

JOB DESCRIPTION

School	Mesne Lea Primary School
Job Title	Class Teacher
Grade	Teacher Main Pay Scale
Primary Purpose of the Job	The primary purpose of the Class Teacher is to facilitate the educational and personal development of students. Key responsibilities include delivering the National Curriculum, planning engaging lessons, assessing student progress, and providing tailored support. The teacher will foster a positive classroom environment, encourage critical thinking, and maximise achievement and progress of students, while also maintaining regular communication with parents and collaborating with colleagues.
Responsible to	Headteacher
Principal Responsibilities	<ul style="list-style-type: none"> • 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 • Teach a class, working constructively as a member of staff within the whole school team • Promote the ethos of the school within the context of the school's mission statement • Plan, teach, monitor, assess and evaluate the education programme for the children taught • Share in the corporate responsibility for the well-being and discipline of all pupils • Work within the framework of: <ul style="list-style-type: none"> - School Teachers' Pay and Conditions Document - The national legislation of the National Curriculum and Early Years Foundation Stage framework - School policies, schemes as part of the curriculum provided - Policies provided by the school and MAT

School Culture and Behaviour	
1	Ensure a culture of staff professionalism
2	Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school
3	Use consistent and fair approaches to managing behaviour, in line with the school's behaviour policy
4	Encourage high levels of pupil attendance and help to uphold a school culture of safety, enjoyment, and engagement with learning to support attendance
5	Promote a culture and practices that allow all pupils to access the curriculum
6	Have ambitious expectations for all pupils, in particular those with SEN and disabilities

Teaching, Curriculum and Assessment	
1	Establish and sustain high quality teaching across subjects and phases, based on evidence
2	Contribute to school self-evaluation
3	Ensure the teaching of a broad, structured and coherent curriculum
4	Establish and support curriculum leadership
5	Use reliable and proportionate approaches to assessing pupils' knowledge and understanding of the curriculum
Organisational Management and School Improvement	
1	Establish and oversee systems, processes and policies so the school can operate effectively and efficiently
2	Ensure staff and pupils safety and welfare through effective approaches to safeguarding as part of a duty to care
3	Ensure effective use of resources
4	Support the leadership team to identify problems and barriers to school effectiveness and develop strategies for improvement
Support for the School	
1	Contribute to the overall ethos and values of the school.
2	Establish constructive relationships and communicate with other agencies/professionals, in liaison with the teacher, to support achievement and progress of pupils.
3	Recognise own strengths and areas of specialist expertise and use these to lead, advise and support others.
4	Improve one's own practice through training, self-evaluation, and performance management
5	Participate in staff meetings, training sessions, and professional development opportunities.
6	Uphold the school's policies and procedures, including safeguarding and health and safety.

Valuing Diversity - Listen, support and monitor the diverse contributions made to service development without prejudice. Challenge behaviours and processes which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour. Recognise people's strengths, aspirations and abilities and help to develop their potential. Understand how Valuing Diversity can improve our ability to deliver better services and reduce disadvantage.

Developing Self and Others - Ability to critically analyse self and others in order to access relevant training and development that links to the post, to seek opportunities that add to skills and knowledge, to respond positively to opportunities that arise. To support others' learning and share learning with others.

Person Specification		
Criteria	Qualities	
Qualifications	An honours degree	Essential
	GCSE's at Grade C or above in English, Maths and Science	Essential
	Qualified Teacher Status	Essential
Experience	Understand the importance of lesson planning, IEPs and learning objectives to contribute to learning	Essential
	Knowledge and understanding of the importance of the school's Health and Safety policy	Essential
	Collaboration work with other schools/ agencies	Desirable
Skills and abilities	Understanding of high-quality teaching, and the ability to model this for others	Essential
	Effective communication and interpersonal skills	Essential
	Ability to plan and evaluate interventions	Essential
	Well organised and practical	Essential
	Data analysis skills	Essential
	Commitment to safeguarding and equality	Essential
	Ability to form and maintain appropriate professional relationships and boundaries with children and parents	Essential
	Ability to organise and deliver classroom activities	Essential
	Ability to deal with sensitive information in a confidential manner	Essential

This Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure from the Disclosure and Barring Services.

This School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.