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| **Job Title** | Class Teacher | **Salary Range** | Main Pay Scale / UPS |
| **Responsible to** | Head Teacher and Governors |

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| **Purpose of the job:*** To be responsible for the learning and achievement of all pupils in an assigned class or group, ensuring **equality of opportunity** for all pupils;
* To be **responsible** for the day to day management of the class or group during on-site and off-site activities;
* To work in **partnership** with colleagues, governors, parents and outside agencies in the best interests of the pupils and the school;
* To act **professionally** at all times, and in line with the duties outlined in the current School Teachers’ Pay and Conditions Document and Teachers’ Standards;
* To be responsible for promoting and safeguarding the welfare of all pupils and young people within the school;
* To **actively contribute** to, and **promote**, the aims and objectives of the school, and to maintain its philosophy of education.
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| **Main 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 and Teacher Standards document, against which teacher performance will be assessed as part of the appraisal process. |
| **Teaching:*** To create and manage a stimulating, enjoyable, purposeful and safe learning environment for all pupils;
* To promote a caring, supportive and mutually respectful learning environment;
* To set challenging, stretching goals in learning and social development which help prepare pupils for their life beyond school;
* To promote high expectations of achievement in all areas of school life;
* To plan and provide well-structured learning activities which build on rigorous ongoing assessment of pupils’ capabilities and needs;
* To be accountable for pupil progress, attainment and outcomes;
* To keep up to date with, and demonstrate knowledge of, how children learn, and use this to plan, deliver and influence teaching and learning;
* To encourage pupils to take responsibility for their learning, and to develop healthy, conscientious attitudes to learning;
* Demonstrate secure subject knowledge across the curriculum
* If teaching early reading, have a secure understanding of appropriate teaching strategies, including, but not limited to, systematic synthetic phonics approaches;
* If teaching early mathematics, have a secure understanding of appropriate early mathematics teaching strategies;
* Demonstrate understanding of, and actively promote, high standards in literacy, articulacy and the correct use of standard English;
* Promote a love of learning, and the stimulation of curiosity;
* Plan thoughtful, assessment based and stimulating learning sequences and lessons which develop pupil understanding and knowledge;
* Plan learning activities which develop learning skills and skills for the wider world beyond the classroom, including planning for outdoor learning and school visits;
* Pay due regard to the school’s agreed curriculum;
* Plan opportunities to address and develop the personal, social, emotional and cultural aspect of pupils’ learning;
* **Demonstrate a clear understanding of personalisation,** **ensuring that the learning needs of all pupils are met, regardless of special educational need, disability, English as an additional language, or high ability;**
* Demonstrate an understanding of statutory assessment requirements;
* Use formative assessment to ensure all pupils make progress and use summative assessments as required by the school, to monitor pupil progress;
* Use relevant data to monitor progress, set targets, and plan subsequent lessons;

**Behaviour and Safety:*** Demonstrate an understanding of, and consistently apply, the school’s behaviour policy and code of conduct;
* Develop clear rules and routines for classroom behaviour;
* Promote respectful, courteous and good behaviour throughout and around the school;
* In line with the school’s behaviour policy, have high expectations of behaviour, establishing an appropriate framework of positive reinforcement. To apply the policy fairly, transparently and consistently;
* Manage classes and groups effectively, using a range of appropriate strategies to promote respectful and courteous behaviour;
* Maintain good relationships with all pupils, to the benefit of pupils’ learning;
* Demonstrate and act on an understanding of both personal and school-wide health & safety

**Teamwork and Collaboration:*** To work in collaboration with colleagues and the wider school community, taking an active role in decision making with regards to policy development, curriculum development, the preparation of programmes of study, the distribution of teaching materials and resources, and pastoral arrangements;
* To participate in staff meetings and Inset as directed by the Head Teacher;
* To take an active role in the development of the school, its aims and ethos, vision and focus;
* To take responsibility for leading subject areas as directed by the Head Teacher
* To promote throughout the school and beyond, the school’s ethos and philosophy;
* To work in partnership with teaching partners and volunteers, ensuring their effective use within the classroom;
* To liaise with outside agencies where appropriate;

**Wider Professional Duties:*** To consult and communicate with parents and carers over all aspects of pupils’ education – academic, social and emotional;
* To communicate achievements and positive feedback to parents and carers;
* To ensure school policies are reflected in practice, including those dealing with inclusion and equality;
* To pay due regard to advice and feedback from colleagues to improve practice;
* To promote the welfare of all pupils in line with relevant policies and procedures, and to support the school in safeguarding pupils in daily practice;
* To promote equality in all areas of school life and to treat everyone with fairness, respect and dignity;
* To take responsibility for the health and safety of pupils;
* To take responsibility for one’s own health and safety, complying with the School’s Health and Safety policy, and any other policies or procedures which pertain to this role;
* To make a substantive contribution to the extra-curricular life of the school, including the provision of after school clubs;

**Administration:*** To prepare and maintain clear and appropriate records;
* To prepare appropriate records for the transfer of pupils between classes or schools;
* To maintain a regular system of monitoring, assessing, record keeping and reporting of pupil progress;
* To contribute to the selection and professional development of student teachers, new teachers and those serving induction periods;
* To prepare and disseminate such policy, procedural or information documents relating to subjects for which the post holder has responsibility;
* Register the attendance of, and supervise learners, before, during and after school as appropriate including break times as agreed;
* Participate in and carry out any administrative and organisational tasks as reasonably required by the Head Teacher, paying regard to the School Teachers’ Pay and Conditions and Teachers’ Standards document;

**Professional Development:*** Regularly review the effectiveness of one’s own teaching and assessment, refining approaches where appropriate responding to feedback and advice from colleagues;
* Take responsibility for one’s own professional development through full participation in training and development opportunities provided by the school, or identified through the appraisal process;
* Proactively engage with arrangements for appraisal;

**Other:*** To have professional regard for the ethos, policies and procedures of the school, and to maintain high standards in one’s own attendance, punctuality and performance;
* To perform any reasonable duties as requested by the Head Teacher.
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**Notes:**

This job description is not a contract of employment, or any part of it. It may change as a result to contractual changes or in response to school organisational changes. It will be reviewed as part of the annual appraisal process.

Signature of post holder: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_/\_\_\_\_/\_\_\_\_

Signature of Head Teacher: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_