

### Job Description: Classroom Teacher

Spring Lane Academy is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

#### Job details

**Salary:** MPS

**Contract type:** Permanent

**Start date:** 1<sup>st</sup> September 2026

**Reporting to:** Head of School

#### Main purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

#### Duties and responsibilities

##### Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Deliver consistently good to outstanding teaching
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching and planning to respond to the strengths and needs of pupils
- To set high expectations for pupils' behaviour and maintain a good standard of discipline through well focused teaching, fostering positive relationships and implementing the school's behaviour policy.
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge.
- Participate in arrangements for preparing pupils for external tests
- To provide a positive, conducive and safe learning environment, encouraging high standards in punctuality, presentation of work and relationships.

### **Whole-school organisation, strategy and 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
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach
- To use PPA time effectively to contribute to high standards in learning and teaching.
- To contribute to the formulation and implementation of the School Self Evaluation and School Development Plan and associated action plans, as appropriate.
- To contribute to the personal, social, health, citizenship and enterprise education of pupils according to school policy.
- To work as a member of a designated team and contribute positively to effective working relationships within the school.

### **Health, safety and behaviour**

- Promote the safety and wellbeing of pupils
- Promote and maintain positive and engaged behaviour among pupils, managing behaviour effectively to ensure a good and safe learning environment

### **Professional development**

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Where appropriate, take part in the appraisal and professional development of others

### **Communication**

- To ensure effective communication with parents and with persons or bodies outside the school who are concerned with the welfare of pupils, after consultation with appropriate staff.

### **Working with colleagues and other relevant professionals**

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

### **Personal and professional conduct**

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality

- Understand and act within the statutory frameworks setting out their professional duties and responsibilities
- Maintain high levels of attendance and punctuality as part of professional responsibilities

### **Management of staff and resources**

In accordance with sections of the Teachers' Pay and Conditions Document (2005) there is a requirement for all teachers to contribute to the development of the school curriculum, teaching methods and their review.

- To take on the role of subject leader for at least one subject and more if required.
- To monitor and evaluate learning within the curriculum area(s) in line with the school's monitoring cycle. (This will include lesson observations, work sampling, planning, review etc).
- To ensure there are the resources necessary to deliver the curriculum area(s) and allocate accordingly, within an allocated budget.

The teacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

### **Person specification**

CRITERIA	QUALITIES
<b>Qualifications and experience</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Degree</li> <li>• Successful primary teaching experience</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of the National Curriculum</li> <li>• Knowledge of effective teaching and learning strategies</li> <li>• A good understanding of how children learn</li> <li>• Ability to adapt teaching to meet pupils' needs</li> <li>• Ability to build effective working relationships with pupils</li> <li>• Knowledge of guidance and requirements around safeguarding children</li> <li>• Knowledge of effective behaviour management strategies</li> <li>• Good ICT skills, particularly using ICT to support learning</li> </ul>

<b>Personal qualities</b>	<ul style="list-style-type: none"><li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li><li>• High expectations for children's attainment and progress</li><li>• Ability to work under pressure and prioritise effectively</li><li>• Commitment to maintaining confidentiality at all times</li><li>• Commitment to safeguarding and equality</li></ul>
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**Notes:**

This job description may be amended at any time in consultation with the postholder.

**Deadline for application:** Wednesday 11<sup>th</sup> March 2026

**Interview:** Week commencing 16<sup>th</sup> March 2026

Applications to be made via <https://www.mynewterm.com/>