



Job Title: Primary Teacher
Grade: MPS/UPS

The success of the Bridgwater and Taunton College Trust will be underpinned by two fundamental beliefs:

Students come first: First and foremost, the purpose of the Trust is to enable students to achieve their potential, and it is this principle that drives how we make decisions and how we act. It is expected that anyone who joins or forms part of the Trust shares this philosophy.

We are team players: Whilst every colleague has a specific role to fulfil, we expect all staff to communicate with compassion, treat others with positive regard, collaborate and behave with professionalism. In our colleagues we seek energy, passion, initiative and cooperation, as well as acting in a way that promotes a positive image of the Trust in the wider community.

Our values

We are ambitious, collaborative and inclusive.

We believe that every role contributes to our students achieving. We are a values driven organisation and strongly feel a shared sense of purpose. We behave in a way that puts our students at the forefront of our actions and decisions making, we champion equality of opportunity and respect our colleagues, our students and our community. We believe passionately that all individuals are entitled to learn and should be encouraged to do so.



Core Purpose

Deliver high-quality teaching and learning that enables all pupils to make strong progress academically, socially and emotionally. The role will contribute to a positive, inclusive school culture and work collaboratively with colleagues, parents/carers and external professionals to support pupil achievement and wellbeing.

Main Responsibilities

The responsibilities of this role could vary as a result of new legislation, changes in technology or policy changes. This job description is not an exhaustive list of tasks of the role.

- Plan, prepare and deliver high-quality, engaging lessons that meet the needs of all pupils and align with the National Curriculum
- Teach pupils effectively, setting purposeful work and providing timely, constructive feedback to support progress
- Use a range of assessment strategies to monitor pupil learning, identify next steps and inform planning
- Maintain a safe, inclusive, well-organised and stimulating classroom environment that supports learning
- Establish and maintain a positive classroom ethos with high expectations for behaviour, learning and achievement
- Accurately assess, record and monitor pupil attainment, progress and development in line with school procedures
- Contribute to clear, informative written and verbal reports for pupils, parents/carers and relevant professionals
- Communicate effectively with parents/carers to support pupil learning, progress and wellbeing
- Support the learning and development of pupils with additional needs, including SEND and EAL, through inclusive classroom practice
- Work effectively with teaching assistants to support learning and maximise pupil outcomes
- Liaise with external agencies and professionals where appropriate to help secure the best possible provision for pupils
- Participate fully in performance management, appraisal and professional development processes
- Attend and contribute positively to staff meetings, training sessions and school events
- Reflect on teaching practice and engage with professional learning to continuously improve outcomes for pupils
- Contribute to the wider life, ethos and values of the school and Trust through teamwork and collaboration

Other Duties

- Attend mandatory training courses, e.g., Child Protection, Equal Opportunities and Health and Safety related courses
- Promote and celebrate an approach of equality, diversity and inclusion for all colleagues, students and external stakeholders.
- Responsible for the health and safety of themselves and others



- Responsible for the safeguarding of and promotion of wellbeing for both children and colleagues
- Be a team player and contribute towards the vision, culture and ethos of the Trust
- From time to time, you may be required to carry out other duties commensurate with the role.



Person Specification

Area to be assessed	Essential criteria	Desirable criteria
Safeguarding	Must be able to demonstrate a commitment to the safeguarding and well-being of children and young people.	
Qualifications/Experience	<p>Qualified Teacher Status (QTS)</p> <p>Experience of teaching in a primary school setting (KS1 and/or KS2)</p> <p>Experience of planning and delivering lessons aligned to the National Curriculum</p> <p>Experience of assessing, recording and reporting pupil progress</p> <p>Experience of working collaboratively as part of a team</p>	<p>Additional relevant qualifications or training related to primary education</p> <p>Experience supporting pupils with SEND within the classroom</p> <p>Experience supporting pupils with English as an Additional Language (EAL)</p> <p>Experience planning cross-curricular learning</p> <p>Experience teaching mixed-age classes</p>
Knowledge/Skills	<p>Knowledge of primary teaching and learning, including effective behaviour management strategies</p> <p>Good understanding of inclusive classroom practice and meeting the needs of diverse learners</p> <p>Understanding of safeguarding, child protection and the role of the teacher in keeping children safe</p> <p>Understanding of the importance of positive relationships with pupils, parents/carers and colleagues</p> <p>Ability to plan engaging, well-structured lessons that meet the needs of all learners</p>	<p>Knowledge of approaches such as Talk for Writing, Sounds-Write or similar programmes</p> <p>Awareness of current educational developments and best practice in primary education</p>



	<p>Ability to use assessment effectively to inform planning and improve pupil outcomes</p> <p>Strong communication skills, both written and verbal</p> <p>Ability to work effectively with teaching assistants and other professionals</p> <p>Effective organisational and time-management skills</p>	
--	---	--