



Be Ready, Be Kind, Be Safe

Cathcart Street Primary School

TEACHER VACANCY JOB DESCRIPTION AND PERSON SPECIFICATION

We are looking for an inspirational and outstanding teacher who will have an impact on the outcomes for our children through securing outstanding teaching across the phase. We will accept applications from experienced teachers and ECT's.

Position: Class Teacher / Fixed Term for 1 year

Reports to: Headteacher

Scale: MPS 1 - 6

Salary: £31,650 – £43,607

Contract from – 1st September 2025 to 20th July 2026

Close Date & short listing for application – Friday 20th June 2025 at 12pm

Interview and Lesson Observation – Tuesday 24th June

Key Purpose

- Teach a class of pupils and ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs;
- To support, hold accountable, develop pupils securing high quality teaching, effective use of resources, and high standards of learning and achievement for all pupils.
- Maintain the positive ethos and core values of the school, both inside and outside the classroom;
- Model our 'Be Ready, Be Kind, Be Safe' values to the school community at all times
- Provide a kind, positive and nurturing classroom for all pupils.

Main Activities

- Implement agreed school policies and guidelines;
- Support initiatives decided by the Headteacher and the Senior Leadership Team
- Plan appropriately to meet the needs of all pupils, through adaptation of tasks, having the highest expectation of every child and believing that every learner has unlimited potential for development
- Plan and deliver the curriculum within the framework of present school policies and procedures;
- Set clear targets, based on prior attainment, for pupils learning;

- Plan and resource a classroom which will encourage the development of all aspects of children's learning. In particular to encourage children's independent use of resources and involvement in their learning;
- Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils;
- Monitor children's progress, keep records and evaluate children's achievements
- Set children high standards in the content and presentation of their work
- Establish and maintain good relationships with colleagues, working as part of a team in all aspects of school development;
- Maintain good order and discipline amongst all pupils, in accordance with the school's positive behaviour policy;
- Work in partnership with parents and carers in providing a quality education experience for all the pupils and report to parents on the development, progress and attainment of their children;
- Participate in meetings which relate to the school's management, curriculum, administration or organisation
- Communicate and co-operate with outside agencies;
- Lead, organise and direct support staff within the classroom
- Lead a core curriculum area or aspect (see additional responsibilities below)
- Participate in the performance management system for the appraisal of their own performance

Strategic Direction and Development of a Subject (with the support of, and under the direction of, the headteacher and senior management team)

- Help develop a highly effective curriculum area through effective systems
- Maintain an ethos and provide educational vision and direction which secures outstanding teaching and learning which leads to outstanding outcomes for children across the school
- Be able to present a coherent and accurate account of the children's performance in a form appropriate to a range of audiences, including governors, the LA, the local community, Ofsted and others
- Lead by example, provide inspiration and motivation to your team. Embodiment for the pupils, staff, governors and parents the vision, purpose and leadership of learning in your subject area
- Ensure that all teaching staff and non-teaching staff are committed to the school's aims, and are accountable in meeting long, medium and short-term objectives to secure school improvement, and targets which secure the educational success of all children

Planning and Setting Expectations

- Assist the Headteacher in leading and managing the creation and implementation of a subject lead strategic plan, with particular emphasis on improving the quality of teaching, which identifies priorities and targets for ensuring that pupils achieve high standards and make progress, and securing school improvement

Have high expectations of all pupils and staff

- Think creatively and imaginatively to anticipate and solve problems and identify opportunities.

Assessment and Evaluation

- To work with the Leadership team to monitor, evaluate and review the effects of policies, priorities and targets of the school in practice, and take action as necessary
- To contribute to the School Self Evaluation Form and write a subject SEF annually

- Work with other lead professionals to ensure the use of comparative data, together with information technology about pupils' prior attainment, to establish benchmarks and set targets for improvement
- Use this information to form annual action plans to inform

Relationship with Parents and the Wider Community

- To support families with the induction and well-being of their child
- Ensure that parents are well-informed about their child's attainment and progress.
- To develop an effective partnership with parents and help them to understand how they can support their child's learning and personal development.
- Involve parents in the learning process through workshops and events
- Develop effective relationships with the community; make meaningful connections with our feeder childcare providers and their parents

Managing and Developing Staff

- Ensure that a professional demeanour and attitude is maintained by all staff in your team
- Lead professional development of staff through example, creating strong team work.
- Support the provision of high quality professional development by methods such as coaching, drawing on other sources of expertise where appropriate, for both senior and junior staff

Managing Resources

- Manage, monitor and review the range, quality and quantity of all available resources in order to improve pupils' achievements, ensure efficiency and secure value for money.

Managing Own Performance and Development

- Participate in arrangements for Appraisal and take responsibility for own professional development.
- Priorities and manage own time effectively.
- Work under pressure and to deadlines.
- Sustain their own motivation and that of other staff in their phase.

Other duties and Responsibilities

- To ensure the safeguarding of pupils.
- Lead a subject area
- Other duties that the Headteacher may from time to time ask the post holder to perform

Note

This job description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a definitive statement of procedures and tasks, but sets out the main expectations of the service in relation to the post holder's responsibilities and duties.

Elements of this job description and changes to it may be amended in light of organisational and service requirements.

Signed: Teacher

Date:

Signed: Headteacher

Date: