



# **Senior Teacher Job Description**

## **St. Wulstan's RC Primary School**

Title of post: **Senior Teacher**

Accountable to: In the first instance the Headteacher and through her to the school Governing Body.

The appointment is with the Governing Body of the School. It is also subject to the current conditions of employment of schoolteachers, contained in The School Teachers' pay and conditions document, Teacher Standards 2012, and other educational and employment legislation.

This job description may be amended at any time following discussion between the Headteacher and member of staff and will be reviewed annually.

### **MISSION STATEMENT**

**Believe to Achieve**  
**Love God, Love Learning, Love One Another**

The words of John remind us that God became man in Jesus Christ in order to bring us to life in God. We believe that the life of each of us is only truly fulfilled in God.

Our school therefore operates on the five Gospel values that our children have identified as being the most important:

**Love** – “We love because God first loved us” (1 Jn 4:19). We believe that each of us is created by God out of love and is called to love Him and our neighbour. All our work and activity therefore strive to be of the highest possible standard to reflect and respond to the love that God has for each of us.

**Friendship** – Friendship with God is the most important relationship we can cultivate. Our community, comprising of our children, staff, parents, parish, governors and beyond, is built on seeking friendship in God. As a result, the human relations in our community flourish and we strive for excellence together.

**Respect** – As a school, we respect and cherish the God-given intellect and talents of every child, seeking to develop these to their full potential. Our curriculum and our activities respect the breadth and depth of our children's abilities by offering them richness, innovation and variety.

**Forgiveness** – The Cross of Christ reminds us of the forgiveness that God has offered to each of us and that we in turn must offer to others. This enables us to move forward confidently, learning from our mistakes and emboldened by God's mercy.

**Honesty** – Honesty with ourselves and with others enable self-discipline and accountability. By expecting honesty from all our staff and children, we promote outstanding behaviour and a culture of commitment.

St. Wulstan's RC Primary School is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

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## **Main Purpose of the Role**

The Senior Teacher at St. Wulstan's RC Primary School will be a key member of the school's leadership team, supporting the Headteacher in driving the school's vision and ensuring high-quality teaching, learning, and outcomes for all pupils. The Senior Teacher will work closely with the Headteacher in shaping the direction of the school, while also taking on specific responsibilities to improve provision and outcomes across the school.

## **Key Responsibilities and Duties**

### **Catholic Ethos**

- To create a culture where pupils experience a positive and enriching school life, rooted in the school's Catholic ethos and values
- To lead and participate in prayer and liturgy and the Catholic life of the school
- To support the spiritual, moral, social, and cultural development of pupils

### **Leadership and Management**

- To be a member of the senior management team
- To support and represent the Headteacher at meetings as and when required
- To undertake such duties as are delegated by the Headteacher
- To play a significant role, under the overall direction of the Headteacher in formulating and reviewing the Mission Statement and School Improvement Plan and monitoring progress towards their achievement
- To lead and manage a Key Stage (either Early Years & Key Stage One or Key Stage Two), ensuring high standards of teaching, learning, and assessment
- To lead a core subject area, driving improvements and ensuring high standards
- To line manage support staff, providing guidance and support to ensure effective practice

### **Teaching, Curriculum, and Assessment**

- To establish and sustain high-quality teaching across subjects and phases, based on evidence
- To ensure the teaching of a broad, structured, and coherent curriculum that aligns with the school's vision and values
- To lead on agreed areas of the curriculum, subject to the needs of the school, working alongside subject leaders to secure successful outcomes for the pupils
- To use valid, reliable, and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum

### **School Culture and Behaviour**

- Under the direction of the Headteacher, to create a culture where pupils experience a positive and enriching school life
- To uphold educational standards in order to prepare pupils from all backgrounds for their next phase of education and life
- To ensure a culture of staff professionalism
- To encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in the school
- To use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy

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- To encourage high levels of pupil attendance and help to uphold a school culture of safety, enjoyment, and engagement with learning to support attendance

### **Skills and Competencies**

- To demonstrate effective leadership and management skills, with the ability to inspire and motivate staff
- To have excellent communication and interpersonal skills, with the ability to build positive relationships with the school community
- To have a strong understanding of curriculum development, teaching and learning, and assessment practices
- To be committed to inclusive education and supporting the needs of all pupils, including those with SEND
- To analyse data and use evidence-based approaches to drive school improvement
- To have excellent organisational and problem-solving skills
- To have a commitment continuous professional development and a desire to learn and grow

### **Professional Development**

The Senior Teacher will be supported in their professional development, with opportunities to attend relevant training and participate in the school's performance management process. The school is committed to supporting the growth and progression of its leadership team, and the Senior Teacher will be encouraged to take on additional responsibilities and contribute to the wider strategic development of the school.

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