

Ridgefield Primary School
Job Description & Person Specification
Class Teacher – Main Pay Scale

Teacher Main Pay Range Job Description

Job Title	Class Teacher
Responsible to	Headteacher
Type of Position	Full Time / Fixed Term
Level and Scale Point	Main Scale – M1 – M6

This school is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment.

As a Main Pay Range Teacher, you are required to be competent in all elements of the Teacher Standards, to discharge the Teachers Responsibilities as set out in the Contractual Framework for Teachers of the School Teachers Pay and Conditions Document and to act in accordance with the school's ethos, policies, and practices, under the direction of the Headteacher.

1. Teaching

- 1.1. Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the school's plans, curriculum and schemes of work in order to achieve target levels of pupil attainment, progress and outcomes.
- 1.2. Assess, monitor, record and report on the learning needs, progress, and achievements of assigned pupils.
- 1.3. Set and mark work to be carried out by the pupil in school and elsewhere.
- 1.4. Participate in arrangements for preparing pupils for external examinations.

2. Whole school organisation, strategy, and development

- 2.1. Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.
- 2.2. Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
- 2.3. Supervise and so far, as practicable teach any pupils where the person timetabled to take the class is not available to do so. (You will only rarely be required to provide such cover in circumstances that are not foreseeable).

3. Health, safety, and discipline

- 3.1. Promote the safety and well-being of pupils in accordance with the School's Child Protection and other relevant policies.
- 3.2. Maintain good order and discipline among pupils in accordance with the school behaviour policy.

4. Management of staff and resources

- 4.1. Direct and supervise support staff assigned to you and, where appropriate, other teachers.

4.2. Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.

4.3. Deploy resources delegated to you in accordance with School policies.

5. Professional development

5.1. Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff.

5.2. Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

6. Communication

6.1. Communicate with pupils, parents and carers in accordance with the school ethos, policies and practice.

7. Working with colleagues and other relevant professionals

7.1. Collaborate and work with colleagues and other relevant professionals within and beyond the school.

7.2. Participating in administrative and organisational tasks, including the direction or supervision of persons providing support for the teachers in the school, which require the exercise of your professional skills and judgment.

8. Fulfil wider professional responsibilities.

8.1. Make a positive contribution to the wider life and ethos of the school.

9. Other.

9.1. *To undertake other reasonable duties commensurate with the grade of the post, as determined by their Line Manager or the Headteacher.*

9.2.

Specific details of the accountabilities (e.g. the allocated curriculum and/or pupil development accountability under paragraph 2.2 above) should be recorded below and reviewed annually by the appraiser.

Paragraph	Specific Additional Accountabilities

This job description and related documents provides the standards and framework for Performance Management Objectives for a Main Pay Range Teacher which will be set under the School's Appraisal Policy before, or as soon as practicable after, the start of each appraisal period. The objectives set will be specific, measurable, achievable, realistic, and time-bound and will be appropriate to the teacher's role and level of experience. The appraiser and appraisee will seek to agree the objectives but, if that is not possible, the appraiser will determine the objectives. Objectives may be revised if circumstances change. The objectives set for each teacher will, if achieved, contribute to the school's plans for improving the school's educational provision and performance and improving the educational opportunities of pupils at that School.

Ridgefield Primary School
Person specification: Class teacher main scale

Criteria	Essential
<p>Qualifications and experience</p> <p>Knowledge and understanding</p>	<ul style="list-style-type: none"> • Qualified teacher status • Degree • Evidence of a commitment to professional development • Knowledge of the National Curriculum • Knowledge of effective teaching and learning strategies. • Able to plan for progression across the attainment range, designing effective learning across a series of lessons. • Committed to meeting the needs of all children. • Has an awareness of the principles of effective assessment which empowers children as learners. • Understands the statutory requirements of legislation concerning Equal Opportunities, Health, Safety & Wellbeing together with SEND. • Good understanding of a range of positive behaviour management strategies • Identified curriculum strengths. • Knowledge of guidance and requirements around safeguarding children • Knowledge of effective behaviour management strategies
<p>Skills</p> <p>Personal qualities</p>	<p>The Class Teacher will be able to:</p> <ul style="list-style-type: none"> • promote the school's aims positively and use effective strategies to motivate and inspire pupils. • develop good personal relationships within a team. • establish and develop close relationships with parents, governors, and the community. • communicate effectively (both orally and in writing) to a variety of audiences. • create a challenging, effective, and stimulating learning environment. • Able to use ICT effectively. • Endorses a 'growth mindset' in all areas of professional life. • Good team player • Shows willingness to contribute to the whole school community, in and out of the classroom. • Flexible and adaptable

	<ul style="list-style-type: none">• Organised and able to prioritise.• Energetic and positive• Ambitious for self and pupils• Good sense of humour• Committed to improving own practice
Special Requirements	<ul style="list-style-type: none">• An enhanced DBS check is required