



## Primary Teacher

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

To provide high-quality teaching and learning across the primary phase by covering classes during teacher absence or release time, ensuring continuity of education and supporting pupils' academic and personal development in line with the Teachers' Standards.

### 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.

#### **1. Set high expectations which inspire, motivate, and challenge pupils**

- Establish a positive, safe, and stimulating classroom environment that supports learning and well-being.
- Maintain high expectations of behaviour and learning in all classes covered.

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

- Deliver lessons that build on pupils' prior knowledge and skills.
- Use school planning and assessment frameworks to ensure continuity and progression.
- Provide effective feedback to pupils in line with school policy.

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

- Teach a range of National Curriculum subjects confidently across Key Stages 1 and 2.
- Maintain up-to-date knowledge of curriculum expectations and adapt teaching appropriately.

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

- Use provided lesson plans effectively or, when necessary, plan and prepare engaging learning experiences.
- Manage lesson time and resources efficiently to maximise learning.

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

- Adapt activities to ensure inclusion and access for all learners, including those with SEND, EAL, or additional needs.
- Use assessment information to inform teaching and intervention.

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

- Use formative assessment to monitor progress during cover lessons.
- Provide feedback to class teachers on pupil engagement, understanding, and behaviour.

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

- Follow the school's behaviour policy consistently to promote positive attitudes and mutual respect.

- Manage classroom routines and transitions smoothly.

#### **8. Fulfil wider professional responsibilities**

- Contribute positively to the life and ethos of the school.
- Communicate effectively with colleagues, support staff, and where appropriate, parents.
- Participate in staff meetings, training, and professional development.

#### **9. Relationships**

- To be responsible for the supervision of Teaching Assistants working with the class.
- To interact on a professional level with colleagues and seek to establish and maintain productive relationships with them in order to improve the quality of learning and teaching in the school.

#### **10. Appraisal, Review and Professional Development**

- To participate in professional growth in accordance with the regulations made for the appraisal of teachers' performance.
- To participate in meetings at the school which relate to the curriculum, administration or organisation of the school, including pastoral matters.
- To participate in arrangements for further training and professional development as a teacher, including undertaking training and professional development as identified in Growing Great Teachers Targets.
- To keep abreast of trends, developments and research in education,

#### **Other Responsibilities**

- Foster effective partnerships with parents to support and enhance pupil achievement and development.
- Support assessment and record-keeping procedures as directed.
- Uphold school safeguarding, inclusion, and equality policies at all times.
- Undertake additional responsibilities as deemed reasonable by the Executive Headteacher and Headteacher of Primary.

#### **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                                                                                                                                                                                                                       |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Safeguarding</b>              | Must be able to demonstrate a commitment to the safeguarding and well-being of children and young people.                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                          |
| <b>Qualifications/Experience</b> | <p>Qualified teacher status</p> <p>Broad experience across EYFS, KS1, and KS2 desirable.</p> <p>Proven record of effective classroom practice and pupil progress.</p>                                                                                                                                                                       | <p>Any other relevant qualifications</p> <p>Experience of planning cross-curricular links</p> <p>Experience of supporting EAL students in class</p> <p>Knowledge of 'Sounds Write'</p> <p>Experience of NCETM Maths Mastery approach</p> |
| <b>Knowledge/Skills</b>          | <p>Commitment to the ethos of the school</p> <p>High-level teaching skills and understanding of effective pedagogy.</p> <p>Excellent communication, interpersonal and organisational skills.</p> <p>Demonstrate emotional intelligence and collaborative leadership.</p> <p>A personal commitment to on-going professional development.</p> | <p>Willingness to run an extra curricular club</p>                                                                                                                                                                                       |

