

Job Description

Job Title	Class Teacher
Salary Scale	Main/Upper Pay Range
Responsible To	Phase Lead
Responsible For	No subordinate staff
Number in Post	14
Date Drafted	April 2025

Job Purpose
You will be required to teach a class of pupils and ensure that planning, preparation, recording, assessment and reporting meet the varying needs of the children. You will maintain the positive ethos and core values of the school, both inside and outside the classroom. You will be required to exercise their professional skills and judgement to carry out the professional duties set out below in a collaborative manner.

Job Activities
Making an impact on the educational progress of pupils beyond those directly assigned:

- Encourage pupils' motivation and enthusiasm, securing positive attitudes to learning and high standards of behaviour.
- Monitor, evaluate and review pupils' progress, achievement and attainment in the class.
- Plan learning appropriate to the needs of the children and seek to ensure that children are making outstanding progress.

- Achieve robust systems of pastoral care and personalised learning to ensure every student feels valued and is known and supported.
- Demonstrate a consistent approach to safeguarding and child protection in line with school policy and good practice.

Leading, Developing and Enhancing the teaching of others

- Have an excellent professional knowledge of the Primary curriculum, including an understanding of the knowledge, progression of early childhood development.
- Have a clear philosophy on how children learn with a specific focus on the creative and performing arts and project based learning.
- Ensure the promotion of methods that enable all pupils to learn effectively.
- Disseminate examples of 'good practice' in learning and teaching, effective planning and provision across the school.

Leadership and Accountability

- Establish good relationships, encourage good working practices and support.
- Develop links and liaise with governors, the local authority and the wider school community.
- Take part in and respond to issues regarding self-evaluation including making contributions to the School Development Plan.
- Take a leadership role on aspects of the curriculum.

The Teacher as a Professional

- To contribute to a climate of mutual support, in which self-confidence and self-esteem can grow and to work as a member of a team.
 - To be committed to personal professional development and to participate in the school's system of performance management.
 - To contribute as appropriate to the professional development of colleagues.
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- To participate in meetings with other staff to review curricular, organisational and administrative matters affecting the school.
 - To supervise pupils outside the classroom as required by the Head Teacher and within the Conditions of Employment.
 - To participate in cover for absent staff as required and within the terms of the Conditions of Employment.

Notes:

We reserve the right to alter the content of this job description, after consultation, to reflect the changes to the job or services provided, without altering the general character or level of responsibility.

It may be amended at the request of our Head Teacher or post holder but only after full consultation with the post holder.

Location:

The job is initially located on our main site. However, it may be that from time to time the post holder will be required to work on different duties, or in any other jobs, within his / her competence, such jobs being in his / her present or any other location as may be deemed appropriate. In all cases, regard will be paid to the qualifications, experience, current duties and responsibilities and personal circumstances of the post holder.

Equality, Diversity and Inclusion:

The duties described in this job description must be carried out promoting equality of opportunity and dignity for all employees and service users and is consistent with our Equality, Diversity and Inclusion Policy.

Hours:

The post-holder is expected to work such hours as are reasonably necessary to fulfil his/her responsibilities.

Person Specification for Class Teacher

Education and Qualifications:		To be identified by:
Qualified Teacher Status	Essential	Application Form/Qualification Certificates
Experience: applicants should be able to demonstrate recent and relevant experience of:		
A range of successful classroom practice in a primary school.	Essential	Application Form References
Monitoring and evaluation of learning and teaching leading to effective planning to raise standards	Essential	Application Form/Interview
Evidence of continuing professional development	Essential	Application Form/Interview
Effective involvement with parents	Essential	Application Form/Interview
Knowledge: Applicants should be able to demonstrate a good knowledge and understanding of the following areas related to this post:		
A thorough knowledge and understanding of the National Curriculum	Essential	Interview/Observation of Teaching
Excellent understanding of curriculum and pedagogical issues, particularly those related to the learning and development of young children	Essential	Interview/Observation of Teaching
How the creative and expressive arts can be developed into cross curricular learning	Essential	Presentation
How learning can be developed through a project-based learning approach	Desirable	Interview/Presentation

The assessment and review of children's progress and development	Essential	Interview
The role of the class teacher in relation to Special Educational Needs	Essential	Interview
A positive and effective approach to behaviour management	Essential	Interview/ Observation of Teaching
How to analyse, understand, interpret and respond to school performance data	Essential	Interview/Application Form
Encouraging parents and carers to work co-operatively with the school and involve them in their children's education	Essential	Interview/Presentation/ Application Form
A thorough knowledge of good practice in relation to safeguarding and child protection	Essential	Interview/Application Form

Leadership and Management Skills: applicants should be able to demonstrate from their experience the ability to:

Promote and sustain high standards for all children	Essential	Interview/Reference/ Application Form
Understand and value the process of monitoring, evaluating and review as an aid to raising standards	Essential	Application Form /Interview
Ability to contribute to self-evaluation exercises and whole school development	Essential	Application Form /Interview
Inspire and motivate the pupils and staff to influence the quality of learning and teaching and initiate change	Essential	Interview/Observation of Teaching
Share expertise, skills and knowledge and to encourage others to follow suit	Essential	Interview
Seek advice and support when necessary	Essential	Interview

Have personal impact and presence to be able to initiate change and achieve excellence	Essential	Interview/Application Form/ Reference
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Personal Skills and Attributes: applicants should:		
Demonstrate a high level of commitment and professionalism	Essential	Interview/Reference/ Application Form
Have excellent written and verbal communication skills	Essential	Interview/Application Form
Be a good team player and be able to lead and inspire by being an excellent role model	Essential	Interview/Reference
Be able to work independently and on own initiative	Essential	Interview/Reference
Have good time management skills and an ability to plan and prioritise work and tasks for you and your phase team	Essential	Interview
Maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post	Essential	Interview
Demonstrate commitment to inclusive practise and equal opportunities	Essential	Interview/Observation of Teaching
Be approachable, positive, flexible and enthusiastic with a good sense of humour	Essential	Interview/Observation of Teaching/Reference
Have a desire for further career progression	Essential	Interview
Resilience and perseverance in the face of daily challenges, maintaining high expectations for all pupils	Desirable	Interview/Observation of Teaching