



Job Description – Class Teacher

Owlcotes Multi-Academy Trust and its schools are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All adults in school, whether paid staff or a volunteer, have a responsibility for safeguarding and promoting the welfare of children. The successful candidate must abide by Owlcotes Multi-Academy Trust policies and procedure and Pudsey Waterloo Primary School's Safeguarding and Child Protection policy. The successful candidate will be subject to an enhanced Disclosure and Barring Service check (DBS).

We promote diversity and want a workforce which reflects the population of Leeds.

Post Title:

Class Teacher

Pay Grade:

MPS/UPS.

Post(s) to which directly responsible:

Executive Headteacher, Head of School, Deputy Headteacher

Purpose of post:

To facilitate and encourage learning in EYFS/KS1/KS2 which enables pupils to achieve high standards; to share and support the corporate responsibility for the wellbeing, education and discipline of all pupils.

Responsibilities**Teaching and Managing Pupil Learning**

- Ensure effective teaching of classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.
- Use teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning, clear presentation and good use of resources.
- Set expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well focused teaching and through positive and productive relationships.

Planning and Setting Expectations/Pupil Achievement

- Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught.
- Set appropriate and demanding expectations for pupils' learning and motivation. Set clear targets for pupils' learning, building on prior attainment.
- Identify pupils who have special educational needs, and know where to get help in order to give positive and targeted support. Implement and keep records on SEND Profiles.

Safeguarding and Child Protection

- Pudsey Waterloo Primary School recognises that safeguarding encompasses the duties of child protection and promoting the rights and welfare of children. As such it is everyone's responsibility to safeguard children and provide a safe environment in which children can learn.

Relationship with Parents and the Wider Community

- Provide opportunities to develop pupils' understanding by relating their learning to real and work-related examples, recognising that learning takes place outside the school context.
- Liaise with agencies responsible for pupils' welfare.

Manage Own Performance and Development

- Take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in subjects they teach.
- Share corporate responsibility for the implementation of school policies and practices.
- Set a good example to the pupils they teach both in presentation and personal conduct.
- Evaluate their own teaching critically and use this to improve their effectiveness.
- Implement and follow school's safeguarding and child protection policies and procedures.

Managing and Developing Staff and Other Adults

- Establish effective working relationships with professional colleagues including, where applicable, associate staff.

Managing Resources

- Select and make good use of textbooks, ICT and other learning resources which enable teaching objectives to be met.
- To ensure promotion and support of Equal Opportunities and Health and Safety.

Relationships

The post holder will be required to work flexibly to deliver an effective service.

There will be regular contact with school pupils, colleagues, and other members of staff, parent/carer(s) and other external stakeholders.

Physical Conditions

This post is currently based at Pudsey Waterloo Primary School. During the course of your employment, you may be required to undertake your duties at other Owlcotes Multi-Academy Trust schools.

Pudsey Waterloo Primary School has access by stairs and lift.

This post is subject to an enhanced Disclosure and Barring Service check.

Pudsey Waterloo Primary School operates a non-smoking policy.

Economic Conditions

Nature of Appointment: Permanent appointment.

Grade: MPS/UPS

Hours: Full-time hours, Monday – Friday.

Conditions of Service: School Teachers Pay and Conditions apply.

Prospects

Promotion: Whilst there is no automatic progression to any more senior posts outside of the specified pay range, opportunities do exist for advancement and promotion, dependent upon normal staff movements and on the capabilities of the individual post holder. If vacancies at a higher pay scale become available at an Owlcotes school, the post holder is entitled to make an application and would be considered for the vacant role.

Training: Pudsey Waterloo Primary School encourages training both “in-house” and external to meet the needs of the individual and of the service.

Qualifications

Essential: Qualified Teacher Status.

Desirable: Honours degree 2:2 or above (or equivalent).

Job Description Prepared/Reviewed by: Joe Wilson, 22/05/2026

Job Description Approved by: Dan White, 22/06/2025

Employee Specification

Detailed below are the types of skills, experience and knowledge that are required of applicants applying for the post. The 'Essential Requirements' indicates the minimum requirements, applicants lacking these attributes will not be considered for the post. The 'Desirable Requirements' are additional attributes to enable the applicant to perform the position more effectively. They are not essential, but may be used to distinguish between acceptable candidates

SKILLS	Essential	Desirable	MOA
Good level of written, oral and communication skills			A/I/T
Ability to communicate effectively orally and in writing to a range of audiences			A/I
Good level of organisational and planning skills			A/I
An excellent classroom practitioner			A/I
Work effectively as part of a team, relating well to colleagues, pupils and parents			A/I
Ability to demonstrate a commitment to equality of opportunity for all pupils.			A/I
Ability to investigate, solve problems and make decisions			A/I
Ability to demonstrate high level ICT skills in personal and educational situations			A/I
Ability to relate to and empathise with pupils and to develop trusting and respectful relationships with them			A/I
Respect for confidentiality of information concerning individual pupils and ability to use discretion in circumstances of disclosure			A/I
Evidence of sharing in and contributing to the corporate life of the school			A/I/T

KNOWLEDGE/QUALIFICATIONS	Essential	Desirable	MOA
Qualified Teacher Status			A/I/C
Knowledge of current educational practice and issues			A/I
An understanding of the effective use of continuous provision in EYFS/KS1/KS2 and how this can be used to maximise learning opportunities.			A/I
An understanding of teaching early reading, including effectively planning for, teaching and assessing phonics.			A/I
Evidence of continuing professional development			A/I
Take responsibility for their own professional development			A/I
Effective use of ICT to support learning			A/I

Any statutory curriculum requirements and the requirements for assessment, recording and reporting of pupils' attainment and progress			A/I
Full working knowledge of relevant policies/codes of practice/legislation			A/I
Understanding of the implication of the Code of Practice for Special Educational Needs for teaching and learning			A/I

LEADERSHIP	Essential	Desirable	MOA
As the lead professional in the classroom show an ability to advise and support other staff			A/I
Establish clear expectations and constructive working relationships in your own classroom through team working and mutual support; devolving responsibilities and delegating tasks where appropriate			A/I

BEHAVIOUR AND OTHER RELATED CHARACTERISTICS	Essential	Desirable	MOA
Will abide by Owlcoates Multi Academy Trust policies in the duties of the post and as an employee of the Trust.			A/I
Will carry out all duties having regard to an employee's responsibility under the Trust's Health and Safety Policies			A/I
Positive and optimistic attitude towards School Improvement and Inclusion			I
Open-minded and receptive to new ideas, approaches and challenges			I
Places high priority on effective team working and works easily and comfortably in a team environment			I
Evidence of sharing in and contributing to the corporate life of the school			I

Method of Assessment (MOA): **A – Application Form, T – Test, I – Interview, C – Certificate**