



St. John's Church of England Middle School Academy



JOB DESCRIPTION

Mainscale Teacher

Part I

This job description forms part of the contract of employment. It is an outline of the main duties and responsibilities expected of the role and is not a definitive list. Specific responsibilities will be agreed with the Headteacher as part of the SLT review and in accordance with the provisions of the current *School Teachers' Pay and Conditions Document* – available at [School teachers' pay and conditions guidance].

Part II

Post: Class Teacher
Scale: Mainscale

Purpose of the Job

To deliver high-quality teaching and learning across curriculum subjects while undertaking pastoral and administrative duties for pupils in your form. To actively support the Christian vision, values and ethos of the school, ensuring that all pupils are nurtured and supported in their academic and personal development.

Part III – Class Teacher

Main Responsibilities:

High-Quality Teaching & Learning:

- Deliver engaging, well-planned lessons using a variety of teaching methods.
- Ensure clear, measurable learning outcomes, making use of Assessment for Learning (AfL) to track progress.
- Scaffold effectively to meet the needs of all pupils, including Disadvantaged and Greater Depth learners.

Academic Progress & Assessment:

- Monitor pupil progress using appropriate data and implement actions to ensure all pupils take the next steps in their learning.
- Ensure all pupils make at least expected progress from their starting points, using high-quality teaching, effective assessment, and targeted interventions.
- Regularly share attainment outcomes with pupils and ensure they understand how to improve.

Pastoral Care & Well-being:

- Provide high-quality pastoral care, ensuring the well-being, safety, and personal development of all pupils.
- Foster a nurturing and inclusive classroom environment where pupils feel valued, supported, and encouraged to thrive emotionally, socially, and academically.
- Work proactively with parents, colleagues, and external agencies to address individual pupil needs, promoting resilience and positive behaviour.

Safeguarding & Behaviour Management:

- Ensure that safeguarding procedures are rigorously followed and that any concerns regarding pupil welfare are promptly reported in accordance with school policy.
- Maintain high expectations for behaviour by consistently implementing the school's behaviour and relationships policy, fostering a respectful and supportive classroom culture.

Parental & Community Engagement:

- Communicate regularly with parents/carers regarding pupil progress and any relevant pastoral issues.
- Encourage parental engagement in learning, ensuring parents are well-informed about their child's development.

Use of Technology in Teaching & Learning:

- Effectively integrate technology into lessons to enhance learning and engagement, ensuring responsible and safe use of digital tools.

Classroom Environment:

- Provide a stimulating learning environment with high-quality displays, ensuring the classroom is well-organised and 'user-friendly' for pupils.

Teamwork & Collaboration:

- Work closely with colleagues to maximise the impact of CPD, embed new initiatives, and collaborate on shared resources.
- Collaborate effectively with teaching assistants, pastoral teams, and external agencies to support pupil progress and well-being.

Christian Vision & School Ethos:

- Actively contribute to the Christian ethos of the school by embedding its values in daily interactions, assemblies, and classroom practice.
 - Ensure all pupils are supported in achieving their full God-given potential, promoting care, respect, and inclusivity in our school community.
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Other Professional Requirements:

- Have a working knowledge of teachers' professional duties and legal responsibilities.
 - Work at all times within the stated policies and practices of the school.
 - Set a professional example through personal presentation and conduct.
 - Contribute to the life of the school through active participation.
 - Take responsibility for professional development, engaging with CPD and reflecting on practice to improve pupil outcomes.
 - Undertake any additional responsibilities as determined by the Headteacher.
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Post-Threshold Expectations:

Teachers who have passed the threshold will be expected to maintain all relevant standards as outlined in the school's *Performance Management Policy for Threshold*.

Please Note:

This job description outlines key duties and responsibilities but does not specify the time allocated to each. Duties must be carried out within directed time in accordance with the school's policy and the *School Teachers' Conditions of Employment*.

This job description is subject to annual review and may be modified following consultation with the post holder.

St. John's CE Middle School Academy is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

Signatures

Signed: _____ Date: _____

(For and on behalf of St. John's CE Middle School Academy)

Signed: _____ Date: _____