



Primary Teacher

Red Kite Learning Trust is committed to safeguarding and promoting the welfare of children and expects all colleagues and volunteers to share this commitment. Appointments will be subject to an advanced DBS disclosure.

Red Kite Learning Trust is an equal opportunities employer and welcomes applications from people of all backgrounds. We are committed to building a diverse workforce that reflects the communities we serve and to fostering a positive, inclusive culture that promotes equality, colleague wellbeing and professional development.

Role Summary

Role summary: To deliver high-quality teaching and learning that enables all students to achieve their full potential academically, socially and personally, in line with statutory requirements, the Teachers' Standards and the ethos of the school.

The role requires flexibility, adaptability. The postholder may be required to undertake duties not specifically listed in this profile, provided they are consistent with the general scope, grade and responsibilities of the role.

Flexible Working: Red Kite Learning Trust recognises the importance of achieving a healthy work-life balance and is committed to supporting flexible working where possible. We welcome conversations about flexible working arrangements throughout the recruitment process. While the requirements of individual roles and service needs will be considered, requests will be reviewed fairly and on an individual basis to support both colleagues and our Trust.

Role Profile

The role of Primary Teacher includes the following responsibilities:

Professional Responsibilities

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document (STPCD)
- Meet and uphold the expectations set out in the Teachers' Standards
- Uphold public trust in the profession and maintain high standards of ethics and behaviour, both within and outside the school
- Have proper and professional regard for the ethos, policies and practices of the school
- Act within statutory frameworks that set out professional duties and responsibilities

Teaching and Learning

- Provide high-quality teaching and learning that enhances pupils' experience and enables them to achieve their individual potential
- Inspire pupils with a love of learning through enthusiasm, subject knowledge and positive role modelling
- Use appropriate, high-quality teaching strategies, high expectations and effective classroom management to motivate and engage pupils
- Manage pupil learning effectively in accordance with the school's schemes of work and policies
- Plan and deliver high-quality learning experiences that meet the needs of all pupils, using a variety of teaching methods and approaches to match curricular objectives and diverse learning needs, ensuring equality of opportunity for all
- Assess, monitor and support student progress, adapting teaching as required to secure strong outcomes

Curriculum and Development

- Work collaboratively with colleagues on curriculum planning and student development to secure well-coordinated outcomes
- Develop students' literacy, numeracy, ICT capability and wider key skills, including collaboration, independence and confidence as learners



- (For more experienced staff) Take responsibility for planning, coordinating and developing specific elements of the curriculum, as directed by the Headteacher or Deputy Headteacher.

Duties specific to this school setting or subject

- Not applicable

Trust-wide Responsibilities

- Contribute to the **mission, values and goals** of Red Kite Learning Trust
- Comply with all Trust and school policies and procedures including safeguarding, health and safety, confidentiality and data protection
- Attend and participate in relevant Trust meetings and activities
- Ensure safeguarding procedures are followed and applied effectively at all times

The role holder must demonstrate a flexible approach to the role and may be required to undertake duties not specifically identified in this profile, provided they are consistent with the general scope, grade and responsibilities of the post.

People Profile

Qualifications, Knowledge and Experience

Essential

Qualified Teacher Status (QTS)

A strong understanding of the curriculum and effective teaching and learning strategies

Experience of planning and delivering high-quality lessons that support progress for all pupils

Knowledge of assessment practices and the effective use of assessment information to inform teaching and learning

Experience of creating an inclusive learning environment where all pupils can participate, achieve and feel valued

Experience of adapting teaching approaches to meet a range of learning needs

Experience of supporting pupils with SEND and/or social, emotional or behavioural needs

Experience of delivering evidence-informed interventions to support pupil progress

Competent in ICT and able to use technology effectively to support teaching and learning

Experience of working collaboratively with colleagues, parents and carers to support pupil achievement and wellbeing

An understanding of safeguarding responsibilities and a commitment to promoting the welfare of children and young people

Desirable

Experience of leading a curriculum subject or area of school development

Experience of supporting extracurricular activities, educational visits or enrichment opportunities

Knowledge of a range of evidence-informed approaches to teaching and learning

Personal Attributes

Essential

A commitment to achieving the best possible outcomes for every child



High expectations of learning, behaviour and personal development
Committed to inclusion, equality and creating a nurturing environment where all pupils can thrive
Strong communication and interpersonal skills
The ability to build positive and respectful relationships with pupils, colleagues, parents and carers
The ability to adapt teaching approaches to meet a range of needs and learning preferences
Ability to use initiative and professional judgement to support effective decision-making
Ability to contribute positively to the wider life of the school
Well organised, reliable and able to manage priorities effectively
A reflective approach with a willingness to learn, develop and contribute to school improvement
A commitment to ongoing professional learning and development
Commitment to Safeguarding and Promoting the Welfare of Children and Young People
Essential
An appropriate motivation to work with children and young people
Ability to maintain appropriate relationships and personal boundaries with children and young people
Emotional resilience in working with challenging behaviours and appropriate attitudes to the use of authority and maintaining discipline

