

Job Description

Job title:	Cover Teacher - Maternity cover
Start date:	September 2025 (1 year fixed term contract)
Grade of post:	Main Pay Scale or Upper Pay Scale
Location:	Bayards Hill Primary School
Line Manager:	Headteacher
Disclosure level:	Enhanced DBS

The appointment is subject to the current pay and conditions of employment of teachers contained in the School Teachers Pay and Conditions document.

Job Purpose:

This job description should be read in conjunction with the current School Teachers' Pay and Conditions Document and the provisions of that document will apply to the post holder. The performance of all the duties and responsibilities shown below will be under the reasonable direction of the Headteacher.

Main Responsibilities:

- To carry out the professional duties of a main grade teacher under the teacher's contract (as defined in the most recent school teachers' pay and conditions document) ensuring the education and welfare of a class/group of pupils having due regard to the school's aims, values and curriculum.
- To be an excellent role model for the school community
- To teach children within EYFS/KS1/KS2
- To help promote and safeguard the welfare of all children
- To promote self-discipline, high standards of behaviour and positive attitudes on the part of all children and to implement policies and procedures to foster them
- Ensure that a high standard of care for all children is maintained
- To develop and implement equality of opportunity effectively throughout the school.
- To fully support the life and work of the school
- To develop and maintain positive and effective professional relationships with colleagues, parents/carers, the local community and Governors
- To provide information to the Governing Body to enable it to meet its responsibilities
- To ensure that parents/carers and children are well informed about the curriculum, attainment and progress and are able to understand and contribute to targets for improvement
- Take appropriate responsibility for one's own health, safety and welfare and the health and safety of children, visitors and work colleagues in accordance with the requirements of legislation and locally-adopted policies; including taking responsibility for raising concerns with an appropriate manager
- To share in the corporate responsibility for the wellbeing and discipline of all pupils.

Subject Leader Responsibilities:

- To promote the highest standards of achievement in a subject area through effective leadership and management of the subject.
- To support the raising of standards within the subject they are leading across the whole school with support from the Leadership Team.
- With support from the LT, develop and review a curriculum subject and related action plans, policies, schemes of work, initiatives and training.
- With support from the LT, lead school planning with regard to School and National Curriculum expectations.
- To establish and maintain regular communications with LT. To work closely with LT members to draw up, implement, monitor and evaluate the School Improvement Plan.
- To contribute to relevant sections of the SEF (Self-evaluation form)
- To act as a role model in planning for, delivery of, evaluation of and reflection on own teaching of the curriculum area
- To brief and update colleagues on relevant policy and practice through meetings and workshops
- To lead staff Professional Learning sessions
- To lead and manage meetings
- With support from the LT, help identify and facilitate the training needs of colleagues.
- To delegate tasks to colleagues when appropriate.
- To encourage, support and develop effective working relationships with colleagues and parents to enhance pupil learning.
- To liaise with other subject leaders and class teachers across the River Learning Trust.
- To liaise with outside agencies (particularly advisors and consultants).
- To manage a budget when required.
- To maintain a record of equipment and resources.
- To encourage and actively support the establishment and maintenance of a stimulating, purposeful working environment.
- To manage the allocation of equipment and resources.
- To monitor and evaluate pupils' learning and, where appropriate, appraise colleagues' work in accordance with the schools monitoring schedule.
- To observe colleagues at work to inform and improve their practice.
- To create opportunities for colleagues to learn from each other.
- With support from the LT ensure monitoring, assessment and review of pupil's work and recorded achievements inform future planning.
- To work with colleagues to establish a consistent view of school standards of achievement within a curriculum area.
- To ensure necessary administration requirements are fulfilled.
- To establish and maintain regular communications
- To establish and carry out record-keeping procedures to meet requirements of school and National expectations and policies
- With support from the Business Manager, maintain a stock ordering procedure in order to manage availability of resources.
- Keep an up to date Subject Leader File.

General responsibilities as part of the Trust Central Team

- To support teaching and learning by providing high quality support as part of a committed and flexible team;
- At all times act in accordance with agreed local and national policies and procedures;
- Contribute to the overall ethos/work/aims of the River Learning Trust;
- Appreciate and support the role of other professionals;

- Attend and participate in relevant meetings as required;
- Participate in training and other learning activities and performance development as required;
- Carry out other duties as required from time to time by line manager;
- Follow the Trust's Health and Safety rules and procedures and adhere to safeguarding principles.
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Safeguarding

- To promote and safeguard the welfare of all children
- To promote self-discipline, high standards of behaviour and positive attitudes on the part of all children and to implement policies and procedures to foster them
- Ensure that a high standard of care and good order for all children is maintained
- Promote the ethos of the school and lead assemblies in accordance with the school's Foundation

Communication and Community Links

- To fully support the life and work of the school
- To develop and maintain positive and effective professional relationships with colleagues, parents, the local community and Governors
- To provide information to the Governing Body to enable it to meet its responsibilities
- To ensure that parents and pupils are well informed about the curriculum, attainment and progress and are able to understand and contribute to targets for improvement

Safeguarding Statement

Bayards Hill Primary School and The River Learning Trust are committed to safeguarding and promoting the welfare of all children and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance. Employment will also be conditional on the receipt of at least two acceptable references(1 from current/latest employer) and evidence of the formal qualifications required for the role.