



Job Description: Teacher with a teacher and learning responsibility (TLR)

Freegrounds Infant School is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard of sex, race, religion, belief, sexual orientation, gender assignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Job Details

Salary: UPR + TLR

Reporting to: Headteacher and the Governing Body

Responsible for: Class teachers and LSAs within Year group

Main Purpose

The teacher will:

- Fulfill the professional responsibilities of a teacher, as set out in the School Teacher's Pay and Conditions document
- Meet the expectations set out in the Teachers' Standards
- Take specific responsibility and accountability for the day-to-day management and organisation of their subject English
- Line manage and appraise identified staff
- Assist in the smooth running of the school at all times
- To plan and teach well-structured, high-quality lessons that ensure pupils make good progress, following the school's curriculum, plans and schemes of work.

Duties and responsibilities

Teaching

- To deliver high-quality, well-structured teaching that enables strong progress for all pupils, following the school's curriculum and planning expectations.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, using accurate and effective assessment.
- Promote good progress and outcomes by pupils
- Adapt teaching to meet the strengths, needs and developmental stage of infant-aged pupils.

- Set high expectations that motivate, inspire and challenge young learners
- Demonstrate strong subject and curriculum knowledge appropriate for early years and KS1.
- Monitor progress and achievements using accurate and effective assessment.
- Adapt teaching to meet the strengths, needs and developmental stage of infant-aged pupils.
- Set high expectations that motivate, inspire and challenge young learners.
- Demonstrate strong subject and curriculum knowledge appropriate for early years and KS1.
- Provide exemplary teaching that serves as a model of best practice for colleagues, reflecting the higher professional expectations of the Upper Pay Scale.
- Demonstrate best practice in subject / Key Stage, using engaging strategies to boost classroom engagement
- Show knowledge of whole subject/Key Stage curriculum, including latest requirements and developments

Teaching and learning responsibility

- Use professional skills and judgements to provide strategic and practical leadership in their TLR area insert English
- Lead, manage and develop their TLR area, and provide guidance for other teachers, including training, support and advice to improve school practices
- Improve standards within their TLR area across the school, with demonstratable changes for pupils outside of their own classroom or group of pupils
- Provide strategic subject/Key Stage leadership, showing up-to-date knowledge of sector trends and developments
- Review curriculum as required, highlighting areas where teaching can be broadened and attainment improved, and providing data to the headteacher and others as required
- Be the voice for your department/subject, ensuring classroom teachers' experiences and opinions are represented within the school, including dealing with any issues on a day-to-day basis
- Make a distinctive, sustained contribution to raising pupil standards across the school
- To demonstrate highly competent teaching and substantial, sustained contribution to the school beyond the expectations of the main pay scale

Whole school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure coordinated outcomes

- Ensure teaching and learning within your subject/Key stage is aligned with school ethos, identifying and procedural issues and providing workable solutions
- Provide leadership within your subject and ensure whole school values are represented and understood
- To contribute actively to the development, implementation and evaluation of whole-school policies, practices and procedures, supporting the school's overall vision and values.
- Work with colleagues on curriculum and pupil development to achieve coordinated outcomes across the school.
- Make a distinctive, sustained contribution to raising pupil standards across the school.
- Support whole-school improvements through action research, policy development or involvement in working groups.
- Model high standards of personal conduct, professionalism, and classroom practice.
- Support consistency and quality across year groups, contributing to interventions, assessment accuracy and curriculum delivery.

Health, safety and discipline

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment
- Complete health and safety training annually; including; fire safety, manual handling, Prevent, GDPR, DSL training (as appropriate).
- Provide advice, guidance and operational support to staff on safeguarding concerns, helps manage referrals, maintains secure and accurate safeguarding records, and liaises with external agencies under the direction of the DSL to ensure timely and effective safeguarding response

Professional development

- Take part in the school's appraisal process and engage in training to improve teaching and learning.
- Participate in the appraisal and professional development of colleagues
- To continue improving professional practice through ongoing training, reflection and contribution to the development of others
- Take part in professional development within your subject/Key Stage, sharing ways to improve subject teaching with others
- Lead other teachers in maintaining subject knowledge and latest pedagogical developments

- Provide leadership in sharing good practice, collaborating with colleagues, and contributing to a positive school culture

Communication

- Communicate effectively with pupils, parents and carers
- Manage parent complaints or queries within their year group that cannot be resolved by the class teacher.

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues with the focus of English

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities
- Model high standards of personal conduct, professionalism, and classroom practice.

Management of staff and resources

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

The teacher will be required to safeguard and promote the welfare of children and young people and follow school policies and the staff code of conduct.

Please note, this is illustrative of the general nature and level of responsibility if the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out.

Notes

This job description may be amended at any time in consultation with the postholder.

Last review date: March 2026

Next review date: September 2026

Headteacher/Line Manager's signature: _____

Date: _____

Postholder's signature: _____

Date: _____