

Primary Class Teacher

Job Description: Experienced Primary Teacher
Closing date: Monday 11th May 2026
Interview date: Friday 15th May 2026
Job Start Date: September 1st, 2026
Contract: Permanent (subject to 6-month probationary period)
Salary - Main Pay Scale/UPS
Hours of Work: Full-Time

For further information please email:
office.3043@chadlington.oxon.sch.uk or contact the school office (01608) 676366
and ask to speak to the Headteacher.

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Safer Recruitment

Oxfordshire Schools are committed to safeguarding and promoting the welfare of children and young people. They expect all staff and volunteers to share this commitment. This post involves the type of work with children and young people that requires applicants to undertake a Disclosure and Barring Service check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post. All users are considered confidentially and according to the nature of the role and information disclosed.

Why work with us?

If you are a highly effective and creative teacher with imagination, a good sense of humour, and a passion for learning, we can offer you the opportunity to play an active role in a like-minded, forward-thinking, innovative, and collaborative team and support for leadership development.

We are looking for an energetic class teacher with successful teaching experience who is committed to achieving high standards and to sharing in the school's vision, 'Let your light shine! Imagine, Believe, Achieve, Thrive.'

You can offer:

- High expectations and a commitment to ensuring that every child achieves their potential
- The willingness and capability to work across the primary phase
- The ability to inspire a love of learning
- Professional commitment to your own growth and development, as well as a willingness to support others in their professional journey
- Willingness to make a difference to the local community and to be fully involved in the extra-curricular life of the school
- Strength in Music is desirable

We can offer you:

- A school that does things differently, with learning at its heart
- An imaginative, creative, and enthusiastic working environment
- Curious, well-behaved pupils with excellent collaborative skills and a love of learning
- A wonderful and diverse community
- A collaborative team of hard-working, supportive and talented colleagues
- Opportunities for career and personal development, including leadership experience

Our successful village school has 91 children aged between 4 and 11. We are situated in a delightful village in the Cotswolds, near the popular town of Chipping Norton.

Job Description

Job Title	Class Teacher
Grade Band	Main Pay Scale/UPS
Responsible to	Headteacher

JOB PURPOSE

- To plan, implement and deliver the school's integrated curriculum for all pupils in their class/group
- To contribute to raising standards of pupil attainment
- To promote the progress and well-being of every child in the class/group assigned to them
- To contribute towards the work of the Collaborative Development Team and the Monitoring, Evaluation and Review processes of the school
- To lead on a school development priority
- To undertake the professional duties and responsibilities of a teacher as set out in the current School Teachers' Pay and Conditions document

CLASS TEACHER ROLES AND RESPONSIBILITIES

Teaching and learning

- Teach and adapt the school's broad-based curriculum, ensuring that all children can achieve their full learning potential.
- Provide an engaging, supportive and well-organised learning environment that fosters pupils' independence and inspires curiosity.
- Manage teaching and learning resources effectively.
- Manage allocated Teaching Assistants and/or volunteers.
- Plan for progression across the age and ability range taught, designing effective learning sequences within lessons and across a series of lessons to aid development.
- Set clear targets that are both realistic, measurable and build upon prior knowledge or attainment, to bring about sustained progress and learning outcomes.
- Have a good working knowledge of a range of teaching and learning strategies that are appropriate for a range of contexts and will allow all children to fulfil their educational potential.
- Use an appropriate range of teaching strategies and resources, including use of ICT, to meet learners' individual needs and take practical account of diversity.
- Manage the behaviour of pupils effectively, in accordance with school policies and procedures.

- Understand how children and young people develop and know how to make effective personalised provision for all pupils, including those who have additional educational needs.
- Contribute to the identification and support of pupils with additional educational needs, by liaising with other supporting agencies
- Use record-keeping systems effectively to support teaching and learning.

Monitoring, assessment, recording and reporting

- Be responsible for the processes of identification of needs/assessment, recording and reporting.
- Know the assessment requirements and arrangements for the specified subject or curriculum.
- Compile reports to provide learners and their parents with accurate and constructive feedback on their strengths, weaknesses, and areas for development.
- Have a good understanding of a range of approaches to assessment and how to apply it.
- Have a good understanding of pupils' individual starting points and use this to set appropriate goals.
- Use local and national statistical information to evaluate the effectiveness of teaching, monitor the progress of those they teach and raise levels of attainment.
- Communicate effectively with parents and carers about attainment, objectives, progress, and wellbeing, and encourage their participation in the communication process.
- Maintain records in line with school policies and procedures.
- Assess pupils' work systematically and use the results to inform future planning, teaching and curricular development.

Continuing professional development

- In conjunction with the headteacher, participate in performance management and improve practice through appropriate professional development and relevant training and development opportunities.
- Take a creative and constructive response to innovation, coaching and mentoring, and adapt practice where need for improvement is identified.
- Review the effectiveness of your own teaching practice and its impact on teaching and learning.

Pastoral duties

- Consider pupils' safeguarding and welfare as paramount and act in accordance with the duty of care for pupils.
- Know the current legal requirements, national policies and guidance on the safeguarding and the promotion of the well-being of children and young people. Maintain up to date training as required.

Liaising with others

- Recognise and respect the contribution that colleagues, parents, and carers can make to the development and well-being of children and young people.
- Encourage parents and carers to participate in discussions about the progress, development, and wellbeing of their children.
- Consider carefully who is the most appropriate person to help in a specific situation, and determine who should make contact, when and how and in what manner.
- Be aware of issues that relate to child protection and notify the Designated Safeguarding Lead of any concerns about a child.

General Duties

- Have a secure knowledge and understanding of the National Curriculum and specifications for all relevant areas of the curriculum and a good knowledge of other statutory requirements related to pupils' education or welfare.
- Keep up to date with research and developments in pedagogy and curriculum content.
- Maintain an up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework within which they work.
- Contribute to the development, implementation and evaluation of policies and practice, including those designed to promote equality and opportunity.
- Establish effective working relationships with colleagues within school, especially those who have specific responsibilities for learners with specific needs, and from outside agencies.
- Assist in the maintenance of good discipline in and around the school and set a good example in personal conduct and appearance.
- Contribute fully to the wider life of the school, e.g. trips, events and fundraising activities.
- To undertake such reasonable activities as the Headteacher may require.

Health and safety

- Be aware of the responsibility for personal health, safety, and welfare and that of others who may be affected by your actions or inactions.
- Complete all statutory and in-house training as required.

Teacher Appraisal

Annual – by Headteacher

PERSON SPECIFICATION

Method of Assessment

This table indicates the requirements of the role under section to evaluate the competencies in each area as assessed.

	Essential or Desirable	Application Form	Interview Stage
Qualifications, Education and Training			
Recognised teaching qualification	E	X	
Attendance at a range or relevant INSET/CPD dealing with current issues	E	X	
Willingness to attend further study	E	X	
Commitment to own personal development	E	X	
Experience in teaching/leading Music	D	X	
Experience and Knowledge			
Experience of working with Special Educational Needs	E	X	
Experience of working with parents to ensure best possible outcomes for pupils.	D		X
Experience of monitoring teaching, learning and assessment that meets the needs of pupils with SEND and those eligible for pupil premium funding.	E		X
Strong behaviour management skills	E		X
Commitment to working with the Headteacher and members of the Senior Leadership Team in delivering whole-school strategies	E		X
Commitment to promoting an environment where all children will maximise and achieve their potential.	E		X
Successful experience as a primary practitioner with high expectation for pupil attainment and behaviour	E	X	
Knowledge of effective strategies for raising standards.	E	X	

Thorough knowledge of the National Curriculum	E		X
Knowledge of the EYFS curriculum.	D		X
Experience of using assessment for learning effectively to ensure good progress	E	X	X
Experience of working with and effectively deploying teaching assistants	E	X	X
Experience of tracking and assessing across the core and foundation subjects	E	X	X
A clear personal philosophy of education and vision for the future	E	X	X
Knowledge and success in positive behaviour management	E	X	X
Experience of setting and reviewing own targets for performance management/Appraisal	D	X	X
Experience of leading improvement.	D	X	X
Skills and Abilities			
Understanding of a range of techniques to develop independent and collaborative learning	E	X	X
Ability to work effectively within a team	E	X	X
Ability to lead media work	D	X	X
Ability to contribute to the development of a challenging, creative, effective, and stimulating curriculum	E	X	X
Ability to use a range of interactive technology to enhance the curriculum and engage learners	E	X	X
Special Requirements			
Excellent inter-personal skills and communication skills with all stakeholders	E	X	X
Commitment to developing positive relationships with pupils and families	E	X	X

An up-to-date knowledge of relevant legislation and guidance in relation to working with and the safeguarding of children and young people	E	X	X
Flexibility and enthusiasm	E	X	X
Be prepared to challenge underachievement	D	X	X
Be a reflective practitioner	D	X	X
Commitment and willingness to involve yourself in the life of the school.	D	X	X