



Classroom Teacher Job Description

QUEENSGATE FOUNDATION PRIMARY SCHOOL

Job Description

School vision

At Queensgate Foundation Primary we:

- Develop a love of learning through a wide variety of experiences and opportunities in a safe, stimulating atmosphere.
- Create independent learners who reach their full potential.
- Have happy, confident and resilient people.
- Have high standards of achievement and behaviour.
- Are at the heart of the community.

Employment details

Job title:	Classroom teacher
Reports to (job title):	Headteacher
Type of position	Full time
Hours of work:	Five days per week
Salary:	MPS 1 – 6 (£31,650 - £43,607)

Main duties/responsibilities

General duties

Continuously meet at least the minimum standards outlined in the DfE's 'Teachers' Standards'.

Comply with school policies and procedures, in particular those relating to child protection and safeguarding.

Attend staff meetings, INSET days, parents' evenings, parent consultation meetings, and any other functions or meetings required

Take responsibility for completing CPD and keeping up to date with developments relating to subject matter.

Establish effective working relationships with colleagues and set a good example for pupils through a high level of professionalism.



Participate in any performance-related appraisal arrangements made by the school.

Teaching

Set high expectations which inspire, motivate and challenge pupils by:

- Establishing a safe and stimulating environment for pupils, rooted in mutual respect.
- Setting goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.
- Demonstrating consistently the positive attitudes, values and behaviour which are expected of pupils.

Promote good progress and outcomes for pupils by:

- Being accountable for pupils' attainment, progress and outcomes.
- Being aware of pupils' capabilities and prior knowledge, and planning teaching to build on these.
- Guiding pupils to reflect on the progress they have made and their emerging needs.
- Demonstrating knowledge and understanding of how pupils learn and how this impacts teaching.
- Encouraging pupils to take a responsible and conscientious attitude to their own work and study.

Demonstrate good subject and curriculum knowledge by:

- Having a secure knowledge of the relevant subjects and curriculum areas, fostering and maintaining pupils' interest in the subject, and addressing misunderstandings.
- Demonstrating a critical understanding of developments in the subject and curriculum areas, and promoting the value of scholarship.
- Demonstrating an understanding of and taking responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject

Plan and teach well-structured lessons by:

- Imparting knowledge and developing understanding through effective use of lesson time.
- Promoting a love of learning and children's intellectual curiosity.
- Setting homework and planning other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired.
- Reflecting systematically on the effectiveness of lessons and approaches to teaching.
- Contributing to the design and provision of an engaging curriculum within the relevant subject areas.

Adapt teaching to respond to the strengths and needs of all pupils by:

- Knowing when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively.
- Having a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these.



- Demonstrating an awareness of the physical, social and intellectual development of children, and knowing how to adapt teaching to support pupils' education at different stages of development.
- Having a clear understanding of the needs of all pupils, including pupils with SEND, pupils of high ability and pupils with EAL, and be able to use and evaluate distinctive teaching approaches to engage and support them.

Make accurate and productive use of assessment by:

- Knowing and understanding how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- Making use of formative and summative assessment to monitor pupils' progress.
- Using relevant data to monitor progress, set targets, and plan subsequent lessons.
- Giving pupils regular feedback, both orally and through accurate marking, and encouraging pupils to respond to the feedback.

Manage behaviour effectively to ensure a good and safe learning environment by:

- Having clear rules and routines for behaviour in classrooms, and taking responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's Behaviour Policy
- Having high expectations of behaviour, and establishing a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Managing classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them.
- Maintaining good relationships with pupils, exercising appropriate authority, and acting decisively when necessary.

Fulfil wider professional responsibilities by:

- Making a positive contribution to the wider life and ethos of the school.
- Developing effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Deploying support staff effectively.
- Taking responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Communicating effectively with parents with regard to pupils' achievements and wellbeing.

Personal and professional conduct

Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Having regard for the need to safeguard pupils' wellbeing, in accordance with statutory provisions.
- Showing tolerance of and respect for the rights of others.
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.



- Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards in attendance and punctuality.
- Have an understanding of, and always act within, the statutory frameworks which set out teachers' professional duties and responsibilities.

Additional duties

- Assist with the organisation of extracurricular activities.
- Assist with the promotion of their subject in the school, e.g. through creating displays of pupils' work.
- Carry out additional tasks as reasonably expected under the direction of the headteacher



PERSON SPECIFICATION

Qualifications and training	
Essential	Desirable
<p>The successful candidate will:</p> <ul style="list-style-type: none"> • Have QTS. • Be willing to undertake relevant CPD. 	<ul style="list-style-type: none"> • Examples of CPD
Experience	
<ul style="list-style-type: none"> • At least one years of experience teaching within a school environment or, for early career teachers, work or voluntary experience in a comparable environment. 	<ul style="list-style-type: none"> • Previous experience teaching KS1 or KS2 • Previous experience working in partnership with parents • Experience working as part of a team • Experience working with pupils with SEND • Experience working with children who have challenging behaviour • Experience working with children with EAL
Knowledge and skills	
<p>The successful candidate will have:</p> <ul style="list-style-type: none"> • A sound understanding of the primary curriculum. • Excellent behaviour management skills. • Excellent planning and organisational skills. • Awareness of the needs of pupils with EAL. • Awareness of the needs of pupils with SEND. • An understanding of how a pupil's learning is affected by their intellectual, emotional and social development, and the stages of child development. 	<ul style="list-style-type: none"> • An understanding of the importance of parental involvement and strategies for engaging parents.



Personal qualities	
	<p>The successful candidate will:</p> <ul style="list-style-type: none"> • Have excellent inter-personal skills. • Have the ability to work independently as part of a team. • Have effective oral and written communication skills. • Be committed to teaching and ensuring good level of attainment. • Supportive of their colleagues. • Have good attendance and punctuality. • Be proactive in the working environment. • Be enthusiastic and positive. • Be able to accommodate to changes in priorities. • Be able to anticipate workload and plan ahead. • Be able to develop effective relationships with parents. • Be able to encourage and enable others to reach their full potential. • Show a growth mindset and positive belief system.
	<ul style="list-style-type: none"> • Self-confidence. • Ability to relate well to other professionals. • A flexible approach.
Personal traits	
	<p>The successful candidate will be:</p> <ul style="list-style-type: none"> • Committed to the value and promotion of their subject. • Dedicated to promoting their professional development, and that of others. • Able to promote good behaviour consistently. • Able to plan and take control of situations. • Committed to contributing to the wider school and its community. • Able to effectively promote the school's ethos and vision. • Capable of handling a demanding workload and successfully prioritising work. • Professionally assertive and clear thinking. • Able to work flexibly, attending morning and evening meetings, in addition to managing a demanding workload.
Additional requirements	
	<p>The successful candidate will have:</p> <ul style="list-style-type: none"> • An enhanced DBS certificate and barred list check. • Evidence for their previous work experience. • Suitable References.