



Thringstone Primary School

Job Description and Person Specification – Class Teacher

Post title: Class Teacher

Responsible to: Headteacher

Pay range: Main Pay Scale (M1–M5, in line with STPCD)

School: Thringstone Primary School

About Thringstone Primary School

Thringstone Primary is a proud village school rooted in its community. Our vision, *Believe and Achieve Together*, captures our commitment to helping every child grow in confidence, character and achievement.

Our five core values - **Belief, Respect, Kindness, Resilience and Teamwork** - shape the way we work and learn together. We're looking for a teacher who shares these values and is ready to make a genuine difference.

Purpose of the Role

The teacher will:

- Fulfil the professional duties of a teacher as set out in the School Teachers' Pay and Conditions Document (STPCD).
- Meet the expectations within the Teachers' Standards.
- Contribute positively to the school's vision, values and culture.

Key Responsibilities

Teaching and Learning

- Plan and deliver engaging, well-structured lessons that build on prior learning and meet the needs of all children.
- Use assessment effectively to check understanding, inform planning and support progress.
- Set high expectations which motivate and challenge all learners.
- Demonstrate secure knowledge of the curriculum and adapt teaching for different abilities, including pupils with SEND and EAL.
- Ensure a positive, purposeful and well-organised classroom environment that celebrates learning.
- Prepare pupils effectively for any statutory assessments.

Leadership and Organisation

- Take responsibility for the day-to-day management, organisation and presentation of the class.
- Manage and direct teaching assistants and support staff to maximise impact on learning.
- Maintain oversight of pupil progress and identify underachievement early, implementing strategies to close gaps.
- Contribute to year group and whole-school planning, meetings and professional discussions.

Behaviour, Safety and Welfare

- Maintain good order and discipline, following the school's Ready, Respectful, Safe expectations.
- Ensure children are safe and well cared for within the classroom environment.
- Work in line with safeguarding and child protection policies, liaising promptly with the Designated Safeguarding Lead where needed.
- Promote inclusion, equality and respect across the school community.

Assessment and Outcomes

- Monitor and track progress of individuals and groups, using data and evidence to drive improvement.
- Participate in pupil progress discussions and contribute to accurate moderation of work.
- Report clearly to parents on achievement and next steps.

Professional Development

- Engage fully in appraisal, CPD and professional dialogue to improve practice.
- Stay informed of current research and developments in education.
- Support the professional development of others where appropriate.

Wider Contribution

- Contribute to the wider life of the school through clubs, enrichment and community events.
- Uphold the school's values in all interactions with colleagues, parents and pupils.
- Demonstrate professionalism, reliability and confidentiality at all times.

Person Specification – Class Teacher

Criteria	Essential	Desirable
Qualifications and Experience	- Qualified Teacher Status (QTS) - Degree-level qualification - Successful teaching experience within a primary setting (including placements for ECTs)	- Experience in more than one key stage - Evidence of recent, relevant CPD
Knowledge and Skills	- Strong knowledge of the National Curriculum and effective teaching strategies - Clear understanding of how children learn and develop - Proven ability to plan and deliver creative, inclusive lessons - Effective use of assessment to inform planning and raise attainment - Confident behaviour management rooted in positive relationships - Knowledge of safeguarding and statutory frameworks - Good use of ICT to enhance learning	- Knowledge of adaptive teaching and SEND strategies - Experience contributing to curriculum development or leadership projects
Personal Qualities	- Commitment to achieving the best outcomes for all pupils - Reflective, resilient and open to feedback - Works well as part of a team and contributes positively to staff culture - Builds strong relationships with children and families - Excellent communication and organisation skills - Upholds the ethos, policies and professional standards of the school	- Willingness to lead or support extra-curricular activities - Engagement with community and family partnerships

Safeguarding Statement

Thringstone Primary School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The successful applicant will be required to undertake an enhanced DBS check, reference checks, and other pre-employment vetting as outlined in *Keeping Children Safe in Education*.

Equal Opportunities

We are committed to creating a diverse workforce and welcome applications from all qualified candidates regardless of sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.