



PRIMARY SCHOOL TEACHER

Job Description

School: Brent Knoll Primary

Job Title: Class Teacher

Responsible to: Headteacher / Deputy Headteacher

Salary: Main Pay Scale / Upper Pay Scale, as appropriate

Contract: Temporary

Working Pattern: Full-time

Start Date: January 2027

1. Job Purpose

To provide high-quality teaching and learning that enables all pupils to achieve their full potential academically, socially, emotionally and personally.

The postholder will be responsible for the teaching, learning, assessment and pastoral care of pupils within their class and will contribute positively to the wider life and development of the school.

The teacher will work collaboratively with colleagues, parents/carers, governors and external professionals to promote the school's values and ensure that pupils receive a broad, balanced and ambitious primary education.

2. Key Responsibilities

Teaching and Learning

- Plan and deliver consistently high-quality lessons in accordance with the **National Curriculum for England** and the school's curriculum.
- Establish high expectations for behaviour, effort, achievement and personal development.
- Provide engaging, challenging and appropriately differentiated learning experiences for all pupils.
- Use a range of teaching strategies and approaches to meet different learning needs.
- Adapt teaching in response to pupils' prior knowledge, understanding and progress.
- Develop pupils' knowledge, skills, vocabulary, independence and ability to think critically.
- Ensure that teaching promotes inclusion and provides appropriate support and challenge for all learners.
- Make effective use of technology and other resources where this enhances learning.
- Promote reading, writing, mathematics and oracy across the curriculum.

- Contribute to a broad and balanced curriculum that develops pupils' curiosity, creativity and understanding of the wider world.

Assessment and Progress

- Assess pupils' learning accurately and regularly in accordance with school assessment procedures.
- Use assessment information to inform future planning and teaching.
- Provide pupils with appropriate feedback that helps them understand how to improve.
- Monitor the progress and attainment of individual pupils and groups of pupils.
- Identify pupils who require additional support, intervention or greater challenge.
- Maintain accurate records of assessment and progress.
- Contribute to statutory assessment arrangements, including EYFS, phonics screening, KS1 and KS2 assessment where appropriate.

Inclusion and SEND

- Ensure that pupils with **Special Educational Needs and/or Disabilities (SEND)** are fully included in classroom learning.
- Implement appropriate strategies and provision identified in pupils' support plans and Education, Health and Care Plans (EHCPs).
- Work closely with the school's SENDCo, support staff and external agencies where appropriate.
- Adapt teaching, resources and classroom organisation to remove barriers to learning.
- Support pupils with additional needs to develop independence and confidence.

Behaviour and Safeguarding

- Establish a positive, inclusive and respectful classroom environment.
- Implement the school's behaviour policy consistently and fairly.
- Promote positive relationships and high standards of behaviour.
- Take responsibility for the safeguarding and welfare of pupils in accordance with school policies and statutory requirements.
- Report safeguarding concerns promptly through the school's established procedures.
- Maintain professional boundaries and act as a positive role model for pupils.
- Contribute to creating a culture in which pupils feel safe, valued and listened to.

3. Wider Professional Responsibilities

- Contribute positively to the ethos, values and strategic development of the school.
 - Work collaboratively with colleagues as part of the school's professional team.
 - Attend staff meetings, training sessions, professional development activities and relevant school events.
 - Contribute to whole-school improvement priorities.
 - Take responsibility for an area of the curriculum or another whole-school responsibility where required.
 - Participate in school trips, visits, assemblies, performances, clubs and other enrichment activities.
 - Communicate effectively and professionally with parents and carers.
 - Attend parent meetings and provide appropriate information about pupils' progress and wellbeing.
 - Maintain positive relationships with governors and other members of the school community.
 - Contribute to the wider community life of the school.
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4. Professional Development

The postholder will:

- Maintain and develop professional knowledge and expertise.
 - Engage positively with appraisal and professional development processes.
 - Reflect on teaching practice and identify areas for improvement.
 - Participate in appropriate training and continuing professional development.
 - Keep up to date with developments in primary education, curriculum requirements, safeguarding and educational practice.
 - Share effective practice with colleagues.
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5. Communication and Relationships

The teacher will establish effective working relationships with:

- Pupils
- Parents and carers
- Teachers and teaching assistants
- Senior leaders
- SENDCo and pastoral staff
- Administrative and premises staff
- Governors
- External professionals and agencies
- Other schools and educational organisations

Communication should always be professional, respectful, appropriate and in accordance with school policies.

PERSON SPECIFICATION

Qualifications and Experience

Essential

- Qualified Teacher Status (QTS) or equivalent recognised teaching qualification.
- Appropriate knowledge of the primary curriculum in England.
- Experience of planning and delivering effective lessons.
- Understanding of assessment and how it can be used to improve learning.
- Understanding of safeguarding responsibilities within a school.
- Commitment to inclusion and meeting the needs of all pupils.

Desirable

- Experience of teaching within a primary school.
- Experience of teaching a particular year group or phase relevant to the post.
- Experience of working with pupils with SEND.

- Experience of contributing to curriculum development or a whole-school responsibility.
 - Evidence of relevant continuing professional development.
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Knowledge and Understanding

The successful candidate should demonstrate:

- Secure knowledge of the National Curriculum for England.
 - Understanding of effective primary teaching and learning.
 - Knowledge of assessment strategies.
 - Understanding of adaptive teaching and inclusive practice.
 - Understanding of effective behaviour management.
 - Knowledge of safeguarding and child protection procedures.
 - Understanding of the importance of phonics, reading, writing and mathematics.
 - Awareness of the importance of pupils' wider personal, social and emotional development.
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Skills and Abilities

The successful candidate will be able to:

- Plan and deliver engaging and purposeful lessons.
 - Establish positive relationships with pupils.
 - Communicate clearly and effectively.
 - Adapt teaching to meet different needs and abilities.
 - Challenge pupils appropriately and promote high expectations.
 - Use assessment effectively to identify next steps.
 - Manage classroom behaviour positively.
 - Work effectively as part of a team.
 - Communicate professionally with parents and carers.
 - Organise workload effectively and meet deadlines.
 - Reflect critically on their own practice.
 - Contribute positively to whole-school development.
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Personal Qualities

The successful candidate will demonstrate:

- A strong commitment to improving outcomes for children.
- High expectations of every pupil.
- Enthusiasm, energy and creativity.
- Warmth, patience and empathy.
- Commitment to inclusion and equality.
- A positive and collaborative approach to teamwork.
- Resilience and adaptability.
- Excellent professional integrity.
- A commitment to lifelong learning and professional development.

- A willingness to contribute fully to the wider life of the school.
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Safeguarding

The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

The successful candidate will be required to undergo appropriate **pre-employment safeguarding checks**, including an enhanced Disclosure and Barring Service (DBS) check and other checks required for the post.

The teacher will have a responsibility to follow the school's safeguarding and child protection procedures and to report concerns in accordance with those procedures.

Equality, Diversity and Inclusion

The postholder is expected to promote equality, diversity and inclusion throughout their work and to contribute to a school environment in which every child and adult is treated with dignity, fairness and respect.

General

This job description is intended to describe the main responsibilities of the post. It is not an exhaustive list of duties, and the postholder may be required to undertake other reasonable duties appropriate to their role and level of responsibility.

The job description will be reviewed periodically in consultation with the postholder and may be amended to reflect the changing needs and priorities of the school.

A successful candidate will become an employee of the Wessex Learning Trust

Signed: _____
Postholder

Date: _____

Signed: _____
Headteacher

Date: _____