



Clapham Manor  
Primary School &  
Nursery

*Growing Brighter Futures*



# Class Teacher Main Pay Scale Job Description

Advert: November 2025

Start date: January 2026

## Job Description

This job description may be amended at any time following discussion between the Executive Headteacher and Senior Leadership Team.

**Reporting to:** Executive Headteacher /Senior Leadership Team and Governing Body

**Job Title:** Class Teacher

**Grade:** Inner London Main Pay Scale

**From:** January 2026

## Purpose of Post

To support the vision, ethos and policies of the school and promote high levels of achievement for the children in their class in collaboration with the Executive Headteacher, Head of School, Assistant Headteachers and the Teaching and Learning Team.

- To lead, organise, manage, and develop their own class in order to promote the highest possible standards and to maximise the attainment and development of all children in the class.
- To develop the learning environment so that it is high achieving, creative and reflects the aims and ethos of our school.
- To work in cooperation with other staff, parents and carers, the Children's Services and relevant external agencies to ensure the best outcomes for all pupils in the class.

## Main Duties/ Responsibilities

### TEACHING AND LEARNING

The Teachers' Standards issued by the Department for Education specify that:

- Teachers make the education of their pupils their first concern
- Teachers are accountable for achieving the highest possible standards in work and conduct
- Teachers act with honesty and integrity
- Teachers have a strong subject knowledge
- Teachers keep their knowledge and skills as teachers up-to-date and are self-critical
- Teachers forge positive professional relationships
- Teachers work with parents in the best interests of their pupils

At Clapham Manor Primary School and Nursery all teachers will therefore:

- Set high expectations which inspire, motivate and challenge pupils
- Promote *the best* progress and outcomes for pupils
- Demonstrate *the best* subject and curriculum knowledge
- Plan and teach well-structured lessons
- Adapt teaching to respond to the strengths and needs of all pupils
- Make accurate and productive use of assessment

- Manage behaviour effectively to ensure *the best and safest* learning environment
- Fulfil wider professional responsibilities

Additionally:

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:

- Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- Showing tolerance of and respect for the rights of others
- 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
- 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 our school and maintain high standards in their own attendance and punctuality.

## LEADING, MANAGING AND DEPLOYING RESOURCES

- Lead or shared leadership of a curriculum area or aspect of school improvement/development (open to negotiation – post NQT year only)

### Note

*The duties of the job description may be reviewed and subject to amendment annually in consultation with the jobholder. This is to ensure that the role continues to change in line with the needs of the School. The job description is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the School in relation to the post-holder's responsibilities and duties.'*

This job description is not your contract of employment, or any part of it. It has been prepared only for the purpose of school and nursery organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation. This document must not be altered once it has been signed but will be reviewed annually.

Signature of post holder \_\_\_\_\_ Date \_\_/\_\_/\_\_

Signature of Line Manager \_\_\_\_\_ Date \_\_/\_\_/\_\_

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## Person Specification for Class Teacher MPS/UPS

This person specification relates to the requirements of the post as determined by the job description. Please write a personal statement detailing how you meet the criteria of the four areas shown below and how your examples demonstrate impact.

| QUALIFICATIONS                                                                                                                                          |                                                                                                   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| Essential                                                                                                                                               | Desirable                                                                                         |
| <b>A person who has:</b> <ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>Honours degree or equivalent qualification</li> </ul> | <ul style="list-style-type: none"> <li>Evidence of Continuing Professional Development</li> </ul> |

| EXPERIENCE                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Essential                                                                                                                                                                                                                                                                                       | Desirable                                                                                                                                                                                                                                                                 |
| <b>A person who has successful experience of:</b> <ul style="list-style-type: none"> <li>Teaching in the primary age range</li> <li>Impacting positively on the educational progress of all groups in their class</li> <li>Working with and engaging with pupils, staff and parents'</li> </ul> | <ul style="list-style-type: none"> <li>Teaching in more than one key stage/ phase – EYFS/KS1 or KS2</li> <li>Leading and managing a subject area which has had impact on the wider school</li> <li>Experience of teaching in an externally assessed year group</li> </ul> |

| PERSONAL AND PROFESSIONAL SKILLS AND DUTIES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Desirable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>A person who is able to:</b> <ul style="list-style-type: none"> <li>Carry out teaching duties in accordance with school policies, procedures and practices and the Primary Curriculum and/or EYFS Curriculum</li> <li>Promote high expectations of pupil achievement and behaviour</li> <li>Work as part of a team</li> <li>Help support and promote the aims and ethos of the school</li> <li>Communicate clearly and effectively with all those involved in the life of the school</li> <li>Be flexible and approachable</li> <li>Contribute positively to professional development activities</li> <li>Set an excellent example in terms of dress, punctuality, attendance and general professionalism</li> <li>Attend and participate in after school events and activities</li> <li>Be an inclusive practitioner</li> </ul> | <ul style="list-style-type: none"> <li>Facilitate a collaborative approach to learning in their class and in their subject</li> <li>Motivate and inspire confidence in pupils, staff, parents, governors and the wider community in order to further develop and promote the school</li> <li>Use a creative approach to curriculum design</li> <li>Think creatively and imaginatively to solve problems and identify opportunities</li> <li>Think creatively and imaginatively to identify opportunities to impact positively on the outcomes for pupils</li> <li>Have lots of energy and enthusiasm!</li> </ul> |

| KNOWLEDGE AND UNDERSTANDING |           |
|-----------------------------|-----------|
| Essential                   | Desirable |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>A person with a good knowledge and understanding of:</b></p> <ul style="list-style-type: none"> <li>• The Primary Curriculum and/or EYFS Curriculum</li> <li>• Pupil attainment and achievement in their class</li> <li>• Planning, record keeping and assessment in their class</li> <li>• Inclusion</li> <li>• A commitment to developing the whole child through an enriched curriculum</li> <li>• ICT and uses it effectively to enhance teaching and learning</li> <li>• Child Protection and Safeguarding procedures and legislation</li> </ul> | <ul style="list-style-type: none"> <li>• Use of feedback to impact on pupil progress</li> <li>• Working in partnership with parents and outside agencies</li> </ul> |
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## REFERENCES

### Essential

Two supportive references, at least one from the current employer.