

Embark Federation
Job Description – Class Teacher

Our Vision

At Embark, we believe in love learning, love life. As a Class Teacher, you play a central role in creating a high-quality, inclusive and engaging environment where all children can thrive academically, emotionally and socially.

Purpose of the Role

To deliver high-quality, inclusive teaching that enables all pupils to achieve their potential. The role focuses on ensuring every child experiences success, feels a sense of belonging, and develops a lifelong love of learning.

The post holder will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document (STPCD)
- Meet the expectations set out in the Teachers' Standards
- Contribute to strong outcomes through high-quality teaching in every classroom

Key Responsibilities

Teaching and Learning

- Plan and deliver well-structured, engaging lessons aligned to the curriculum and schemes of work
- Set high expectations that inspire, motivate and challenge all pupils
- Adapt teaching to meet the strengths and needs of all learners, including those with SEND and/or EAL
- Promote good progress and outcomes for all pupils
- Demonstrate strong subject and curriculum knowledge
- Use assessment effectively to monitor progress, inform teaching and provide meaningful feedback
- Prepare pupils for internal and external assessments, as appropriate

Inclusive Practice

- Create a safe, nurturing and inclusive classroom where all pupils feel they belong
- Promote the inclusion of all pupils, recognising the importance of our collective commitment to inclusion
- Remove barriers to learning and support pupil wellbeing and engagement
- Work closely with the SENCo and wider team to meet the needs of all learners

Behaviour and Wellbeing

- Establish clear routines and expectations that support a positive learning environment

- Promote positive behaviour and relationships in line with trust and school approaches
- Act as a positive role model, maintaining high expectations at all times
- Support pupils' emotional wellbeing and development

Whole School Contribution

- Contribute to the development, implementation and evaluation of school and trust policies and practices
- Support the school's vision, values and improvement priorities
- Work collaboratively with colleagues to secure consistent and high-quality provision
- Play an active role in the wider life of the school

Teamwork and Communication

- Build positive, respectful relationships with pupils, parents, carers and colleagues
- Work collaboratively with colleagues and external professionals to support pupil development
- Direct and support the work of Teaching Assistants and other support staff where appropriate

Safeguarding and Safety

- Safeguard and promote the welfare of children and young people in line with statutory guidance and trust policy
- Maintain a safe and supportive learning environment at all times
- Follow school policies on safeguarding, health and safety, and data protection

Professional Development

- Engage fully in Embark's appraisal process (Me at My Best)
- Take responsibility for ongoing professional development
- Participate in trust-wide CPD and collaborative practice
- Contribute to professional dialogue and continuous improvement

General Duties

- Contribute to assemblies, meetings, duties and school events as required
- Participate fully in school routines and wider activities
- Carry out any other duties reasonably assigned by the Headteacher consistent with the role

Safeguarding Statement

Embark Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments are subject to safer recruitment practices, including an enhanced DBS

check. We are proud to be an equal opportunities employer and welcome applications from all individuals who share our commitment to inclusion.

Person Specification – Class Teacher

We welcome applications from individuals at all stages of their teaching career, including Early Career Teachers, who are committed to inclusive, high-quality education.

Essential Criteria

Experience

- Experience of teaching in a school setting (including placements for ECTs)
- Experience of planning and delivering lessons that support pupil progress
- Experience of using assessment to inform teaching

Skills

- Ability to plan and deliver high-quality, engaging lessons
- Ability to adapt teaching to meet the needs of all learners
- Strong classroom management and organisational skills
- Clear and effective communication skills
- Ability to work collaboratively as part of a team
- Ability to build positive relationships with pupils, families and colleagues

Values and Attitudes

- Genuinely cares about children's wellbeing and success
- Committed to inclusion, equality and high expectations for all
- Reflective and open to feedback, with a willingness to develop
- Positive, resilient and solution-focused approach
- Demonstrates professional integrity and accountability

Knowledge

- Secure understanding of effective teaching and learning
- Knowledge of curriculum requirements relevant to phase or subject
- Understanding of assessment and pupil progress
- Awareness of safeguarding responsibilities and behaviour expectations
- Understanding of inclusive practice and how to support a range of needs

Qualifications

- Qualified Teacher Status (QTS)
- Degree or equivalent qualification