

## **BARNFIELD PRIMARY SCHOOL**

**POST:** **CLASS TEACHER**

**RESPONSIBLE TO:** Phase Leader / Deputy Headteacher

**SALARY:** Main pay scale  
**ECTs are welcome** - strong support package  
**One Year Fixed Term / Required from Monday 5<sup>th</sup> January 2026**

### **DUTIES AND RESPONSIBILITIES:**

Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document.

### **MAIN PURPOSE:**

- Meet the expectations set out in the Teachers' Standards.
- Motivate, inspire and support staff and pupils to identify and achieve their potential in line with our **'Be the best you can'** ethos.
- Promote the importance of relationships by treating pupils, staff and families with dignity; building relationships rooted in mutual respect and at all times observing proper boundaries appropriate to a teacher's professional position.
- To participate in and contribute to the development of the school.
- To understand how pupils' learning is affected by their physical, intellectual, emotional and social development and understand the stages of child development.
- To raise standards and attainment by consistently modelling high expectations.
- To actively engage in personal professional development.
- To lead a foundation subject across the school.

### **STRATEGIC DIRECTION AND DEVELOPMENT OF THE SCHOOL:**

#### **Supporting the school vision**

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, to support the school's values and vision.

#### **Ethos**

- Encourage an ethos which promotes high aspirations, a belief that anything is possible and a commitment to always trying your best, through effective teaching and learning which sustains improvement in the development and progress of all pupils.
- Make a positive contribution to the wider life and ethos of the school.

#### **Strategic planning**

- Work with others on curriculum and pupil development to secure coordinated outcomes.

## TEACHING AND LEARNING:

### Curriculum

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work with a commitment to promoting our principles of 'creative, curious, healthy, emphatic and ambitious me'.
- Provide clear structures for lessons and sequences of lessons, which maintain pace, motivation and challenge.
- Use a variety of teaching and learning styles to keep all pupils engaged.
- Use a variety of teaching and learning styles to ensure pupils 'know and remember more'.
- Adapt teaching to respond to the strengths and needs of all pupils so all individuals make at least good progress from their starting points.
- Set high expectations which inspire, motivate and challenge pupils.
- Promote good progress and outcomes by pupils.
- Demonstrate good subject and curriculum knowledge.

### Monitoring, assessment, recording, reporting and accountability

- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and effective use of assessment in planning future lessons.
- Assess and record each pupil's progress systematically with reference to the school's current practice including the social progress of each child and use the results to inform planning.
- Mark and monitor classwork and homework, providing constructive feedback and set targets for future progress.
- Understand and know how national and local comparative and school data including National Curriculum test data can be used to set clear targets for pupils' achievement.

### Standards and expectations

- Ensure effective teaching of whole class groups and individuals, establishing high expectations of behaviour and attainment, so that teaching objectives are met.
- Monitor and intervene when teaching to ensure sound learning and discipline and maintain a safe environment in which pupils feel confident.

### Monitoring and evaluation

- Be familiar with the SEND Code of Practice and identification, assessment and support of pupils with additional education needs.
- Evaluate your own teaching critically to improve effectiveness.
- Be familiar with the school's current systems and structures as outlined in policy documents including the Health and Safety and Child Protection policies.

### Leadership and coordination (upon successful completion of ECT first year)

- Monitor the quality of teaching and learning through learning walks, monitoring of planning and books, 'to what extent' learning walks and pupil conferencing, providing thorough diagnostic feedback to individual teachers and year groups.
- Create and implement an action plan for subject responsibility, which sets out short, medium- and long-term goals.
- Monitor the effectiveness of programmes used to enhance the quality of curriculum for pupils.
- To ensure continuity and progression across the phases.

## **SAFEGUARDING AND CHILD PROTECTION:**

- Ensure that you know who the Designated Safeguarding Lead (DSL) responsible for dealing with child protection and the Deputy DSL are.
- Be familiar with the safeguarding and child protection policy.
- Know what procedures are to be followed if you suspect that a child is at risk of harm.
- Be particularly sensitive to signs which may indicate possible safeguarding concerns and following the necessary reporting steps / process.

## **PROFESSIONAL DEVELOPMENT AND APPRAISAL:**

- Be aware of the need to take responsibility for your own professional development, adopting a self-reflective approach and a commitment to be the best you can.
- Take part in the school's appraisal procedures.
- Take part in further training and development in order to improve own teaching.

## **EFFICIENT AND EFFECTIVE DEPLOYMENT OF STAFF AND RESOURCES:**

- Ensure a stimulating but safe working environment in which risks are regularly assessed.
- Direct and supervise support staff assigned to you.
- Deploy resources delegated to you.

## **ACCOUNTABILITY:**

### **Effective communication**

- Communicate effectively with pupils, parents and carers.
- Provide reports on individual progress to the Headteacher and parents as required.
- Establish and maintain effective working relationships with professional colleagues and parents.
- Participate as required in meetings with professional colleagues and parents in respect of the duties and responsibilities of the post.

### **Working with colleagues and other relevant professionals**

- Collaborate and work with colleagues and other relevant professionals within and beyond the School.
- Develop effective professional relationships with colleagues.

### **Personal and professional conduct**

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

### **Health, safety and discipline**

- Promote the safety and wellbeing of pupils.
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment.

## CONTRIBUTION TO SCHOOL LIFE:

### Extra-curricular activities

- Contribute to the extra-curricular activities by organising and running at least one after-school weekly enrichment club or activity for half a term.

### Pastoral duties

- As a class teacher, be responsible for the pastoral welfare of the pupils in your class.
- Attend weekly assemblies.

### School events

Demonstrate support of organised events, including attending school performances, International Evening and Winter celebrations.

## SAFEGUARDING CHILDREN

Barnfield Primary School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

The person undertaking this role is expected to work within the policies, ethos and aims of the School and to carry out such other duties as may reasonably be assigned by the Head.

This job description is not your contract of employment, or 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.