



Job Description

Job Title	Class Teacher (Maternity Cover)
Grade	Main Pay Spine 1-6
Salary	£32,916- £45,352 per annum
Hours	Full Time
Contract type	Fixed term (academic year 2026 / 27) to cover maternity
Reporting to	Relevant member of SLT

The professional life and ethos of this school is committed to successful teaching and learning within an atmosphere of growth, curiosity, collaboration and belonging. As such, all members of staff are expected to take on teaching and pastoral responsibilities and support each other, in the everyday life of the school, for the benefit of all our pupils.

Main purpose of role is to:

Fulfil the professional responsibilities of a teacher, undertaking curriculum, pastoral and administrative duties in respect of pupils in your care.

Meet the expectations set out in the Teachers' Standards.

Teachers who have completed their Early Career Framework period are expected to lead a foundation subject across the school.

Duties and responsibilities

Teaching

1. Deliver high standards of teaching and learning through well planned lessons and a variety of teaching methods, contributing to and following the school's plans, curriculum and schemes of work;
2. Deliver lessons which have clear measurable outcomes and where checking for understanding makes a vital contribution pupils progress;
3. Plan and deliver engaging lessons which challenge and extend individuals and specific pupil groups.
4. Assess, monitor, record and report on the learning needs, progress and achievements of pupils, making accurate and productive use of assessment, enhanced by knowledge of individuals and their contexts.
5. Set, model and sustain high expectations which inspire, motivate and challenge pupils;
6. Monitor pupil's progress using appropriate data and to take appropriate action to ensure pupils are able to progress.
7. Demonstrate excellent subject, curriculum and pedagogical knowledge.



Whole-school organisation, strategy and development

1. Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision;
2. Make a positive contribution to the wider life and ethos of the school, including enrichment opportunities for pupils.

Health, safety and discipline

1. Promote the safety and wellbeing of pupils;
2. Model and maintain high expectations of conduct and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment.

Professional development

1. Take part in the school's appraisal procedures;
2. Take responsibility for own professional development and duties in relation to school policies and practices.

Communication

1. Ensure through a variety of methods that parents are informed with regard to their child's learning and any relevant pastoral issues.

Working with colleagues and other relevant professionals

1. Collaborate and work with colleagues and other relevant professionals within and beyond the school;
2. Develop effective professional relationships with colleagues;
3. Establish effective working relationships and set a good example through personal presentation and professional conduct;

Personal and professional conduct

1. Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school;
2. Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality;
3. Understand and act within the statutory frameworks setting out their professional duties and responsibilities;
4. Take on any additional responsibilities which might from time to time be determined.



Notes

All adults at Witton Middle School are legally required to safeguard and promote the welfare of children and young people, and expected to follow school policies and the staff code of conduct.

The terms and conditions of employment as a teacher are set out in the current School Teachers' Pay and Conditions Document. We encourage all colleagues to reflect upon their professional attributes, knowledge, understanding and skills and support people to develop both within and beyond their current roles.

Job Descriptions are not necessarily comprehensive definitions of the post and staff may be required to undertake such other tasks appropriate to the level of appointment as determined by the Headteacher. These responsibilities may be reviewed at any time with due consultation.

- Signed Post Holder Date.....
- SignedHeadteacher Date.....



Person Specification

Factors	Essential criteria	Desirable criteria
Qualifications, training and experience	<p>Qualified teacher status; Is educated to degree level; Successful key stage 2 and / or KS3 teaching experience; Must demonstrate an understanding of and take responsibility for promoting high standards of literacy and the correct use of standard English.</p>	<p>Evidence of further professional development. Evidence of additional CPD or qualifications linked to this role.</p>
Skills, knowledge and aptitudes	<p>Ability to speak fluent and spoken English; Knowledge of the National Curriculum; Knowledge of effective teaching and learning strategies; Knowledge of assessment approaches to inform teaching and learning; Able to use assessment data to evaluate the effectiveness of their teaching and support learning; A proven understanding of how children learn; Ability to adapt teaching to meet pupils' needs; Ability to build effective working relationships with pupils; Knowledge of guidance and requirements around safeguarding children; Deploys a range of effective behaviour management strategies; Proven ICT skills, particularly using ICT to support learning.</p>	<p>Experience of teaching children with a diverse and varied range of additional needs (e.g. neurodiversity, SEMH)</p>



Personal attributes	<p>Evidence of effective communication with a range of stakeholders;</p> <p>A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school;</p> <p>High expectations for children's attainment and progress;</p> <p>Ability to work under pressure and prioritise effectively;</p> <p>Commitment to maintaining confidentiality at all times;</p> <p>Commitment to safeguarding and equality.</p>	<p>Willingness to lead enrichment activities and embrace wider school ethos.</p> <p>Willingness to lead a foundation subject across KS2 & 3.</p>
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March 2026

