

Primary Teacher

Job Description

At Southern Education Trust, we're driven by a shared mission of *making lives better*. We're looking for a warm, inspiring Primary Teacher who believes every child deserves to feel safe, valued, and capable of success - someone ready to build trusting relationships, spark curiosity, and make a real difference

Job Title	Primary Teacher
School	The Harbour School (Bay Campus)
Grade	MPS plus SEN allowance
Reporting to	Head of Campus
Contract	Full-time, Permanent

Purpose of the job

The purpose of this role is to provide high-quality teaching and learning that enables all pupils to make strong academic and personal progress. Working collaboratively with colleagues, families and external partners, the post-holder will create an inclusive, safe and engaging learning environment where pupils feel supported, valued and challenged. They will contribute to the wider life of the school, uphold trust and school policies, and model the values and behaviours that promote a positive culture for all learners.

Key areas of responsibility

Teaching and Learning

- Plan and deliver engaging, well-structured lessons that meet the needs of all learners.
- Use assessment to monitor progress, inform planning and provide meaningful feedback.
- Maintain a purposeful learning environment that promotes high expectations and positive attitudes.
- Adapt teaching strategies to support pupils with a range of needs, including SEND and SEMH.

Curriculum and Assessment

- Follow and contribute to the development of curriculum plans and schemes of work.
- Assess, record and report on pupils' progress in line with school policy.
- Prepare pupils for internal and external assessments, ensuring they are well-supported and confident.

Safeguarding, Behaviour and Pastoral Care

- Uphold the school's Behaviour Policy to ensure a calm, respectful and safe environment.
- Promote pupils' wellbeing, offering guidance and pastoral support when needed.
- Identify and report safeguarding concerns in line with statutory requirements and school procedures.

Collaboration and Communication

- Work effectively with colleagues on curriculum development, teaching strategies and pupil support.
- Communicate with parents and carers to build strong partnerships that benefit pupil learning.
- Liaise with external agencies when appropriate to support pupils' academic and personal development.

Professional Development and Wider Contribution

- Engage in ongoing professional learning and reflective practice to enhance effectiveness.
- Participate in school and Trust initiatives, meetings and development activities.
- Contribute to extra-curricular enrichment, supporting pupils' wider development.
- Carry out administrative and organisational duties as required, including accurate attendance recording.

Other

The postholder will be expected to work safely and responsibly at all times, taking due care of their own wellbeing and that of others. They will actively promote inclusion, equality, and mutual respect in all aspects of their role, while remaining open to learning and professional growth through ongoing training and development. The role requires maintaining confidentiality and handling information responsibly in accordance with GDPR requirements. The post holder will contribute positively to continuous school improvement by sharing ideas, supporting change, and using school resources with care and respect.

Person Specification

Criteria	Essential	Desirable
Qualifications and Experience	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) and relevant degree. • Experience teaching at KS1/KS2. • Experience planning, delivering and assessing high-quality learning. 	<ul style="list-style-type: none"> • Further relevant qualifications (e.g., Masters). • Experience using trauma-informed approaches.
Skills and Knowledge	<ul style="list-style-type: none"> • Strong knowledge of the National Curriculum and effective teaching strategies. • Ability to assess, track and report pupil progress accurately. • Skilled in creating an inclusive, purposeful learning environment. • Strong behaviour management and communication skills. • Competent use of ICT in teaching and administration. 	<ul style="list-style-type: none"> • Understanding of strategies to support pupils with SEND/SEMH.
Personal Qualities	<ul style="list-style-type: none"> • Positive, professional and reflective approach. • High expectations for pupils and commitment to inclusion. • Strong interpersonal skills and ability to build relationships. • Resilient, adaptable and able to handle sensitive situations effectively. 	
Other Factors	<ul style="list-style-type: none"> • Satisfactory pre-employment checks including DBS, references and full career history • Willingness to contribute to wider school life and professional development. 	<ul style="list-style-type: none"> • Willingness to support enrichment and community activities.