



### [Job Description: Class Teacher MPS 1-6](#)

The appointment of a Class Teacher is subject to QTS status and the current conditions of employment for teachers contained in the School Teachers' Pay and Conditions Document (STCPD) and other current legislation.

This job description may be amended at any time following discussion between the Headteacher and the member of staff, and will be reviewed annually as part of the appraisal process.

#### **General description of the post**

The holder of this post is expected to meet the Teacher's Standards in full and work as circumstances may require in accordance with the school's policies under the direction of the Headteacher. The post-holder is required to fully support the vision, ethos and policies of the school and is expected to demonstrate consistently high standards of personal and professional conduct.

#### **Line management**

The post-holder is accountable to their line manager in all matters.

#### **Appraisal**

The appraisal process is the vehicle for determining the performance of a teacher and this assessment will directly relate to pay determination (in accordance with the school pay policy), CPD provision and career advancement. All appointments made are conditional on the most recent appraisal assessment.

#### **Expectations of all class teachers at St Mary and St Pancras CE School:**

##### **In line with the Teacher's Standards; teachers will**

- Set high expectations which inspire, motivate and challenge pupils
- Work within and uphold our vigilant safeguarding culture
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Plan and teach well-structured lessons
- Adapt teaching to respond to the strengths and needs of all pupils, including those with SEND
- Make accurate and productive use of assessment
- Manage behaviour effectively to ensure a productive and safe learning environment
- Fulfil wider professional responsibilities

- Support school initiatives
- Report to parents on their child's progress, attainment and achievement
- Communicate and co-operate with the school's partners (Camden Learning and the LDBS) as well as specialists from outside agencies
- Lead, organise and direct additional staff within the classroom
- Participate in the appraisal process
- Be willing to lead a foundation subject with appropriate training and guidance

Name of Headteacher		Name of teacher:	
Signature	DATE	Signature	DATE



**Post Title:** Class Teacher

	Essential	Desirable
<b>Qualifications</b>		
Educated to degree level	✓	
Qualified teacher status either in the UK or if not in own country combined with a desire to achieve English QTS	✓	
<b>Experience</b>		
Must have taught in either Foundation Stage/Key stage1/Key stage 2 ( 2 phases desirable)	✓	
Will have had at least 2 years' experience of teaching in a multicultural inner city environment	✓	
<b>Professional Knowledge and Understanding</b>		
Must understand the expectations in the new Ofsted Framework regarding effective learning and teaching	✓	
Must have a sound knowledge of the National Curriculum Orders for the all subjects for KS1 and KS2	✓	
A sound knowledge and understanding of the Foundation Stage Curriculum	✓	
An excellent understanding of curriculum and pedagogical issues relating to learning and teaching, including the latest inspection and research findings	✓	
Familiarity with end-of-key stage assessment requirements	✓	
Understanding of and commitment to the school policies, in particular: <ul style="list-style-type: none"> <li>• Staff Code of Conduct</li> <li>• Participation and implementation of the School Behaviour Policy</li> <li>• Commitment to and implementation of the school's Safeguarding policies</li> <li>• Awareness of Health and Safety implementation in the work place</li> <li>• Equalities Policies</li> </ul>	✓	
Knowledge of effective strategies to include, and meet the needs of all pupils, in particular underachieving groups of pupils, pupils with EAL and SEND	✓	
Familiarity with writing and delivering effective Individual Plans for pupils with SEND	✓	
Sound knowledge and experience of teaching phonics	✓	
<b>Professional Skills and Abilities</b>		
A good classroom practitioner willing and able to teach a class in either key stage as deemed necessary	✓	
The ability to teach informed by the principles of direct instruction	✓	
A teacher with good ICT knowledge and skills and able to demonstrate the effective use of ICT to enhance the learning and teaching	✓	
The ability to plan lessons effectively for all the pupils in a class, ensuring that all pupils make at least good progress from their starting points	✓	

Must be able to keep records of pupil progress in line with school policy	✓	
Must be able to use AfL to inform future planning	✓	
Ability to work collaboratively with colleagues at all levels in the school	✓	
<b>Personal Qualities</b>		
Must be willing and enjoy engaging parents in order to encourage their close involvement in the education of their children	✓	
A teacher with a flexible approach who contributes to the school team	✓	
Must have good communication skills both orally and in writing	✓	
Must be able to manage own work load effectively and respond swiftly to tight deadlines	✓	
Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships	✓	
Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit	✓	
Willingness, and ability, to contribute to whole school INSET	✓	
Openness and willingness to address and discuss relevant issues, allied with an ability to inspire and challenge others	✓	
To practice equal opportunities in all aspects of the role and around the work place in line with policy	✓	
To maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post	✓	