

OVER PRIMARY SCHOOL

JOB DESCRIPTION: Classroom Teacher Main Pay Range

This school is committed to safeguarding and promoting the welfare of children and young people and requires all staff to share this commitment.

As a Main Pay Range Teacher you are required to be competent in all elements of the Teacher Standards, to discharge the Teachers Responsibilities as set out in the Contractual Framework for Teachers of the School Teachers Pay and Conditions Document and to act in accordance with the School's ethos, policies and practices, under the direction of the Headteacher.

Job details

Salary: £32,916 - £45,352 [Spine Point M1-M6] (as at 2025/26)

Hours: 32.5 [1265 directed hours/39 weeks]

Contract type: Full-time, Permanent

Reporting to: Deputy Headteacher and Headteacher

Responsible for: Support staff within classroom

Main purpose

The teacher will:

- 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

Duties and responsibilities

1. Teaching

- 1.1. Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the school's plans, curriculum and schemes of work in order to achieve target levels of pupil attainment, progress and outcomes.
- 1.2. Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- 1.3. Adapt teaching to respond to the strengths and needs of pupils
- 1.4. Set high expectations which inspire, motivate and challenge pupils
- 1.5. Demonstrate good subject and curriculum knowledge
- 1.6. Set and mark work to be carried out by the pupil in school and elsewhere.
- 1.7. Participate in arrangements for preparing pupils for external examinations.

2. Whole school organisation, strategy and development

- 2.1. Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.
- 2.2. Make a positive contribution to the wider life and ethos of the school
- 2.3. Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
- 2.4. Supervise and so far as practicable teach any pupils where the person timetabled to take the class is not available to do so. (You will only rarely be required to provide such cover in circumstances that are not foreseeable).

3. Health, safety and discipline

- 3.1. Promote the safety and well-being of pupils in accordance with the school's Child Protection and other relevant policies.
- 3.2. Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment, in accordance with the school behaviour policy.

4. Management of staff and resources

- 4.1. Direct and supervise support staff assigned to you and, where appropriate, other teachers.
- 4.2. Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- 4.3. Deploy resources delegated to you in accordance with school policies.

5. Professional development

- 5.1. Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff.
- 5.2. Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction.

6. Communication

- 6.1. Communicate effectively with pupils, parents and carers in accordance with the school ethos, policies and practice.

7. Working with colleagues and other relevant professionals

- 7.1. Collaborate and work with colleagues and other relevant professionals within and beyond the school.
- 7.2. Develop effective professional relationships with colleagues.
- 7.3. Participate in administrative and organisational tasks, including the direction or supervision of persons providing support for the teachers in the school, which require the exercise of your professional skills and judgment.

8. Personal and professional conduct

- 8.1. Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- 8.2. Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- 8.3. Understand and act within the statutory frameworks setting out their professional duties and responsibilities

9. Management of staff and resources

- 9.1. Direct and supervise staff assigned to them, and where appropriate, other teachers
- 9.2. Contribute to the recruitment and professional development of other teachers and support staff
- 9.3. Deploy resources delegated to them

10. Safeguarding

- 10.1. Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- 10.2. Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- 10.3. Promote the safeguarding of all pupils in the school

11. Other areas of responsibility

- 10.1 Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, and carry out other generic responsibilities outlined in the current School Teachers' Pay and Conditions Document which relate to class teachers, as directed by the headteacher or line manager.

Specific details of the accountabilities (e.g. the allocated curriculum and/or pupil development accountability under paragraph 2.2 above) should be recorded below and reviewed annually by the appraiser.

Paragraph	Specific Additional Accountabilities

Performance Management

This job description and related documents provides the standards and framework for Performance Management Objectives for a Main Pay Range Teacher which will be set under the School's Appraisal Policy before, or as soon as practicable after, the start of each appraisal period. The objectives set will be specific, measurable, achievable, realistic and time-bound and will be appropriate to the teacher's role and level of experience. The appraiser and appraisee will seek to agree the objectives but, if that is not possible, the appraiser will determine the objectives. Objectives may be revised if circumstances change. The objectives set for each teacher will, if achieved, contribute to the school's plans for improving the School's educational provision and performance and improving the educational opportunities of pupils at that School.

Equality of Opportunity

This post holder will be expected to carry out all duties in the context of and in compliance with the school's Equal Opportunities policies.

Notes

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder.

Last review date:	April 2026
Next review date:	April 2027
Headteacher/Line Manager's signature:	
Print name:	
Date:	
Post holder's signature:	
Print name:	
Date:	

Note: this job description was written in June 2024, combining the most up to date EPM and The Key model documents.