

Job Description: Classroom Teacher (Primary)

Post: Classroom Teacher

Responsible to: Headteacher

School: Queensway Primary School



1. Introduction

This job description should be read alongside the School Teachers' Pay and Conditions Document (STPCD) and the Teachers' Standards (2012). These define the professional duties of all teachers.

Our school is built on the values of Respect, Kindness and Resilience, and the postholder is expected to model and promote these values in every aspect of their work.

The Headteacher will ensure the postholder has a reasonable workload and receives appropriate support. This job description will be reviewed annually through consultation.

2. Core Purpose of the Role

To provide high-quality teaching and learning that secures excellent progress for all pupils, nurtures their well-being, and contributes positively to a school culture grounded in Respect, Kindness and Resilience.

3. Professional Knowledge and Understanding

The teacher will:

- Demonstrate secure knowledge of the National Curriculum and, where relevant, the EYFS statutory framework.
- Understand how pupils learn and apply a range of evidence-informed teaching strategies.
- Maintain up-to-date knowledge of statutory requirements, curriculum developments, and effective pedagogy.
- Understand responsibilities under the SEND Code of Practice, including the graduated approach.
- Promote a learning environment where respectful interactions, kind communication, and resilient learning behaviours are explicitly taught and reinforced.

4. Planning and Setting Expectations

The teacher will:

- Contribute to long-, medium- and short-term planning to ensure a broad, ambitious curriculum.
- Set clear learning objectives and success criteria that build on prior attainment.
- Plan adaptive teaching that meets the needs of all learners, including those with SEND or additional vulnerabilities.
- Work with the Inclusion Manager to implement and review support plans and reasonable adjustments.
- Embed opportunities for pupils to develop resilience, such as through problem-solving, reflection, and perseverance.

5. Teaching and Managing Pupil Learning

The teacher will:

- Deliver high-quality lessons that engage, challenge, and inspire pupils.
- Use a range of teaching methods, including effective questioning, modelling, scaffolding, and independent learning.
- Maintain high expectations for behaviour and establish a classroom culture rooted in mutual respect and kindness.
- Encourage pupils to take risks in their learning, respond positively to setbacks, and build resilience.
- Promote pupils' spiritual, moral, social, and cultural development, including British Values.

6. Assessment, Feedback, and Pupil Progress

The teacher will:

- Use formative and summative assessment to monitor progress and inform teaching.
- Provide timely, purposeful feedback in line with the school's marking and feedback policy.
- Support pupils in developing self-assessment and peer-assessment skills, modelling respectful and constructive feedback.

- Maintain accurate records of attainment and progress and contribute to statutory assessments.

7. Relationships with Parents, Carers, and the Wider Community

The teacher will:

- Build positive, professional relationships with parents and carers, promoting a strong home–school partnership.
- Communicate with families in a manner that reflects kindness, clarity, and respect.
- Prepare and present clear, informative reports on pupils' progress.
- Work collaboratively with external agencies to support pupils' learning, safeguarding, and well-being.
- Represent the school positively within the community, upholding its values at all times.

8. Professional Development and Conduct

The teacher will:

- Take responsibility for ongoing professional development and engage with evidence-informed practice.
- Contribute actively to staff meetings, INSET, and whole-school initiatives.
- Uphold the highest standards of professionalism, modelling respectful behaviour, kind interactions, and resilient attitudes.
- Reflect critically on teaching and use feedback to improve practice.

9. Working with and Supporting Other Adults

The teacher will:

- Establish respectful and effective working relationships with colleagues.
- Provide clear planning and guidance for support staff and deploy them effectively.
- Contribute to the induction, mentoring, or coaching of colleagues where appropriate.
- Foster a staff culture where kindness, collaboration, and mutual support are the norm.

10. Managing Resources

The teacher will:

- Select and use high-quality resources, including digital tools, to support learning.
- Ensure the safe and appropriate use of all equipment and materials.
- Promote responsible and safe use of technology, including online safety.
- Encourage pupils to treat resources and the school environment with respect.

11. Safeguarding, Pupil Welfare, and Well-Being

The teacher will:

- Adhere to all school policies relating to safeguarding, child protection, health and safety, confidentiality, and data protection.
- Follow the statutory guidance in Keeping Children Safe in Education (KCSIE).
- Record and report concerns promptly to the Designated Safeguarding Lead (DSL).
- Promote a safe, inclusive environment where pupils feel valued, supported, and treated with kindness.
- Model and encourage resilience in managing challenges and supporting pupils' emotional well-being.

12. Additional Responsibilities

The teacher may be required to undertake additional duties reasonably assigned by the Headteacher that are consistent with the role and level of responsibility.