



Job Description Class teacher – Main Pay Scale (MPS)

Caldecote Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

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.

Set high expectations which inspire, motivate and challenge pupils

- Establish a safe and stimulating environment for pupils, rooted in mutual respect.
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.
- Set high expectations for not only academic success for each child but expectations that develop them as a whole child.
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of children in our school.
- Maintain an attractive and stimulating interactive learning environment, and to contribute to displays in the school.

Promote good progress and outcomes by pupils

- Plan lessons which build on children's current knowledge to make rapid progress.
- Use formative and summative assessment accurately to make accurate judgements about children, at least termly.
- Encourage children to reflect on their own learning and learning behaviour to make accurate self-assessments and make progress.
- Be accountable for pupils' attainment, progress and outcomes.
- Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these.
- Guide pupils to reflect on the progress they have made and their emerging needs.
- Demonstrate knowledge and understanding of how pupils learn and how these impacts on teaching.
- Encourage pupils to take a responsible and conscientious attitude to their own work.

Demonstrate a good subject and curriculum knowledge

- Have an excellent understanding of core and foundation subjects to plan and deliver inspiring lessons which maintain children's interest.
- Promote the application of maths and English skills across the curriculum.
- Keep abreast of curriculum developments to maximise the opportunities for

children's
progress.

- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of Standard English whatever the teacher's specialist subject.
- Research subjects and topic thoroughly prior to teaching to ensure a lively, broad and exciting curriculum.
- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings.
- Demonstrate a critical understanding of developments in the subject and curriculum areas and promote the value of scholarship.
- Demonstrate a clear understanding of systematic synthetic phonics.

Plan and teach well-structured lessons

- Plan and prepare work for the pupils in accordance with the School Policies, appropriate to the schools' needs, interests, experience and existing knowledge of the pupils in the class.
- Involve the support staff in planning and preparation where appropriate.
- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and children's intellectual curiosity.
- Reflect systematically on the effectiveness of lessons and approaches to teaching.
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

Adapt teaching to respond to the strengths and needs of all pupils

- Know when and how to differentiate appropriately and with maximum effect, using approaches which enable pupils to be taught effectively.
- Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these.
- Demonstrate an awareness of the physical, social and intellectual development of children, and how to adapt teaching to support pupils' education at different stages of development.
- Have a clear understanding of the needs of all pupils, including those with special education needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

Manage behaviour effectively to ensure a good and safe learning environment

- Fully uphold and implement the school behaviour policy which promotes high expectations for behaviour, individual responsibility and excellent learning behaviour.
- Have clear rules and routines for behaviour in classrooms and take responsibility

for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.

- Manage classes effectively, using approaches which are appropriate to pupils' needs to involve and motivate them.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- Maintain good order, behaviour and respect for others
- Promote understanding of the school's rules and values
- Safeguard health and safety
- Develop relationships with and between pupils to support their learning.

Make accurate and productive use of assessment

- Know and understand how to assess the relevant subject and curriculum areas.
- Make use of formative and summative assessment to secure pupils' progress.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback in accordance with the schools' high expectations.

Fulfil wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the school.
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Deploy any support staff effectively to maximise learning for children.
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Communicate effectively with parents regarding pupils' achievements and well-being.
- Build and maintain co-operative relationships with parents, and to communicate with them on pupils' learning and progress, drawing attention to special skills and talents as well as to problems or difficulties.

Safeguarding and promoting the protection of children

- To fully uphold the school's policy of The Safeguarding and Protection of Children.
- To promote the school's ethos of a culture of vigilance regarding protecting children.
- To follow all procedures related to the protection of children and the promotion of their welfare.

Personal and professional conduct

- To demonstrate consistently high standards of personal and professional conduct.
- To uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.

- To have proper and professional regard for the ethos, policies and practices of the school in which they teach and maintain high standards in their own attendance and punctuality.
- To understand, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

You may be expected to perform duties of a similar or related nature to those outlined in the job description.

This job description, in consultation with you, may be changed by the Head Teacher to reflect or anticipate changes in the job commensurate with the grade and job title.



Person Specification Class teacher – Main Pay Scale

	Essential	Desirable
Education and Training	<ul style="list-style-type: none"> Qualified Teacher Status 	<ul style="list-style-type: none"> Evidence of additional qualifications relevant to the role and involvement in continuing professional development
Knowledge and Experience	<ul style="list-style-type: none"> Thorough understanding of the National Curriculum Ability to deliver well planned and stimulating lessons and to adapt teaching to respond to the strengths and needs of all pupils Experience of effective behaviour management strategies and the ability to put these into practice Evidence of planning, organisation, implementation, assessment and record keeping Knowledge of SEN Code of Practice and National Curriculum Frameworks for Literacy and Numeracy Experience of inclusive classroom practice 	<ul style="list-style-type: none"> Specific expertise and enthusiasm for planning and teaching creatively



	Essential	Desirable
Personal and Professional Skills	<ul style="list-style-type: none">• The ability to help pupils become independent learners• Be extremely well organised and able to complete all school planning, preparation and assessment to a high standard• Possess excellent ICT skills and the understanding of how ICT can be used to support learning• Motivate and inspire confidence in pupils, colleagues and parents• Effective communication and interpersonal skills both verbally and in writing• Adaptable and flexible in relation to the operational needs of the school• Energetic and enthusiastic	<ul style="list-style-type: none">• Willingness and ability to contribute to whole school development• Willingness and ability to contribute to extra-curricular activities

In addition to a candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Attitudes to use of authority and maintaining discipline.

Any relevant issues arising from a short-listed candidate's references will be taken up at interview