

Class Teacher (Main scale) - Job Description

This is a fantastic development opportunity for the successful candidate to become an integral part of building the future of learning at Banister Primary School in a culturally diverse community. A specific personalised coaching programme will be offered to the successful candidate including their own coach, opportunities to observe practice within our Trust at all key stages, around the city and beyond.

Start date: Easter 2026 or September 2026

Salary Range: Main scale (M1-M6)

The Role

To deliver outstanding teaching and learning, helping our children achieve excellent academic results right from the start as a classroom teacher and integral member of our team. You will be a role-model for lifelong learning and be able to work alongside the staff, both within Banister and across our Trust to shape the community that we serve.

To develop an engaging, challenging, personalised and flexible curriculum that inspires our children's desire to learn; based on their needs and interests using your knowledge and assessment of each child's current understanding to inform planning and ensure success.

Key Responsibilities

Teaching and Learning

- To use Assessment for Learning continuously to inform planning and teaching and to resource and deliver outstanding lessons to the highest standard, which ensure real learning takes place and children make outstanding progress
- To use Assessment for Learning to set targets, monitor progress and respond accordingly through creating effective interventions, flexible teaching approaches and regular review
- To enrich the curriculum to enhance the learning experience of all children based on individual interests and needs
- To teach engaging and effective lessons that motivate, inspire and improve attainment
- To make creative use of TAs to deliver bespoke personalised targeted learning to ensure maximum progress
- To provide a nurturing classroom and innovative environment that supports each child to develop as learners

- To help to maintain and excellent behaviour across the whole school
- To implement and adhere to the school policies, ensuring the health and wellbeing of pupils are maintained at all times
- To maintain regular and proactive communication with children, parents, careers and outside agencies

Wider Requirements

- To support the school values and ethos by contributing to the development and implementation of policies, practices and procedures
- To help develop a culture and ethos that is utterly committed to individual achievement and wellbeing
- To support and work in collaboration with colleagues and other professional in and beyond the school actively contributing to the effective working of the school and the Trust
- To create positive partnerships with parents and carers, outside agencies, and the wider community.

Safeguarding

- To have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the LA and school

Person Specifications: Class Teacher

Qualification Criteria

- Qualified to degree level and above
- Qualified to teach and work in the UK
- NQT's if appropriate

Experience

- Experience of accelerating progress of all pupils in a classroom environment
- Demonstrate experience of reflecting on and improving their own teaching to increase achievement
- Understand the new frameworks, assessment guidance and the impact these have on the provision and curriculum
- Evidence innovative practice to influence the engagement of children through curriculum topics
- Demonstrate how they have personalised and adapted the curriculum to ensure success for all

Knowledge

- Up to date knowledge in the primary curriculum including the new EYFS
- Up to date knowledge of assessment for learning strategies, experience of APP in all core areas
- Up to date knowledge of assessment at the end of each key stage
- Understanding of a variety of strategies that can be used to establish consistently high aspirations and standards through AFL
- Up to date knowledge of innovative teaching using IT to promote learning and accelerate progress

Leadership

- Commitment to the safeguarding and welfare of all pupils
- Genuine passion and a belief in the potential of every pupil
- Motivation to continually improve standards and strive for excellence
- High expectations and aspirations for all children
- High aspirations and high expectations of self
- Flexible, innovative and creative individual
- Effective communicator across a range of audiences
- Commitment to regularly engage with self directed learning to ensure knowledge of key issues and practice within education is maintained

Teaching and Learning

- Excellent classroom practitioner
- Good communication, planning and organisational skills
- Demonstrate resilience, innovation, motivation and commitment to driving standards of achievement
- Act as a role model to staff and pupils
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice
- Effective behaviour management

Safeguarding

- To have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the LA and school