to KS2; plans teaching to build on learner capabilities and prior knowledge, uses relevant data to monitor progress, set targets and plan engaging lessons.   * Thorough understanding of Assessment for Learning and application to his/her practice including providing feedback to learners, marking accurately and developmentally, and adapting his/her teaching in response to learners during lessons * Ability to communicate and promote the aims and objectives of the school: * Ability to use information technology for assessment and analysis purposes. * Ability to provide an exciting and positive learning environment, including learning outside of the classroom. * Knowledge and understanding of systematic synthetic phonics. |  |  |
| Professional Philosophy and  Commitment | * Commitment to safeguarding and being part of a culture of safeguarding * Clear philosophy of a values driven primary education and its development * Understanding of and commitment to developing links between home, school,   neighbouring schools and the local community   * Commitment to promoting equal opportunities, inclusion for all and meeting the special educational needs of all pupils, including more and most able pupils * Commitment to putting pupil outcomes at the core of all aspects and to raising standards |  |  |
| Personal qualities | * Acts with honesty and integrity. * Reflective/self-critical. * High level of enthusiasm and commitment. * High standards of literacy, articulacy and the correct use of Standard English. * A passion for learning and for children’s intellectual curiosity. * High expectations. * Acts decisively and makes appropriate judgements over issues of confidentiality. | • | To show willingness to participate in the life and extra curricular activities of the school. |
|  | * High standards of personal and professional conduct. * Excellent interpersonal skills; * A sense of perspective and the ability to rise to challenges |  | |

**Job Description Teacher**

Job Category: Grade: Reports to: Headteacher MPS

**Purpose of the Role**

The Class Teacher is responsible for the education and welfare of a class, in accordance with school policy, ensuring the safety and welfare of pupils and achieving the highest standards of learning and achievement for all. Additionally, they are expected to promote and support the ethos, aims and vision of the school.

**Key Duties and Responsibilities**

**It is expected that a Class Teacher will meet all of the DfE Teachers’ Standards.**

**Set high expectations which inspire, motivate and challenge pupils**

* establish a safe and stimulating environment for pupils, rooted in mutual respect
* set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
* demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

**Promote good progress and outcomes by pupils**

* be accountable for pupils’ attainment, progress and outcomes
* be aware of pupils’ capabilities and their prior knowledge, and plan teaching to build on these
* guide pupils to reflect on the progress they have made and their emerging needs
* demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
* encourage pupils to take a responsible and conscientious attitude to their own work and study.

**Demonstrate good subject and curriculum knowledge**

* have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils’ interest in the subject, and address misunderstandings
* demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
* demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher’s specialist subject
* if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
* if teaching early mathematics, demonstrate a clear understanding of appropriate teaching

strategies.

**Plan and teach well-structured lessons**

* impart knowledge and develop understanding through effective use of lesson time
* promote a love of learning and children’s intellectual curiosity
* set homework and plan other out-of-class activities to consolidate and extend the knowledge and

understanding pupils have acquired

* reflect systematically on the effectiveness of lessons and approaches to teaching
* contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

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

* know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
* have a secure understanding of how a range of factors can inhibit pupils’ ability to learn, and how best to overcome these
* demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils’ education at different stages of development
* have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

**Make accurate and productive use of assessment**

* know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
* make use of formative and summative assessment to secure pupils’ progress
* use relevant data to monitor progress, set targets, and plan subsequent lessons
* give pupils regular feedback, both orally and through accurate marking, and encourage pupils to

respond to the feedback.

**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 the school’s 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 classes effectively, using approaches which are appropriate to pupils’ needs in order to involve and motivate them
* maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

**Fulfil wider professional responsibilities**

* make a positive contribution to the wider life and ethos of the 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 pupils’ achievements and well-being.

**Conduct**

**As a Class Teacher with Kingsland your conduct must be as follows:**

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher’s career.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

1. a)  treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher’s professional position
2. b)  having regard for the need to safeguard pupils’ well-being, in accordance with statutory provisions
3. c)  showing tolerance of and respect for the rights of others
4. d)  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

1. e)  ensuring that personal beliefs are not expressed in ways which exploit pupils’ vulnerability or might

lead them to break the law.

* Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality
* Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities
* Teachers should undertake other duties as the Headteacher may reasonably direct.
* **General**
* The postholder is expected to fully engage with Kingsland performance management process.
* To demonstrate the core values of the school at all times.
* To attend staff meetings and Trust-based INSET as required.
* The postholder is required to carry out the duties in accordance with our Health & Safety policies and

procedures

* To maintain at all times the utmost confidentiality with regard to all reports, records, personal data

relating to staff and pupils and other information of a sensitive or confidential nature acquired in the

course of undertaking duties for the Trust, with due regard to General Data Protection Regulations.

* The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

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