

# **Kingsgate Primary School**

## **Job Description 2026**

### **Teacher**

#### **Line Management: Assistant Headteacher**

#### **Pay and salary in accordance with teachers' pay and conditions**

You will be employed by Kingsgate Primary School and will be expected to work at either the EYFS/KS1 or KS2 site depending on the needs of the school.

#### **Main purpose of the role:**

Teachers provide a high standard of teaching, in line with the National Teachers' Standards and the most recent Ofsted criteria.

Teachers also undertake professional duties, as delegated by the Headteacher.

#### **Setting high expectations which inspire, motivate and challenge pupils**

Establish a safe and stimulating environment for pupils, rooted in mutual respect.

Set goals that stretch and challenge pupils of all backgrounds, abilities, and dispositions.

Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

#### **Promote good progress and outcomes by pupils**

Be accountable for pupils' attainment, progress, and outcomes.

Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these.

Guide pupils to reflect on the progress they have made and their emerging needs.

Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching.

Encourage pupils to take a responsible and conscientious attitude to their own work and study.

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## **Demonstrate good subject and curriculum knowledge**

Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings.

Demonstrate a critical understanding of developments in the subject and curriculum areas and promote the value of scholarship.

Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy, and the correct use of standard English.

If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics.

If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

## **Plan and teach well-structured lessons**

Impart knowledge and develop understanding through effective use of lesson time.

Promote a love of learning and children's intellectual curiosity.

Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired.

Reflect systematically on the effectiveness of lessons and approaches to teaching.

Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

## **Adapt teaching to respond to the strengths and needs of all pupils**

Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively.

Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these.

Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development.

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Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

## **Make accurate and productive use of assessment**

Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements

Make use of formative and summative assessment to secure pupils' progress.

Use relevant data to monitor progress, set targets, and plan subsequent lessons.

Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

## **Manage behaviour effectively to ensure a good and safe learning environment**

Have clear rules and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.

Have high expectations of behaviour and establish a framework for discipline with a range of strategies, using praise, sanctions, and rewards consistently and fairly.

Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them.

Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

## **Fulfil wider professional responsibilities**

Make a positive contribution to the wider life and ethos of the school.

Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.

Deploy support staff effectively.

Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.

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Consistently apply the standard operating procedures of the school, and play an active role in developing effective procedures when required.

Communicate effectively with parents.

## Upper Pay Scale teachers

Teachers in this salary band must provide a model of consistently outstanding practice to other staff in all areas at all times.

Teachers in this salary band must make a substantial and sustained contribution to high quality pupil achievement, teaching, and behaviour throughout the school.

| HEADTEACHER |      | TEACHER |      |
|-------------|------|---------|------|
|             | DATE |         | DATE |
|             |      |         |      |

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## **Person Specification 2026**

### **Teachers**

#### **Qualifications**

##### Essential

- Qualified Teacher status
- Honours degree or equivalent, grade 2.2 honours or above

#### **Experience**

##### Desirable (for non-Early Career teachers)

- Recent experience of teaching in an inner-city primary school
- Evidence of career progression

#### **Knowledge and Skills**

##### Essential

- Knowledge of and skill in teaching
- Knowledge of and skill in behaviour management
- Excellent knowledge of good practice in safeguarding
- Proven ability to communicate effectively, verbally and in writing
- Proven ability to work under pressure and meet deadlines
- Proven ability to work as part of a team
- IT Literate
- Strong organisational and planning skills, with the ability to manage your time and your work effectively
- Competent analytic ability to analyse information

#### **Aptitudes and attitudes**

##### Essential

- Positive outlook
- Ability to reflect on your own practice, have openness to learning, work with feedback and with commitment to your own professional development
- Empathy – a good awareness of others
- Adaptability
- Self Confidence
- Resilience and the ability to role model a positive attitude
- Consistency and accountability: the ability to hold yourself and others accountable for high standards of work and behaviour

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## Motivation

Essential

**At Kingsgate School we are consistently motivated by the urgent and compelling need to improve opportunities for children, especially the most disadvantaged and children with SEND, whatever the obstacles.**

- Motivation to work in a high achieving school where the focus is on the development and achievement of the children
- Motivation to work within a school environment where we work as a team to develop and work with systems and processes that reliably deliver great results