



The Rutland Learning Trust

Providing outstanding education for all pupils – today and tomorrow!

First-class education and care that allows every child to achieve their potential, regardless of location, prior attainment or background.



By Working Together
Sustaining Excellence
Transforming Learning

Oakham C of E Primary School

Job description: Teacher (Main scale)

At Oakham Church of England Primary School, part of the Rutland Learning Trust, we have high expectations for all our children and aim for excellence in all we do. We believe that parents, governors, staff and children all have an important role in providing quality education for our children. We are committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership. Our Designated Specialist Provision (DSP) is a 33-place provision supporting pupils with Education, Health and Care Plans (EHCPs) with complex needs. Oakham Church of England Primary School are committed to safeguarding and promoting the welfare of children and young people and require all staff to share this commitment.

Job details

Salary: Main scale

Hours: Full time

Job Purpose: To carry out the duties of a teacher as set out in the latest School Teachers' Pay and Conditions Document.

Contract type: Fixed term – 1 Year maternity cover (To end when staff member returns, likely 1 year).

Reporting to: Headteacher

Main purpose

Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

Duties and responsibilities

Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment

- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

Health, safety and discipline

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

Professional development

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Where appropriate, take part in the appraisal and professional development of others

Communication

- Communicate effectively with pupils, parents and carers

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities
- Be responsible for reading and completing any documents required such as: Declaring pecuniary Interests, completing KCSIE documents, update disqualification by association – annually, attend Safeguarding and Prevent updates and training, read and sign all relevant policies, read and sign all generic risk assessments

Management of staff and resources

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

Other areas of responsibility

- To be discussed at interview

Person Specification

CRITERIA	QUALITIES
Qualifications and experience	<ul style="list-style-type: none">• Qualified teacher status• Degree• Successful primary teaching experience (minimum of 1 years' experience, ideally in EYFS/KS1]
Skills and knowledge	<ul style="list-style-type: none">• Knowledge of the National Curriculum• Knowledge of effective teaching and learning strategies• A good understanding of how children learn• Ability to adapt teaching to meet pupils' needs• Some experience of raising achievement with children with SEND.• Ability to build effective working relationships with pupils• Knowledge of guidance and requirements around safeguarding children• Knowledge of effective behaviour management strategies• Good ICT skills, particularly using ICT to support learning
Personal qualities	<ul style="list-style-type: none">• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school• High expectations for children's attainment and progress• Ability to work under pressure and prioritise effectively• Commitment to maintaining confidentiality at all times• Commitment to safeguarding and equality• Positive, enthusiastic and motivated approach to working with children and colleagues.• Good sense of humour.• Emotionally intelligent.• Has a growth mindset.

Notes:

This job description may be amended at any time in consultation with the postholder.

Last review date: January 2026

Next review date: January 2027

Headteacher/line manager's signature: _____

Date: _____

Postholder's signature: _____

Date: _____