

<b>Job Description</b>	
<b>Title:</b> TEACHER  <b>Hours:</b> Full Time from September 2026	<b>Grade:</b> Fringe MPS  <b>Section:</b> Teaching  <b>Reports to:</b> Head Teacher and Line Manager
<b>MAIN PURPOSE OF THE JOB</b> To carry out the professional duties of a teacher in accordance with the latest School Teachers' Pay and Conditions Document and the school's policies, with regard to all statutory requirements under the direction of the Head Teacher. Meet the expectations set out in the Teachers' Standards.	
<b>KEY RESPONSIBILITIES AND TASKS - Whole-school organisation, strategy and development</b> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Make a positive contribution to the wider life and ethos of the school.</li> <li>• To contribute to the development, implementation and evaluation of the school's development plan.</li> </ul>	
<b>KEY RESPONSIBILITIES AND TASKS – Planning and Teaching</b> <ul style="list-style-type: none"> <li>• To implement and deliver an appropriately broad, balanced and challenging curriculum based on clear objectives with purposeful learning outcomes.</li> <li>• Assess, monitor, record and report on the learning needs, progress and achievements of all pupils, making accurate and productive use of both formative and summative assessment.</li> <li>• Adapt teaching to respond to the strengths and needs of all pupils.</li> <li>• Set high expectations which inspire, motivate and challenge all pupils.</li> <li>• To ensure that all groups of pupils have their learning needs met.</li> <li>• Demonstrate good subject and curriculum knowledge.</li> <li>• To develop independent learners with good learning attitudes and behaviours.</li> <li>• To ensure the effective and efficient deployment of classroom support.</li> <li>• To develop opportunities for learning outside of the classroom and involving parents in their children's education.</li> </ul>	
<b>KEY RESPONSIBILITIES AND TASKS – Classroom Management</b> <ul style="list-style-type: none"> <li>• To maintain a well organised environment that reflects the learning taking place</li> <li>• To maintain good discipline in accordance with the school's behaviour policy, managing behaviour effectively to ensure a good and safe learning environment</li> <li>• Promote the safety and well-being of pupils and ensure that social and emotional aspects of learning are effective</li> <li>• Direct and supervise support staff assigned to them, and where appropriate, other teachers</li> <li>• Contribute to the recruitment and professional development of other teachers and support staff</li> <li>• Undertake supervision duties in accordance with the rotas published in the School</li> </ul>	
<b>KEY RESPONSIBILITIES AND TASKS – Working collaboratively with staff, parents, relevant professionals and wider members of the school community</b> <ul style="list-style-type: none"> <li>• Communicate effectively with pupils, parents and carers.</li> <li>• Collaborate and work with colleagues and other relevant professionals within and beyond the school</li> <li>• Deliver their subject INSET training when necessary in line with school development plan</li> </ul>	
<b>KEY RESPONSIBILITIES - Personal and professional conduct</b> <ul style="list-style-type: none"> <li>• Take part in the school's appraisal procedures</li> <li>• Take part in further training and development to improve own teaching</li> </ul>	
<b>KEY RESPONSIBILITIES AND TASKS – Monitoring, Assessment, Recording and Reporting</b> <ul style="list-style-type: none"> <li>• To mark and monitor pupils' work following the school's marking policy</li> </ul>	

- Assess, track and record pupils' progress in line with the school's assessment policy
- Ensure pupil results and test scores are entered appropriately onto the school's data base
- Ensure reporting policies and procedures are followed
- Set clear targets, building on prior attainment for all pupils

**Key Responsibilities and tasks – subject**

- Develop and implement policies for a specific curriculum area in line with our school's commitment to high-quality teaching and learning
- Develop and review regularly the vision, aims and purpose of the subject area.
- Oversee the planning, implementation and assessment of the individual subject area, ensuring that it is well sequenced to promote pupil progress
- Provide support for all staff in your subject area including INSET training
- Monitor teaching and learning and provide feedback to staff, identify training needs and provide continuous CPD in your subject area.
- Work collaboratively with colleagues on curriculum development, assessment, monitoring and moderating to secure co-ordinated outcomes.

Teachers are expected to follow all agreed policies and keep abreast of current developments in primary education. Teachers are expected to participate positively in meetings and take personal responsibility for their own professional development. This job description can be amended at any time following discussion between the Head Teacher and the member of staff.

**Person Specification**

Criteria	Qualities
Qualifications and Training	<ul style="list-style-type: none"> <li>• Degree</li> <li>• Qualified Teacher status with a proven track record of at least good practice in the classroom</li> <li>• Excellent knowledge of the KS1 curriculum</li> <li>• Experience and commitment to delivering a 'creative' curriculum</li> <li>• Experience of using assessment data at year group and KS1 level to support school improvement</li> <li>• Experience of school self-review – school improvement planning and evaluation</li> <li>• Experience of delivering INSET and working alongside and supporting colleagues</li> <li>• An up-to-date knowledge of child protection procedures and commitment to safeguarding pupils -</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience of successful subject leadership</li> <li>• Current experience of working in a primary classroom</li> </ul>
Skills and Knowledge	<ul style="list-style-type: none"> <li>• Expert knowledge of the National Curriculum.</li> <li>• Understanding of high-quality teaching and learning strategies in the subject, and the ability to model this for others and support others to improve</li> <li>• Awareness of local and national organisations that can provide support with delivering the subject</li> <li>• Ability to build effective working relationships with staff and other stakeholders including other subject leads across the Trust to promote the teaching of this subject</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>• Good IT skills</li> <li>• Effective communication and interpersonal skills</li> <li>• Ability to communicate a vision and inspire others</li> </ul>
Personal qualities	<ul style="list-style-type: none"> <li>• Uphold and promote the ethos and values of River Mill</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Maintain confidentiality at all times</li> </ul>

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| <ul style="list-style-type: none"><li>• Commitment to safeguarding and equality</li><li>• The ability to think strategically</li><li>• The ability and motivation to constantly improve own practice and knowledge</li><li>• Proactive in areas of responsibility and has an awareness of whole school issues</li><li>• The ability to be flexible and positive</li><li>• To be highly organised, punctual and have effective time management skills</li><li>• A willingness to take on appropriate delegated tasks relevant to the post</li><li>• Evidence that they are proactively managing their own professional development</li><li>• An ability to establish and develop positive relationships throughout the school and wider community</li></ul> |
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