

Job Description

Job title: Lower School Class Teacher (Suitable for ECT with strong lower school experience)

Reports to: Headteacher / Phase Leader

Responsible for: Teaching Assistant (where applicable)

Pay Scale: Main Pay Scale M1–M6

Overall Job purpose:

To deliver high-quality teaching and learning in Lower School, ensuring that all pupils achieve highly regardless of starting point. The postholder will contribute to a culture of high expectations, strong outcomes and continuous improvement, working collaboratively within the school and across Compass Eko Trust.

Principal Duties and Responsibilities

Teaching and Learning

- Plan and deliver ambitious, well-structured lessons aligned to a knowledge-rich curriculum
- Set high expectations for all pupils, ensuring strong progress and outcomes for every child
- Use assessment effectively to identify gaps, address misconceptions and adapt teaching
- Create a purposeful, inclusive classroom environment where all pupils are engaged and challenged
- Develop pupils' literacy, oracy and numeracy through high-quality teaching across the curriculum
- Provide clear explanations, modelling and questioning to deepen understanding
- Set and review challenging targets for pupils based on prior attainment

Assessment, Feedback and Achievement

- Assess, monitor and track pupil progress accurately and systematically
 - Provide regular, high-quality feedback that supports pupils to improve and achieve highly
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- Use formative and summative assessment to inform planning and teaching
- Analyse pupil data to identify trends and implement strategies to raise attainment
- Prepare pupils effectively for statutory assessments where applicable

Curriculum and Subject Knowledge

- Demonstrate secure subject knowledge across the EYFS and KS1 curriculum (particularly Early Reading)
- Contribute to collaborative curriculum planning and refinement
- Ensure lessons are sequenced effectively to build knowledge over time
- Adapt teaching to meet the needs of all learners, including SEND, EAL and high-attaining pupils

Behaviour and Classroom Culture

- Establish clear routines and high expectations for behaviour
- Create a positive, respectful and safe learning environment
- Apply behaviour policies consistently to promote self-regulation and independence
- Build strong relationships with pupils that support learning and wellbeing

Working with Others

- Work collaboratively with colleagues on planning, assessment and moderation
- Contribute to a culture of professional dialogue, coaching and continuous improvement
- Communicate effectively with parents and carers to support pupil progress
- Work with support staff to maximise impact on pupil learning

Professional Responsibilities

- Fulfil the professional duties outlined in the School Teachers' Pay and Conditions Document
- Meet the Teachers' Standards
- Engage fully with professional development, including ECT induction where applicable
- Be reflective and responsive to feedback, demonstrating a commitment to improving practice
- Contribute positively to the wider life and ethos of the school

Additional Context

- The school operates a longer school day; time off in lieu is provided to ensure working hours across the year equate to 32.5 hours per week
 - The role includes participation in wider school responsibilities, including meetings, events and enrichment opportunities
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General Duties

- To have due regard to the provisions of Health and Safety at work legislation
- To have due regard to the Trust's Equal Opportunities Policy
- To be aware of the confidential issues regarding this post including adhering to GDPR requirements
- To undertake any other duties that are within the grade and scope of the post, as determined by the Headteacher/ Line Manager.
- To undertake annual mandatory and statutory training as directed by the Trust or School.

Developing self and working with others

- Promote and maintain a culture of high expectations for self and others
- Regularly review own practice, set personal targets and take responsibility for own development, seeking advice and support from relevant colleagues

Scope:

The post-holder will be based at one of the Trust Schools and will be expected to work across the Trust, travelling from time to time to school sites. This job description needs to be considered in the context of a developing and evolving situation and, therefore, responsibilities described here may be adapted to meet changing needs.

Safeguarding:

Compass Eko Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Employees are expected to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the Trust.

Person Specification

Criteria	Essential	Desirable	How tested
Qualification	<ul style="list-style-type: none">● Qualified Teacher Status (QTS)● Degree or equivalent● Minimum of Level 2 qualification in English and Mathematics	<ul style="list-style-type: none">● Evidence of recent professional development related to teaching and learning	Application form, certificates

<p>Experience</p>	<ul style="list-style-type: none"> ● Experience of teaching or training within Lower School ● Evidence of strong practice during initial teacher training or early teaching career ● Experience of building positive relationships with pupils, staff and parents ● Ability to work collaboratively as part of a team ● Excellent communication skills at all levels, both in school and within the wider school community ● Professional at all times, demonstrating and modelling school values 	<ul style="list-style-type: none"> ● Experience in Lower School ● Experience of contributing to pupil progress and attainment outcomes 	<p>Application form; interview; lesson observation; references</p>
<p>Knowledge and Skills</p>	<ul style="list-style-type: none"> ● Secure understanding of the EYFS and KS1 National Curriculum ● Understanding of what constitutes high-quality teaching and learning ● Ability to plan sequences of lessons that build knowledge over time ● Ability to use assessment effectively to inform teaching ● Strong behaviour management strategies 	<ul style="list-style-type: none"> ● Knowledge of statutory assessment requirements in EYFS and KS1 ● Understanding of effective curriculum design 	<p>Interview; Planning task; lesson observation; written task; application</p>

	<ul style="list-style-type: none"> ● Ability to adapt teaching to meet the needs of all learners ● Clear and effective communication skills (oral and written) 		
Personal attributes	<ul style="list-style-type: none"> ● Punctual, dependable and trustworthy ● Is proactive and actively seeks solutions ● Discreet, tactful and able to maintain confidentiality ● Patient, courteous and positive ● High expectations and commitment to ensuring every child achieves highly ● Reflective and motivated, with a commitment to continuous improvement ● Resilient and able to maintain high standards in a demanding environment ● Positive, professional and collaborative approach ● Responsive to coaching and feedback ● Commitment to safeguarding, equality and inclusion 		Lesson observation; Interview; references; safeguarding questions; lesson feedback discussion
Special requirements	<ul style="list-style-type: none"> ● Successful candidate will be subject to an enhanced Disclosure and Barring Service Check ● Right to work in the UK 		Pre-employment checks; Interview; references

	<ul style="list-style-type: none">● Commitment to safeguarding and promoting the welfare of children and young people● Commitment to equality, diversity and inclusion		
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