

**Job title:** Class Teacher  
**School:** Wimborne First School & Nursery  
**Grade:** Main Scale  
**Reports to:** Year Leader

Teachers make the education of the children their first concern and are accountable for achieving the highest possible standards in work and conduct.

## TEACHING

### 1. Set high expectations which inspire, motivate and challenge children

- Establish a safe and stimulating environment for children, rooted in mutual respect.
- Set goals that stretch and challenge students of all backgrounds, abilities and dispositions.
- Demonstrate consistently the positive attitudes, values and behaviour, which are expected of children.

### 2. Promote good progress and outcomes by children

- Be accountable for children's attainment, progress and outcomes.
- Be aware of children's abilities and their prior knowledge, and plan teaching to build on these.
- Guide children to reflect on the progress they have made and their emerging needs.
- Demonstrate knowledge and understanding of how children learn and how this impacts on teaching.
- Encourage children to take a responsible and conscientious attitude to their own work and learning.

### 3. Demonstrate good subject and curriculum knowledge

- Have a secure knowledge of the curriculum, foster and maintain children's interest and address misunderstandings.
- Demonstrate a critical understanding of developments in the subject and curriculum areas.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English.

### 4. Plan and teach well-structured lessons

- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and children's intellectual curiosity.
- Set home learning and plan other out-of-class activities to consolidate and extend the knowledge and understanding children have acquired.
- Reflect systematically on the effectiveness of lessons and approaches to teaching.
- Incorporate the use of relevant technology in lessons where appropriate.
- Contribute to the design and provision of an engaging curriculum.

### 5. Adapt teaching to respond to the strengths and needs of all children

- Know when and how to differentiate appropriately, using approaches which enable children to be taught effectively.
- Have a secure understanding of how a range of factors can inhibit children's ability to learn, and how best to overcome these.
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- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support children's education at different stages of development
  - Have a clear understanding of the needs of all children, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; those who attract Pupil Premium and be able to use and evaluate distinctive teaching approaches to engage and support them in closing any gaps in attainment.
6. Make accurate and productive use of assessment
- Know and understand how to assess the relevant subject and curriculum areas you teach, including statutory assessment requirements.
  - Make use of formative and summative assessment to secure children's progress.
  - Use relevant data to monitor progress, set targets, and plan subsequent lessons.
  - Give children regular feedback, both orally and through accurate marking within the agreed time, and encourage children to respond to the feedback.
7. Manage behaviour effectively to ensure a good and safe learning environment
- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's Behaviour Policy.
  - Have high expectations of behaviour and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly in line with the schools expectations.
  - Manage classes effectively, using approaches which are appropriate to children's needs in order to involve and motivate them.
  - Maintain good relationships with children, exercise appropriate authority, and act decisively when necessary.
8. Fulfil wider professional responsibilities
- Make a positive contribution to the wider life and ethos of the school.
  - Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support: being prepared to adapt practice where necessary.
  - Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
  - Communicate effectively with children, parents and carers with regard to children's achievements and well-being, taking full responsibility for written and verbal reporting to parents.

## PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct as defined below:

- Act with honesty and integrity at all times.
- Forge positive professional relationships within and beyond the school.
- Be committed to collaboration and co-operative working.
- Treat children with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Have regard for the need to safeguard children's well-being, in accordance with statutory provisions.
- show 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 children's vulnerability.
- Have proper and professional regard for the ethos, policies and practices of Wimborne First School, and maintain high standards in their own attendance and punctuality.
- Have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

The post holder may be expected to carry out duties other than those given in the job description where the level of responsibility is similar and he/she has appropriate qualifications or received appropriate training to carry out these duties.

Manager Signature: .....

Employee Signature: .....

Date: .....