

Job Description – Classroom Teacher

Title of Post	Classroom Teacher
Post Status	1.0 FTE, Permanent
Salary/TLR/ Allowance	Teacher Pay Scale: Main/Upper <i>(dependent on experience)</i> TLR 2 for Curriculum & Inclusion responsibilities
Reporting to	Executive Headteacher / Head of School (as appropriate)

Main Purpose

To fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document, and meet the expectations of the Teachers' Standards, while contributing to the development of inclusive, high-quality curriculum and behaviour practice that enables all pupils to flourish.

Curriculum & Inclusion TLR 2 Responsibilities

- Provide leadership within the designated area of responsibility, contributing to the development and implementation of an agreed strategic approach to inclusion and behaviour, ensuring all pupils are supported to achieve their potential.
- Contribute to the design, review and development of an ambitious, well-structured curriculum that meets the diverse needs of all pupils and supports positive behaviour for learning.
- Support and promote inclusive and consistent behaviour management practices, ensuring approaches are restorative, proportionate and aligned with the school's behaviour policy.
- Work with colleagues to embed teaching, curriculum and behaviour strategies that enable access, engagement and positive learning experiences for all pupils, including those with additional needs.
- Support staff through modelling, guidance and collaboration to strengthen inclusive classroom practice and effective behaviour management within the area of responsibility.
- Monitor and evaluate the impact of inclusive curriculum and behaviour approaches within the remit of the role, contributing evidence and insight to wider school improvement work.

The postholder will undertake these responsibilities commensurate with a TLR2 role, with impact beyond their own classroom and within the agreed area(s) of responsibility.

Teaching Duties & Responsibilities

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work;
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment;
- Adapt teaching to respond to the strengths and needs of pupils;
- Set high expectations which inspire, motivate and challenge pupils;
- Promote good progress and outcomes by pupils;

- Demonstrate good subject and curriculum knowledge;
- Participate in arrangements for preparing pupils for external tests;
- Work in a year team and Key Stage team to develop, monitor and evaluate the school development plan;
- Create a stimulating and safe learning environment;
- Inform parents of children's progress through formal and informal parent consultations and an annual report;
- Take part in CPD as appropriate to the role;
- Undertake duties and tasks under the reasonable direction of the Head teacher;
- Lead a core curriculum area.

Subject Co-ordination

In order to carry out this responsibility, and within the agreed scope of the TLR2 responsibility, the post holder will:

- Become sufficiently expert to advise staff;
- Scrutinise subject work throughout school on a half termly basis (at least);
- Monitor the teaching and learning in the subject throughout school and feedback to teachers;
- Work with the SLT to analyse relevant school-level data within the area of responsibility;
- Develop and implement subject policy, plans, targets and practices;
- Provide those who teach the subject with support, where appropriate;
- Keep abreast of new developments through reading and attending appropriate courses and research best practice within other schools;
- Action plan for the subject area, developing priorities for improvement and driving this forward;
- Plan and organise enrichment linked to your subject, curriculum days, visitors, trips, clubs etc;
- Ensure the subject is a priority within a broad and balanced curriculum, that is promoted to parents and communicated with them as appropriate.
- Be responsible for a curriculum area(s) of display.

Whole-School Organisation, Strategy & Development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision;
- Make a positive contribution to the wider life and ethos of the school;
- Be willing to lead extra-curricular activity and attend some school events;
- Work with others on curriculum and pupil development to secure coordinated outcomes.

Health, Safety & Discipline

- Promote the safety, safeguarding and wellbeing of pupils;
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment.

Communication

- Communicate effectively with pupils, parents and carers;
- Collaborate and work with colleagues and other relevant professionals within and beyond the school;
- Develop effective professional relationships with colleagues.

Professional Development

- Help keep knowledge and understanding relevant and up-to-date by reflecting on your own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school

Other Responsibilities

- Comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and comply with all school policies and procedures
- Be aware of and support difference and ensure equal opportunities for all
- Contribute to the overall ethos and aims of the School and Trust
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings, training and learning activities as required

The postholder may be required to carry out any other duties that are commensurate with the post. Whilst every effort is made to explain the main duties and responsibilities of the post each individual task undertaken may not be identified.

The TLR2 payment will be awarded in line with the School Teachers' Pay and Conditions Document and may be adjusted in proportion to the responsibilities undertaken, in accordance with statutory guidance. The specific focus of the TLR2 responsibilities may be reviewed annually as part of the school's improvement priorities.

This job description is subject to review, in negotiation with the post holder at any time. However, an annual review of this job description and allocation of responsibilities will take place as part of agreed performance management arrangements.





Person Specification

Criteria	Essential	Desirable
Qualifications, experience and training	<ul style="list-style-type: none"> • Qualified teacher status. • Evidence of relevant training. 	
Knowledge and understanding	<ul style="list-style-type: none"> • A thorough knowledge of the National Curriculum. • An understanding of current research into teaching and learning. • Understanding of behaviour strategies and restorative conversations. • An understanding of the target setting process. • Understanding of SEND framework and inclusive teaching strategies. • Experience of leading on a core area of school curriculum. 	<ul style="list-style-type: none"> • Experience teaching in KS2 with a strong inclusion and behaviour management focus.
The Classroom	<ul style="list-style-type: none"> • Have creative and effective learning and teaching styles to engage, motivate and enable children to progress. • Be well organised and have the ability to manage a classroom where children are independent and motivated. • Be able to adapt lessons effectively to cater for the needs of all children within the class and to challenge all children appropriately. • Ensure work is planned to a high standard and regular assessment plays an integral part in moving children forward • Encourage parents and carers to work co-operatively with the school and involve them in their children's education 	<ul style="list-style-type: none"> • Specialist curriculum knowledge for leading a subject.

Skills and Abilities (relevant to post)	<ul style="list-style-type: none"> • A good or outstanding classroom practitioner. • Ability to manage time effectively; • High level of literacy, numeracy, ICT and communication skills; • Be able to create and maintain effective partnerships with staff, parents/carers, children and the wider school community; • Have excellent communication and interpersonal skills; • Be approachable, flexible and committed to our school ethos and values and wider life of the school. 	<ul style="list-style-type: none"> • Share talents and hobbies in extra-curricular activities and play an active part in the wider life of school.
Personal Qualities	<ul style="list-style-type: none"> • Enthusiastic and passionate about teaching • Sets high standards for themselves and their students • Is able to motivate and encourage students of all abilities • Is able to work collaboratively as part of a team • Is able to organise and meet deadlines • Is able to work under pressure • Has ambition • Has the capacity to evaluate own performance and strive for excellence • Ability to research, disseminate and deliver innovative approaches to teaching and learning • A genuine belief and alignment with John Wilkinson's values and ethos. 	<ul style="list-style-type: none"> • Has a positive outlook and inspires others • Has emotional intelligence and resilience • Is a self-reflective person.
Special Conditions	<ul style="list-style-type: none"> • Willingness to undertake an enhanced Disclosure and Barring Service (DBS) check • Sufficiently fluent in spoken English to ensure effective performance in the role 	<ul style="list-style-type: none"> •