



**Position: Class Teacher (Main Pay Range)**

**Grade: School Teachers Pay & Conditions**

**JOB DESCRIPTION**

**Main purpose of the job:**

- To offer all learners an effective education in a stimulating environment, which provides equality of opportunity for all
- To deliver the Curriculum as relevant to the age and ability group/subject, other relevant initiatives and the school's own schemes of work
- To work in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies
- To support the caring and Christian ethos of this Church of England school
- To be responsible for promoting and safeguarding the welfare of children and young people within the school.

**Duties and responsibilities**

- All teachers are required to carry out the duties of a school-teacher as set out in the current School Teachers Pay and Conditions document.
- To meet and comply with the professional standards for teachers as specified in the Teachers' Standards 2011 (as amended and updated, including, where relevant and applicable, any references to standards for teachers on the upper pay scale)

**Teaching**

- Be a positive role model in terms of behaviour, work and attitudes
- Set high standards of work and behaviour in the class and all other areas of the school
- Plan for progression across the age and ability range you teach, designing effective lessons/programmes of work in accordance with the needs of individual learners
- Teach challenging, well organised lessons, using an appropriate range of teaching strategies which meet individual learners' needs



- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives and monitoring learners' progress and levels of attainment
- Provide timely, accurate and constructive feedback on learners' attainment, progress and areas for development
- Deliver the Curriculum as relevant to the age and ability group/subject that you teach, other relevant initiatives and the school's own schemes of work
- Advise and work collaboratively with the headteacher and others on the preparation and development of teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements as appropriate

#### Other

- Carry out playground and other duties as directed and within the remit of the School Teachers' Pay and Conditions document
- Attend, participate in and lead acts of Collective worship
- Communicate and consult with the parents/carers of learners
- Communicate and co-operate with any relevant external bodies
- Be fully conversant with the school's procedures and policies

#### Performance management

- Participate fully with arrangements made in accordance with the revised Performance Management Regulations 2012 Professional development
- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well-being, refining your approaches where necessary
- Be responsible for your own continuous professional development and participate fully in training and development opportunities identified by the school or as developed as an outcome of your performance management

#### Health and well-being

- Establish a purposeful and safe learning environment for learners
- Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy



- Use a range of behaviour management techniques and strategies adapting them as necessary to promote self-control and independence of all learners
- Raise all concerns regarding the behaviour, progress or welfare/child protection of any learner with the appropriately identified person
- Be responsible for promoting and safeguarding the welfare of children and young people within the school
- Be responsible for own health and safety in the workplace as required by the school's Health & Safety policy.

#### Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Cover for absent colleagues within the remit of the School Teachers' Pay and Conditions document External examinations
- Participate in arrangements for external examinations and assessment within the remit of the School Teachers' Pay and Conditions document

#### Management

- Contribute to the selection and professional development of other teachers and support staff (where appropriate) including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school Administration
- Participate in and carry out any administrative and organisational tasks within the remit of the School Teachers' Pay and Conditions document
- Register the attendance of and supervise learners, before, during or after school sessions as appropriate

#### Exercise of particular duties



- Perform any reasonable duties as requested by the headteacher

#### Note

This job description is not your contract of employment nor any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation.

This appointment is with the governing body of the school as employer under the terms of the National Society contract. It is also subject to current conditions of employment of school teachers, contained in the School Teachers' Pay and Conditions Document, the 'Burgundy Book', and other current educational and employment legislation.

*St Michael's CE Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This position is subject to a Disclosure and Barring Service check, references and other pre-employment checks.*



## **Class Teacher (Main Pay Scale)**

### **PERSON SPECIFICATION**

#### **ESSENTIAL**

##### **Special Criterion**

- To work within and support the strong Christian ethos, aims and values of this Church of England School.

##### **Training and Qualifications**

- Qualified teacher status

##### **Experience**

- Has successful class teaching experience across KS1 and KS2.

##### **Knowledge and Skills and Abilities**

To effectively demonstrate:

- An ability to create a stimulating and safe learning environment
- Establish and maintain a purposeful working atmosphere
- Excellent teaching and class management skills
- An ability to plan, prepare and deliver the curriculum as relevant to the abilities within the class
- An ability to assess and record the progress of pupils' learning to inform next steps and monitor progress
- Knowledge of a wide range of teaching strategies to meet different pupil needs
- A variety of strategies to maximise achievement for all children, including those with special educational needs and high achievers
- Encouragement of children in developing self-esteem and respect for others
- An ability to work effectively within a team, and to manage support staff working within the class
- An ability to communicate both verbally and in writing, to a range of audiences including parents and governors.
- Effective IT skills
- A commitment to promoting parental and local community involvement
- A commitment to equal opportunities and use a variety of strategies and practices to promote the diverse cultural and equality issues in the classroom
- An ability to promote the safeguarding of children within the school
- A willingness to further your own professional skills, knowledge and abilities

#### **DESIRABLE**

- A strong sense of determination and lots of energy
- High level of organisational and time management skills



St Michael's CE  
Primary School  
**SYDENHAM**

Headteacher: Ms J.Gillespie

---

Champion Road, Sydenham, London SE26 4HH Tel: 020 8778 8407 [www.stmichaels1871.org.uk](http://www.stmichaels1871.org.uk)

*St Michael's CE Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This position is subject to a Disclosure and Barring Service check, references and other pre-employment checks.*

*Our Vision: For every Child to live an Abundant Life (John 10.10)*