



Pikes Lane Primary School Class Teacher – September 2026



Class Teacher Job Description

Job Title:	Classroom Teacher
Accountabilities:	<ul style="list-style-type: none"> • Take responsibility for providing effective teaching and learning and contribute to raising standards across the school. • Take responsibility for leading an area of the curriculum and policy in order to promote effective teaching and learning for pupils. • Take responsibility for carrying out professional teachers' duties and meet the standards of a teacher as circumstances may require and in accordance with the school's policies under the direction of the Head Teacher • This post is subject to the conditions of employment as contained in the School Teachers' Pay and Conditions Document and the requirements of the Professional Standards for Teachers.
Pay and Conditions	
Salary Scale:	T1-T9
Employment Status:	Permanent

PROFESSIONAL STANDARDS FOR TEACHERS (TDA 2007)	
CORE STANDARDS (C)	
Teachers should meet the following core standards at the end of the induction period and continue to meet them throughout their teaching career.	
Professional Attributes	
<i>Relationships with children and young people</i>	
C1	Have high expectations of children and young people including a commitment to ensuring that they can achieve their full educational potential and to establish fair, respectful, trusting, supportive and constructive relationships with them.
C2	Hold positive values and attitudes and adopt high standards of behaviour in their professional role.
<i>Frameworks</i>	
C3	Maintain an up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework within which they work, and contribute to the development, implementation and evaluation of the policies and practice of their workplace, including those designed to promote equality of opportunity.
<i>Communicating and working with others</i>	
C4	(a) Communicate effectively with children, young people and colleagues. (b) Communicate effectively with parents and carers, conveying timely and relevant information about attainment, objectives, progress and well-being. (c) Recognise that communication is a two-way process and encourage parents and carers to participate in discussions about the progress, development and well-being of children and young people.
C5	Recognise and respect the contributions that colleagues, parents and carers can make to the development and well-being of children and young people, and to raise their levels of attainment.
C6	Have a commitment to collaboration and co-operative working where appropriate.
<i>Personal professional development</i>	

C7	Evaluate their performance and be committed to improving their practice through appropriate professional development.
C8	Have a creative and constructively critical approach towards innovation; being prepared to adapt their practice where benefits and improvements are identified.
C9	Act upon advice and feedback and be open to coaching and mentoring.
Professional Knowledge and Understanding	
<i>Teaching and Learning</i>	
C10	Have a good, up-to-date working knowledge and understanding of a range of teaching, learning and behaviour management strategies and know how to use and adapt them, including how to personalise learning to provide opportunities for all learners to achieve their potential.
<i>Assessment and Monitoring</i>	
C11	Know the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those relating to public examinations and qualifications.
C12	Know a range of approaches to assessment, including the importance of formative assessment.
C13	Know how to use local and national statistical information to evaluate the effectiveness of their teaching, to monitor the progress of those they teach and to raise levels of attainment.
C14	Know how to use reports and other sources of external information related to assessment in order to provide learners with accurate and constructive feedback on their strengths, weaknesses, attainment, progress and areas for development, including action plans for improvement.

<i>Subjects and Curriculum</i>	
C15	Have a secure knowledge and understanding of their subjects/curriculum areas and related pedagogy including: the contribution that their subjects/curriculum areas can make to cross-curricular learning; and recent relevant developments.
C16	Know and understand the National Curriculum for their subject/curriculum areas across the age and ability range that they teach.
<i>English, Maths and ICT</i>	
C17	Know how to use skills in literacy, numeracy and ICT to support their teaching and wider professional activities.
<i>Achievement and Diversity</i>	
C18	Understand how children and young people develop and how the progress, rate of development and well-being of learners are affected by a range of developmental, social, religious, ethnic, cultural and linguistic influences.
C19	Know how to make effective personalised provision for those they teach, including those for whom English is an additional language or who have special educational needs or disabilities, and how to take practical account of diversity and promote equality and inclusion in their teaching.
C20	Understand the roles of colleagues such as those having specific responsibilities for learners with special educational needs, disabilities and other individual learning needs, and the contributions they can make to the learning, development and well-being of children and young people.
C21	Know when to draw on the expertise of colleagues, such as those with responsibility for the safeguarding of children and young people and special educational needs and disabilities, and to refer to sources of information, advice and support from external agencies.
<i>Health and well-being</i>	
C22	Know the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people.
C23	Know the local arrangements concerning the safeguarding of children and young people.
C24	Know how to identify potential child abuse or neglect and follow safeguarding procedures.

C25	Know how to identify and support children and young people whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support.
Professional Skills	
<i>Planning</i>	
C26	Plan for progression across the age and ability range they teach, designing effective learning sequences within lessons and across series of lessons informed by secure subject/curriculum knowledge.
C27	Design opportunities for learners to develop their English, Maths, ICT and thinking and learning skills appropriate within their phase and context.
C28	Plan, set and assess homework, other out-of-class assignments where appropriate, to sustain learners' progress and to extend and consolidate their learning.

<i>Teaching</i>	
C29	Teach challenging, well-organised lessons and sequences of lessons across the age and ability range they teach in which they: (a) use an appropriate range of teaching strategies and resources, including e-learning, which meet learners' needs and take practical account of diversity and promote equality and inclusion. (b) build on the prior knowledge and attainment of those they teach in order that learners meet learning objectives and make sustained progress. (c) develop concepts and processes which enable learners to apply new knowledge, understanding and skills. (d) adapt their language to suit the learners they teach, introducing new ideas and concepts clearly, and using explanations, questions, discussions and plenaries effectively. (e) manage the learning of individuals, groups and whole classes effectively, modifying their teaching appropriately to suit the stage of the lesson and the needs of the learners.
C30	Teach engaging and motivating lessons informed by well-grounded expectations of learners, designed to raise levels of attainment
<i>Assessing, monitoring and giving feedback</i>	
C31	Make effective use of an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives and monitoring learners' progress and levels of attainment.
C32	Provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners' attainment, progress and areas for development.
C33	Support and guide learners so that they can reflect on their learning, identify the progress they have made, set positive targets for improvement and become successful independent learners.
C34	Use assessment as part of their teaching to diagnose learners' needs, set realistic and challenging targets for improvement and plan future teaching.
<i>Reviewing teaching and learning</i>	
C35	Review the effectiveness of their teaching and its impact on learners' progress, attainment and well-being, refining their approaches where necessary.
C36	Review the impact of the feedback provided to learners and guide learners on how to improve their attainment.
<i>Learning Environment</i>	
C37	(a) Establish a purposeful and safe learning environment which complies with current legal requirements, national policies and guidance on the safeguarding and well being of children and young people so that learners feel secure and sufficiently confident to make an active contribution to learning and to the school. (b) Make use of the local arrangements concerning the safeguarding of children and young people. (c) Identify and use opportunities to personalise and extend learning through out-of-school contexts where possible making links between in-school learning and learning in out-of-school contexts.

C38	(a) Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy. (b) Use a range of behaviour management techniques and strategies, adapting them as necessary to promote the self-control and independence of learners.
C39	Promote learners' self-control, independence and cooperation through developing their social, emotional and behavioural skills.

Team working and collaboration

C40	Work as a team member and identify opportunities for working with colleagues, managing their work where appropriate and sharing the development of effective practice with them.
C41	Ensure that colleagues working with them are appropriately involved in supporting learning and understand the roles they are expected to fulfil.

Class Teacher Person Specification

This person specification lists the essential requirements that are necessary to do this job and how these will be assessed. In your application you should state clearly how you meet the requirements which are being assessed by this method, as the panel will reach a decision on whether to short list you or not based on the information you provide.

CATEGORIES		METHOD OF ASSESSMENT	
		APPL ICAT ION	TAS K/ INTE RVIE W
1.	EXPERIENCE		
1a.	Qualified Teacher Status	<input type="checkbox"/>	
1b.	Evidence of further professional development	<input type="checkbox"/>	
1c.	Experience of teaching in KS1 or KS2	<input type="checkbox"/>	
2.	KNOWLEDGE AND UNDERSTANDING OF:		
2a.	Raising pupils' attainment and accelerating progress		
2b.	Promoting pupils' moral, social and cultural development		
2c.	Developing good behaviour		
2d.	Safeguarding – including the implementation or relevant school policies		
2e.	Good knowledge of the teaching framework		
2f.	A designated curriculum area (Desirable)		
2g.	Assessment for learning		
2h.	Awareness of local and national initiatives across school	<input type="checkbox"/>	<input type="checkbox"/>
3.	SKILLS AND ABILITIES		
3a.	Subject leadership skills		
3b.	Evidence of the ability to work co-operatively to secure school improvement	<input type="checkbox"/>	<input type="checkbox"/>
3c.	To be a 'good' or preferably 'outstanding' teacher	<input type="checkbox"/>	<input type="checkbox"/>
3d.	To effectively use the school's assessment procedures and policies to raise standards within the classroom	<input type="checkbox"/>	<input type="checkbox"/>
3e.	An ability to customise the curriculum to make it exciting, creative and relevant	<input type="checkbox"/>	<input type="checkbox"/>
3f.	To be able to demonstrate a high level of subject competence and understanding of the curriculum and appropriate pedagogy	<input type="checkbox"/>	<input type="checkbox"/>
3g.	Communicate effectively	<input type="checkbox"/>	<input type="checkbox"/>
3h.	Ability to think or behave imaginatively to solve problems and make decisions		<input type="checkbox"/>
3i.	Be eager to improve own practice and coach others where appropriate		
3j.	Be efficient, highly organised and able to deal effectively with a class teacher's roles and responsibilities, together with aspirations for further development and responsibilities		<input type="checkbox"/>
4.	ATTRIBUTES		
4a.	Adaptability to changing circumstances and new ideas		<input type="checkbox"/>

4b.	Energy, vigour and perseverance		<input type="checkbox"/>
4c.	Ability to work as an effective team member		<input type="checkbox"/>
4d.	To embrace/celebrate the diversity of a multi-cultural/multi-faith school		<input type="checkbox"/>
4e.	Encompass the "Everyone Matters" values of Pikes Lane Primary School		