



Class Teacher (MPS/UPS)

Ferham Primary School

Job Description

Post:	Class Teacher (MPS/UPS)
Hours:	32.5
Responsible to:	Headteacher / JMAT / Local Governing Board
School:	Ferham Primary School
Scale:	M1 – UPS3
Liaising with:	Headteacher, Leadership Team, Trust Directors, Local Governing Body members, Staff, Pupils, Parents/Carers, External Agencies/Professionals
Start date:	01/09/2025 - if possible but are prepared to wait for the right candidate.
Purpose of the Job	
	<p>Carry out the professional duties of a teacher as circumstances may require and in accordance with the Trust's policies and ethos under the direction of the Headteacher.</p> <p>To undertake duties in line with the professional standards for qualified teachers as per Teachers Standards 2012.</p>
Specific Responsibilities:	
PART ONE TEACHING	<p>A teacher must:</p> <ol style="list-style-type: none"> Set high expectations which inspire, motivate and challenge pupils <ul style="list-style-type: none"> 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.

2) 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.

3) 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, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

4) 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).

5) 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
- 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.

6) 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.

	<p>7) Manage behaviour effectively to ensure a good and safe learning environment</p> <ul style="list-style-type: none"> • 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. <p>8) Fulfil wider professional responsibilities</p> <ul style="list-style-type: none"> • 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 • communicate effectively with parents with regard to pupils' achievements and wellbeing.
--	---

<p>PART TWO PERSONAL AND PROFESSIONAL CONDUCT</p>	<p>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.</p> <ul style="list-style-type: none"> ○ teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by: <ul style="list-style-type: none"> • 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 the school in which they teach and maintain high standards in their own attendance and punctuality. ○ Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities. <p>The duties above are neither exclusive nor exhaustive and the post holder may be required by the Headteacher to carry out appropriate duties within the context of the job, skills and grade.</p>
--	---

UPS Teachers

<p>Specific Responsibilities to Teachers on UPS scale</p>	<p>(1) Professional attributes 1.1 Contribute significantly, where appropriate, to implementing workplace policies and practice and to promoting collective responsibility for their implementation.</p> <p>(2) Professional knowledge and understanding 2.1 Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential. 2.2 Have an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those related to public examinations and qualifications. 2.3 Have up-to-date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners' needs. 2.4 Have a more developed knowledge and understanding of their subjects/curriculum areas and related pedagogy including how learning progresses within them. 2.5 Have sufficient depth of knowledge and experience to be able to give advice on the development and wellbeing of children and young people.</p> <p>(3) Professional skills 3.1 Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge. 3.2 Have teaching skills which lead to learners achieving well relative to their prior attainment, making progress as good as, or better than, similar learners nationally. 3.3 Promote collaboration and work effectively as a team member. 3.4 Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.</p>
---	---

The post holder's duties must be carried out in compliance with the school's Safeguarding Policies, Equality Policies, Information Security Policies, Financial Regulations, Health & Safety at Work Act and all other school policies.

These duties and responsibilities should not be regarded as exhaustive or exclusive as the post holder may be required to undertake other reasonably determined duties within the school, commensurate with the grading of the post, without changing the general character of the post. The Job Description and allocation of particular responsibilities will be reviewed on a yearly basis and may be amended by the Headteacher at any time after consultation.

The post holder must always comply with the school's code of conduct.



Class Teacher (MPS/UPS)

Ferham Primary School

Person Specification

James Montgomery Academy Trust is dedicated to appointing the best possible candidates.

The successful candidate for this position will make the education of their pupils their first concern, will be accountable for achieving the highest possible standards in work and conduct. Act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as up-to-date and will be self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

EDUCATION AND QUALIFICATIONS			
	Essential	Desirable	Source A- application I - interview R - references
Qualified teacher status	✓		A
Degree	✓		A
Evidence of continuous professional development	✓		A, I

EXPERIENCE			
	Essential	Desirable	Source A- application I - interview R - references
Proven ability as an excellent classroom practitioner	✓		A, I
Proven record of effective subject leadership		✓	A, I
Experience of EYFS, KS1 and KS2		✓	A

KNOWLEDGE AND SKILLS			
	Essential	Desirable	Source A- application I - interview R - references
Professional knowledge of what constitutes high quality and standards in teaching and learning	✓		A, I
Professional understanding of inclusion and strategies for engaging all learners	✓		A, I
Professional understanding of safeguarding within a school setting	✓		A, I
Understand procedures and legislation relating to confidentiality			A, I
Ability to write reports, keep accurate records and communicate effectively	✓		A, I
Effective organisational skills	✓		A, I
Ability to work well with a range of audiences, including parents/carers and other professionals	✓		A, I, R
Ability to use a positive approach to promote learning and excellent behaviour	✓		A, I, R
Confident and competent in the use of ICT	✓		A, I
Understanding of curriculum and assessment of pupil progress	✓		A, I, R
Knowledge of statutory assessments		✓	A

PERSONAL AND PROFESSIONAL ATTRIBUTES			
	Essential	Desirable	Source A- application I - interview R - references
Resilience, the ability to work under pressure and be able to meet deadlines	✓		A, I
Proven ability to prioritise workloads	✓		A, I
Ability to work effectively and supportively within the school and wider across the Trust	✓		A, I
Excellent communication skills (including written, oral and presentation skills)	✓		A, I
A commitment to safeguarding and promoting the welfare of children and young people	✓		A, I
Ability to work creatively and collaboratively	✓		A
Demonstrably professional, honest and loyal	✓		A, R
Ability to make and justify difficult decisions	✓		A,
Commitment to our pupils and their learning, wellbeing and safety	✓		A, I
Committed to equality in line with the Equality Act 2010	✓		A, I
Ability to establish rapport and respectful and trusting relationships with children, their families,	✓		A
Able to build and maintain successful and purposeful relationships	✓		A
Passionate about teaching and learning	✓		A, I
Open-minded, self-evaluative and adaptable to changing circumstances and new ideas	✓		A, I
Willingness to be involved in the wider life of the Trust	✓		A, I

Additional Essential Criteria

- Proven ability to demonstrate commitment to the promotion of safe working practices and the provision of a safe learning environment.
- Fully supportive references.
- Full enhanced DBS clearance.