

## Grading Job Description and Employee Specification

<b><u>Job title:</u></b> Classroom Teacher (Primary)	<b><u>Service area:</u></b> Children & Young Peoples Service
<b><u>Post number:</u></b>	<b><u>Division:</u></b> Schools
<b><u>Grade:</u></b> M1 to M2	<b><u>Section/team:</u></b> Westcliffe Primary School
<b><u>Overall purpose of job:</u></b> <ul style="list-style-type: none"> <li>◆ You are required to carry out the professional duties of a schoolteacher as set out in the School Teachers Pay and Conditions document.</li> <li>◆ The post holder will be expected to work in accordance with the policies of the school and the Local Authority.</li> </ul>	
<p>Post holders will be expected to be flexible in undertaking the duties and responsibilities attached to their post and may be asked to perform other duties, which reasonably correspond to the general character of the post and are commensurate with its level of responsibility.</p>	
<b><u>Main responsibilities:</u></b> <ul style="list-style-type: none"> <li>◆ To teach a class full time, to the high standard expected by the Headteacher, Governors and the community served by the school.</li> <li>◆ To act as curriculum co-ordinator for <i>an area yet to be decided</i> (unless completing ECT year).</li> <li>◆ To be responsible to the Headteacher or her representatives.</li> <li>◆ To manage and lead a curriculum area (unless completing ECT year) following school policy.</li> <li>◆ To maintain good order and discipline among pupils whilst safeguarding their health and safety during activities which take place within and outside school.</li> <li>◆ To supervise and manage other adults, for example teaching assistants and / or special needs support assistants.</li> <li>◆ To attend staff meetings, parents evenings and school training day meetings as appropriate.</li> <li>◆ To participate in procedures for implementing the school's Performance Management policy.</li> </ul> <p>To perform delegated duties in accordance with any directives reasonably given by the Headteacher or her</p>	
<b><u>TEACHING AND PASTORAL CARE</u></b> <ul style="list-style-type: none"> <li>◆ As a classroom teacher plan, prepare and teach to meet the educational needs of all children assigned in accordance with the National Curriculum and policies of the school.</li> <li>◆ To be aware of individual needs within the classroom, both educational and pastoral.</li> <li>◆ To identify and support accordingly, pupils with special needs, including more able children, in liaison with other school staff and professional from external agencies.</li> <li>◆ Provide guidance on the social and personal development of children and undertake</li> </ul>	

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- pastoral care of pupils.
- ◆ To have high expectations and to create a learning environment of high quality and organisation.
  - ◆ To work within the stated curricular organisational and philosophical aims of the school and assist in achieving their effectiveness.
  - ◆ To co-operate with other members of staff, work as part of a team with professionalism, to achieve the overall aims and objectives of the school.
  - ◆ To take part in the assessment of pupils within the school in accordance with statutory guidelines and school policies.
  - ◆ To liaise with parents and keep them informed about their child's education and progress in line with school policy.

### **PROFESSIONAL DEVELOPMENT**

- ◆ To review personal teaching methods and programmes of work.
- ◆ To undertake, as necessary or required, training to ensure continued professional development.

### **Position in organisation:**

Indicate how many staff the post is directly accountable for:

Are posts in more than one location? Yes  No

Is this at the same site? Are the posts managed highly mobile?

Is the supervision/management shared with another post in the structure? Yes  No

Please indicate which post(s) \_\_\_\_\_

You must provide an organisation chart that shows where the job sits within the structure. This should be a simple diagram but with enough detail to put the job into context, i.e. the post holder may manage different groups of staff undertaking different tasks. The chart must show the job in question, the job to which it reports, those jobs which report alongside it and subordinate posts.

### **Note**

Post holders will be expected to be flexible in undertaking the duties and responsibilities attached to their post and may be asked to perform other duties, which reasonably correspond to the general character of the post and are commensurate with its level of responsibility. This job description is provided for guidance only and does not form part of the contract of employment.

Date of Job Description                      07 May 2026

Date copy sent to Post holder

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POST NUMBER \_\_\_\_\_ JOB TITLE Teacher Full time

FACTORS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>Education, Training and Qualifications</b>	<ul style="list-style-type: none"> <li>❖ Qualified Teacher Status</li> <li>❖ Evidence of keeping up to date with educational thinking and knowledge</li> <li>❖ Knowledge of positive behaviour management</li> <li>❖ Be prepared to attend appropriate courses</li> <li>❖ Recent Safeguarding, Child Protection training.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Evidence of attendance of educational courses</li> </ul>	<ul style="list-style-type: none"> <li>❖ Application form</li> <li>❖ Interview</li> <li>❖ References</li> <li>❖ Certificates</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>❖ Successful teaching experience within the primary sector</li> </ul>	<ul style="list-style-type: none"> <li>❖ Experience of teaching in different primary Key Stages</li> </ul>	<ul style="list-style-type: none"> <li>❖ Application form</li> <li>❖ Interview</li> <li>❖ References</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>❖ Excellent classroom management.</li> <li>❖ Commitment to further professional development.</li> <li>❖ An awareness of safeguarding legislation.</li> <li>❖ An ability to use a range of assessment strategies effectively.</li> <li>❖ Ability to use standard English correctly in spoken and written forms.</li> <li>❖ Ability to use technology innovatively to support learning and efficient working within a professional working environment.</li> <li>❖ High standard of communication skills</li> <li>❖ Ability to establish and maintain good discipline</li> </ul>	<ul style="list-style-type: none"> <li>❖ Understanding of key Health and Safety issues.</li> <li>❖ Understanding of new Ofsted framework.</li> </ul>	<ul style="list-style-type: none"> <li>❖ Application form</li> <li>❖ Interview</li> <li>❖ References</li> </ul>

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	<ul style="list-style-type: none"> <li>❖ Sound understanding of Primary Strategy / Curriculum initiatives</li> </ul>		
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>❖ Reliable, honest, efficient, well-organised</li> <li>❖ Openness and willingness to learn</li> <li>❖ Good communication skills – able to relate to people at all levels</li> <li>❖ Able to set targets and meet deadlines</li> <li>❖ Caring and understanding approach with commitment to justice, equity and equal opportunities</li> <li>❖ Sense of humour</li> <li>❖ Enthusiastic, energetic, imaginative, forward looking, hard working</li> <li>❖ Professionalism, sensitivity and discretion</li> <li>❖ Ability to get on with people and establish relationships with governors, staff, parents and pupils</li> </ul>	<ul style="list-style-type: none"> <li>❖ Whole 'rounded' personality</li> <li>❖ Be able to work on own initiative within the school framework</li> <li>❖ Be a positive and enthusiastic teacher</li> <li>❖ Commitment to parental/community involvement</li> </ul>	<ul style="list-style-type: none"> <li>❖ Application form</li> <li>❖ Interview</li> <li>❖ References</li> </ul>
<b>Working Arrangements</b>	<ul style="list-style-type: none"> <li>❖ Available for some out of hours working, including Parents Evening, and other in-service commitments.</li> </ul>		<ul style="list-style-type: none"> <li>❖ Application form</li> <li>❖ Interview</li> <li>❖ References</li> </ul>
<p>Employee: (signed) _____ (print) _____ Date: _____</p> <p>Manager: (signed) _____ (print) _____ Date: _____</p>			