

GARSTANG ST THOMAS

CHURCH OF ENGLAND PRIMARY SCHOOL



Job Description: Teacher (Main Scale) – Updated May 2026

Accountable to: Headteacher

Purpose of post:

The postholder is required to carry out the professional duties of a teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD), Teachers' Standards and all relevant statutory guidance issued by the Department for Education.

This job description may be amended following consultation with the postholder and will be reviewed periodically.

Safeguarding Responsibilities

- All staff have a responsibility to safeguard and promote the welfare of children.
- Comply with the latest version of Keeping Children Safe in Education (KCSIE).
- Report concerns in line with the school's safeguarding and child protection procedures.
- Contribute to creating and maintaining a culture of safeguarding.
- Maintain appropriate professional boundaries.
- Understand indicators of abuse, neglect, exploitation, serious violence, mental health concerns and online risk.
- Undertake mandatory safeguarding and Prevent training.

Core Professional Responsibilities

- Set high expectations which inspire, motivate and challenge pupils.
- Promote good progress and outcomes for pupils.
- Demonstrate secure subject and curriculum knowledge.
- Plan and teach well-structured lessons.
- Impart knowledge and develop understanding through effective use of lesson time.
- Adapt teaching to respond to the strengths and needs of all pupils.
- Work collaboratively with the SENDCo, external agencies and families to ensure inclusive practice and appropriate support for pupils with SEND and additional vulnerabilities.
- Make accurate and productive use of assessment.
- Manage behaviour effectively to ensure a good and safe learning environment.
- Communicate effectively with parents/carers regarding pupils' achievement and wellbeing.
- Support the school's attendance procedures and promote excellent attendance and punctuality in line with statutory guidance.
- Deploy support staff effectively.

Online Safety and Digital Conduct

- Promote safe and responsible use of technology.

- Comply with the school's online safety, filtering and monitoring, acceptable use and data protection policies.
- Model appropriate professional conduct online.

Personal and Professional Conduct

- Treat pupils with dignity and respect.
- Uphold public trust in the profession and maintain high standards of ethics and behaviour.
- Show tolerance of and respect for the rights of others.
- Not undermine fundamental British values.
- Ensure personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Maintain high standards of attendance and punctuality.
- Act within all statutory frameworks governing professional duties and responsibilities.

Equality, Diversity and Inclusion

- The school is committed to equality, diversity and inclusion and to eliminating discrimination.
- Staff are expected to promote inclusive practices and uphold responsibilities under the Equality Act 2010, including supporting pupils with protected characteristics.

Data Protection

- Staff must comply with the requirements of UK GDPR, the Data Protection Act 2018 and the school's data protection and confidentiality policies.

Health and Safety

- Employees must take reasonable care for their own health and safety and that of others who may be affected by their acts or omissions, in accordance with the Health and Safety at Work etc. Act 1974 and school policies.

Staff Wellbeing

- The school is committed to promoting staff wellbeing and a respectful working environment.
- Staff are expected to contribute positively to professional culture and uphold standards of respectful and professional conduct.

Additional Duties as Subject Leader (where applicable)

- Complete annual subject audits and action plans.
- Monitor standards in teaching and learning using a range of strategies.
- Lead staff meetings, curriculum development and CPD where appropriate.
- Review and update subject policies.
- Provide feedback and guidance to stakeholders including governors and parents.
- Ensure resources are maintained and appropriate for curriculum delivery.

Safer Recruitment

- This post is exempt from the Rehabilitation of Offenders Act 1974 and is subject to an enhanced DBS check, satisfactory references, online searches and all safer recruitment requirements.

Contract of Employment

- This job description does not form part of the contract of employment and may be amended following consultation.