



JOB DESCRIPTION

Post	Primary teacher
Salary Range	MPS 1-6 / UPS
Reporting to	Phase leader
Accountable to	Head teacher
Performance Review	Annual Performance Development

KEY TASKS

Teacher

1. To adopt an inclusive and nurturing approach to enabling children to succeed.
2. Plan appropriately challenging learning for all children across all subjects, monitoring progress and intervening when there is underperformance.
3. Plan and deliver exciting learning opportunities which engage children in all subjects.
4. To support those with additional learning needs such as SEN and EAL to make good progress.
5. Create a high quality, rich, stimulating, safe and enabling learning environment.
6. Work collaboratively and flexibly to ensure: effective planning, successful learning, at least 'good' progress and accurate and moderated assessment outcomes.
7. Manage the learning environment, resources and time to ensure effective learning takes place.
8. Monitor and celebrate children's learning, progress and achievement and record and report upon progress, including details on attendance, behaviour, development and additional needs.
9. Have a detailed professional knowledge of primary curriculum and assessment arrangements.
10. To work and communicate effectively with TAs and other colleagues who support children in their learning and beyond.
11. To maintain a positive attitude, seeking to bring out the best in learners and having high expectations for all.
12. Establish positive relationships with parents/carers, ensuring parental involvement in learning and progress
13. Constantly strive to improve own performance and identify areas for self - improvement, attending appropriate training.
14. To support the running of school with break and lunch duties.
15. To evaluate and track the impact of specialist provision and interventions.
16. To provide at a high quality after school club per week.
17. Embed literacy and numeracy across the curriculum.
18. To support the delivery of the 'MCPA opportunities' commitment to the holistic development of children.
19. To undertake any other duties as deemed appropriate by the line manager and commensurate with the post.

STANDARD DUTIES

1. Promote and implement equality and diversity
2. Adhere to legislation and the Academy’s policies and procedures
3. Have due regard to safeguarding and promoting the welfare of children and young people.
4. Participate in performance reviews and professional/personal development activities.
5. Model the Academy’s values at all times to generate a shared purpose
6. Respect confidentiality. Confidential information to be kept in confidence and not released to unauthorised persons.
7. To undertake any other duties as appropriate, commensurate with the grade of the post.

CONTACTS

All employees and contractors on site
Senior Leadership Team

SPECIAL CONDITIONS

Enhanced DBS Check for a Regulated Activity.

	DATE	NAME	POST TITLE
PREPARED	May 2022	Alex Reed	Headteacher
REVIEWED	January 2024	Alex Reed	Headteacher
REVIEWED	April 2026	Alex Reed	Headteacher
REVIEWED			

PERSON SPECIFICATION

JOB TITLE: Teacher

CRITERIA Applicants should be able to provide evidence of their ability to meet the following criteria.

Please note if you are experienced and interested in leadership please provide evidence of your skills and ability to lead in your application letter.

	Selection criteria (Essential)	Selection criteria (Desirable)	How to be Assessed
Education & Qualifications	<p>A good relevant honours degree</p> <p>QTS - Higher qualifications relevant to the post, such as a Postgraduate degree/ a professional qualification</p>	<p>Other relevant professional qualifications</p>	<p>AF, C</p>
Experience	<p>To be an excellent practitioner able to lead by example</p> <p>Evidence of adding value to pupil outcomes and ensuring better than expected progress</p>	<p>Three years of teaching experience</p> <p>Experience of practitioner research</p> <p>Experience of mentoring other professionals</p> <p>Leadership experience</p> <p>Knowledge of Singapore mastery maths and/or Read Write Inc phonics.</p>	<p>AF, T, I, C</p>
Skills & Abilities	<p>A passion for learning and quality in educational provision</p> <p>Ability to communicate effectively and develop professional relationships with staff, partners and parents</p> <p>Ability to use Information and Communication Technology (ICT) to enhance teaching and</p>		<p>AF, T, I, C</p>

	<p>learning and for data management</p> <p>Able to work independently and proactively</p> <p>Ability to lead, motivate, challenge and inspire colleagues and provide effective ability to lead, motivate, challenge and inspire colleagues and give effective feedback</p> <p>Ability to reflect on own skills and knowledge, and to seek opportunities to develop</p> <p>High level of organisation skill and the ability to make decisions</p> <p>Vision of education in a wider context than a single subject/phase area</p>		
Knowledge	<p>A flexible, adaptable and innovative approach to learning, teaching, curriculum and assessment</p> <p>A secure knowledge of a variety of effective teaching and learning strategies</p> <p>A commitment to and knowledge of community cohesion and social inclusion</p> <p>Knowledge of strategies to engage parent/carers with children's learning</p>		AF, T, I, C
Work Circumstances	<p>Enhanced Safeguarding Checks for a Regulated Activity</p> <p>Equivalent of 10 days continued professional development</p> <p>Equivalent of 10 days extra -curricular activity (2 hours per week after core learning)</p>		I I I

AF – application form, T- test, I – interview, C – certificate

N.B. - Any candidate with a disability who meets the essential criteria will be guaranteed an interview