



Star

STAR ACADEMIES

Nurturing Today's Young People, Inspiring Tomorrow's Leaders

PRIMARY TEACHER

JOB DESCRIPTION

JOB PURPOSE:

To contribute to the development of a strong, effective school that promotes educational excellence within a caring, respectful and disciplined environment which extends beyond the school into the wider community.

JOB SUMMARY:

1. Plan and deliver high-quality, engaging lessons that secure excellent progress for all pupils.
2. Assess, record and report on pupil development and achievement.
3. Create a safe, inclusive, and nurturing classroom where every child feels valued and motivated.
4. Attend meetings, engage in professional development, and complete administrative duties as required.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

1. Strategic Direction and Development of the School

- 1.1 Provide inspiring and purposeful leadership for pupils within a caring and secure environment.
- 1.2 Work with the Principal, staff and wider school community to uphold the school's ethos and values, fostering a culture of mutual care and respect.
- 1.3 Promote and deliver the priorities and policies of the school by contributing to school improvement and development planning.
- 1.4 Collaborate with educational partners to support and enhance pupil achievement.
- 1.5 Promote the school's home and community liaison work by supporting and participating in events.

2. Teaching and Learning

- 2.1 Through a consistent and collaborative approach that adheres to Star policies and practice, nurture a culture within the classroom that enables all pupils to behave well and make progress in their learning.
- 2.2 Develop and apply knowledge of the curriculum and a range of pedagogical strategies to raise attainment of all pupils.
- 2.3 Develop and employ a range of effective assessment strategies to identify and address gaps, adapt teaching and evaluate pupil progress.
- 2.4 Adapt teaching for pupils with additional needs to ensure exceptional progress.
- 2.5 Contribute to the wider life of the school by leading after-school interventions and enrichment activities as required.

2.6 Engage in continuous professional development and instructional coaching, to secure the highest standards of teaching.

3. Relationships with Others

3.1 Engage in the performance appraisal process and all associated training activities.

3.2 Participate in the induction of new staff into the school community.

3.3 Develop and maintain professional relationships with colleagues, pupils, parents/carers, governors, the community and Trust.

4. Accountability

4.1. Maintain accurate records of pupil performance, behaviour, and pastoral needs.

4.2. Be accountable for the achievement of pupils, securing strong and sustained progress for all.

4.3. Report pupil achievement and behaviour to school leaders and parents/carers, through reports, data submissions and meetings.

4.4. Ensure the quality of teaching is consistently high, meeting teacher standards and contributing to the school's and Trust's improvement priorities.

4.5. Uphold statutory safeguarding duties and promote the wellbeing of all pupils in line with Trust policies.

5. Other Responsibilities

5.1 Promote the Trust's vision of 'nurturing today's young people, inspiring tomorrow's leaders'.

5.2 Champion the Trust's values of 'Service', 'Teamwork', 'Ambition' and 'Respect'.

5.3 Contribute to the wider life of the Trust and the Star community.

5.4 Carry out any such duties as may be reasonably required by the Principal or Trust leaders.

6. Records Management

6.1. All staff who create, receive, and use records in the course of their job are responsible for ensuring that records are managed appropriately. It is therefore likely that this post-holder will have responsibility for record-keeping as part of the role. Employees are required to be conversant with the Trust's policies and procedures on records management.

This appointment is with Star Academies. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the terms and conditions outlined in the 'Star Academies Contract'.



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PERSON SPECIFICATION

			Assessed by:	
No	CATEGORIES	Essential/ Desirable	App Form	Interview/ Task
QUALIFICATIONS				
1.	A degree qualification (2:2 or above).	E	✓	
2.	Qualified Teacher Status or working towards qualification (QTS).	E	✓	
3.	Evidence of ongoing Continuing Professional Development (CPD).	E	✓	✓
4.	Recent relevant in-service training in subject and pedagogy.	D	✓	
EXPERIENCE AND IMPACT				
5.	Delivering consistently high-quality teaching to secure strong outcomes for learners.	E	✓	✓
6.	Using assessment to inform planning and intervention.	E	✓	✓
7.	Working effectively as part of a team to improve outcomes.	E	✓	✓
8.	Contributing to subject or whole-school initiatives.	D	✓	✓
ABILITIES, SKILLS AND KNOWLEDGE				
9.	Teach effectively across age and ability range.	E	✓	✓
10.	Use assessments to identify gaps in learning and plan interventions.	E	✓	✓
11.	Strong knowledge of the National Curriculum and assessment criteria.	E	✓	✓
12.	Understanding of current research linked to pedagogical best practice.	E	✓	✓
13.	Adapt curriculum plans to meet diverse needs.	E	✓	✓
14.	Use ICT to enhance learning and monitor progress.	E	✓	✓
15.	Communicate effectively, verbally and in writing, with pupils, parents and colleagues.	E	✓	✓

			Assessed by:	
No	CATEGORIES	Essential/ Desirable	App Form	Interview/ Task
16.	Strong classroom and behaviour management skills.	E	✓	✓
17.	Prioritise and manage conflicting demands effectively.	E	✓	✓
18.	Provide effective pastoral support to learners.	D	✓	✓
19.	Knowledge and understanding of SEN strategies.	E	✓	✓
PERSONAL QUALITIES				
20.	Commitment to the Trust's mission, vision and Star values.	E	✓	✓
21.	Commitment to personal and professional growth and striving for excellence.	E	✓	✓
22.	Commitment to motivate and inspire others through positivity and integrity.	E	✓	✓
23.	Commitment to inclusion, equality and safeguarding.	E	✓	✓
24.	Emotional resilience and adaptability in a fast-paced environment.	E	✓	✓
25.	Highest levels of professional and personal integrity.	E	✓	✓
26.	Commitment to delivering after-school and enrichment opportunities for learners.	E	✓	✓