

JOB DESCRIPTION

ROLE TITLE	Class Teacher (Primary)
CONTRACTED HOURS	33.25 hours per week
SALARY RANGE	MPR - UPR
REPORTING TO	Executive Headteacher/Headteacher/Head of School, Deputy Headteacher

INTRODUCTION

Through geographical hubs of like-minded schools and a vision of excellence that is shared by all, Unity Schools Partnership works collaboratively to deliver the highest standards of education.

- Unity Schools Partnership is a family of interdependent schools with a shared ambition to transform lives.
- The vision of Unity Schools Partnership is to achieve the highest standards of education in its primary, secondary and special schools.
- It is our intention that all Trust schools, and the Trust as a whole, be recognised locally and nationally for the exceptional quality of its educational provision.
- We are committed to the development of a high-quality, evidence-informed model of how excellence is achieved.
- Our work is fostered by geographical hubs of schools in close proximity that understand their specific communities.

The Trust expects its work to be characterised by its values:

INTEGRITY

INCLUSION

KINDNESS

The vast majority of the Trust's schools are successful and well-performing, judged 'Good' and 'Expected Standard' by Ofsted. The ambition over the next three years is that schools across the Trust become routinely 'Strong', characterised by top quartile performance and with the capacity to support additional schools in the area that would benefit from being part of the Trust.

In order to achieve this ambition, the Trust will focus on:

Excellent education – Our plans at secondary and primary aim at top quartile outcomes for pupils, with very high parental and external approval ratings of our special schools.

Excellent staff – We are committed to recruiting, developing and retaining great people, creating clear pathways for internal progression and ensuring Unity Schools Partnership is an excellent place to build a career in education.

Excellent support for schools – at the core of our success is the support provided across the Trust for Heads and staff working in Unity schools, from a range of experts at the centre and in our schools.

JOB PURPOSE

To contribute to the delivery of high-quality teaching and learning that secures strong outcomes for all pupils, in line with the aims and values of the school and the wider Trust.

The postholder will plan and deliver an engaging, inclusive and appropriately challenging curriculum for their class, promote high standards of behaviour and achievement, and contribute to the continuous improvement of teaching and learning across the school.
All teachers share a collective responsibility for pupils' academic progress, personal development, wellbeing and conduct.

KEY TASKS & RESPONSIBILITIES

General Teaching Responsibilities

1. Contribute to the priorities of the School Improvement Plan and engage fully in school self-evaluation and improvement activities.
2. Comply with and uphold all school and Trust policies and procedures.
3. Understand and implement the school's safeguarding and child protection policies, remaining alert to pupils' pastoral and welfare needs and working closely with the SENCo and Learning Support Assistants (LSAs) as required.
4. Promote and maintain high standards of behaviour in line with the school's behaviour policy, establishing clear expectations and consistent routines.
5. Work collaboratively as part of the school staff team, contributing positively to a culture of support and professionalism.
6. Work effectively with LSAs and other adults in the classroom, planning and allocating tasks appropriately and supervising their work where required.
7. Ensure that learning environments are welcoming, well organised and stimulating, supporting pupils' learning and wellbeing.
8. Use PPA time effectively to plan, assess and reflect in order to raise standards.
9. Lead assemblies and contribute to collective worship as required.
10. Play an active role in the wider life of the school.

Specific Responsibilities – Class Teacher

1. Teach a designated class or classes, delivering the National Curriculum and Religious Education, and contributing to curriculum enrichment activities.
2. Plan and deliver an inclusive and appropriately differentiated curriculum that meets the needs of all pupils, including those with SEND and those who are more able.
3. Assess, record and monitor pupils' progress in line with school policy, using assessment information to inform planning and next steps.
4. Mark and provide feedback on pupils' work in accordance with the school's feedback and marking policy.
5. Develop positive and effective home-school relationships with parents/carers.
6. Prepare and contribute to pupil progress information and reports and participate in parent/carer consultation meetings.
7. Manage and monitor the work of other adults supporting learning in the classroom, including volunteers where appropriate.
8. Liaise closely with the SENCo to support pupils with additional needs.
9. Work with the Designated Safeguarding Lead and other staff to support pupils' welfare and wellbeing.

SAFEGUARDING

Unity Schools Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The post holder, under the guidance of the Executive Headteacher / Headteacher / Head of School, will be responsible for safeguarding and promoting the welfare of all children and young people with whom they come into contact, in accordance with the Trust's and the school's safeguarding and child protection policies.

Appointment to this post is subject to a satisfactory Enhanced Disclosure and Barring Service (DBS) check and other relevant pre-employment checks.

GENERAL

1. Take responsibility for own continuous professional development and engage fully in learning and development opportunities.
2. Participate constructively in performance management and professional review processes, maintaining appropriate records of professional development.
3. Maintain consistently high standards of professional conduct, discretion and professionalism in all dealings with pupils, parents/carers, colleagues, external agencies and visitors.
4. Handle information relating to pupils, staff and the Trust with appropriate confidentiality and in accordance with data protection requirements.
5. Act as a positive ambassador for the school and the wider Trust, upholding and promoting its ethos, values and reputation.

The duties and responsibilities outlined above are not exhaustive. The post holder may be required to undertake other reasonable duties commensurate with the role, as directed by the Executive Headteacher / Headteacher / Head of School or a member of the Senior Leadership or Trust Executive Leadership Teams.

Unity Schools Partnership has developed a framework to support effective practice and professional development. This job description may be reviewed and amended, following consultation, to reflect the changing needs of the school and the Trust.

PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	• Qualified Teacher Status (QTS) • A good honours degree (or equivalent) in a relevant subject area	• Evidence of relevant post-qualification professional development. • Additional qualifications related to teaching, learning, or the subject area.
Skills and Knowledge	• Strong understanding of the National Curriculum and effective curriculum planning. • Knowledge of inclusive teaching strategies that meet the needs of all learners, including those with SEND, EAL, and Able, Gifted & Talented pupils. • Ability to use assessment data effectively to plan learning, track progress, set targets and improve outcomes. • Strong classroom management skills with the ability to maintain high standards of behaviour in accordance with school policies. • Competence in using digital tools and school systems for planning, assessment, communication, and record-keeping. • Ability to work collaboratively with colleagues, support staff, parents, the SENCo, and other professionals. • Understanding of safeguarding legislation, responsibilities, and best practice. • Ability to create an engaging, organised, and stimulating learning environment. • Clear understanding of effective marking, feedback, and monitoring practices to support pupil progress.	

Personal Characteristics	• A commitment to the ethos, values, and vision of the school and wider Trust. • High expectations for all pupils, demonstrating belief in every child's ability to succeed. • Reflective, proactive, and committed to continuous improvement in personal practice and school-wide outcomes. • Approachable, empathetic, and attentive to pupils' academic and pastoral needs. • Strong communication skills, with the ability to develop positive relationships with pupils, parents, and colleagues. • Reliable, organised, and able to manage workload effectively to meet deadlines. • A positive team player with a willingness to contribute to the wider life of the school, including assemblies and extracurricular activities. • Professional at all times, demonstrating tact, diplomacy, integrity, and confidentiality. • Resilient, adaptable, and calm under pressure. • Enthusiastic, creative, and able to inspire a love of learning.	
Safeguarding Commitment	• Commitment to safeguarding and promoting the welfare of children and young people. • Willingness to undergo safeguarding checks, including an enhanced DBS check where required.	

	• Willingness to undertake safeguarding and child protection training as required.	
Values & Ethos Alignment	• Alignment with Unity Schools Partnership and our Schools values and ethos.	