



St. Michael's CE Junior School

Class Teacher Information Pack



Class Teacher

Full-time, Permanent

Salary: MPR/UPR (dependant upon experience)

Start Date: September 2026

Class Teacher – High Aspirations, High Impact

Are you a teacher who believes every child can achieve greatness?

Are you driven, ambitious, and ready to make a real difference?

If so, we'd love to hear from you.

Our school is on an exciting journey of rapid improvement, and we are looking for a dedicated, aspirational Class Teacher to join our newly formed leadership team. This is a chance to be part of something transformative - to help shape the future of our children, our school, and our community.

What We're Looking For

- A teacher with high expectations for all children, regardless of background or starting point.
- Someone who is passionate about raising aspirations and unlocking potential.
- A reflective practitioner who is eager to grow and contribute to whole-school improvement.
- A positive, resilient team player who thrives in a fast-moving and forward-looking environment.

What We Offer

- Supportive and visible leadership committed to enabling staff to succeed.
- Excellent CPD opportunities tailored to your career development.
- There will be an opportunity, if this is the right stage in your career, to develop your subject leadership in a very supportive, forward thinking environment.
- A culture that prioritises developing people to be the very best they can be.
- Children who are enthusiastic, eager to learn, and full of potential.

Join Us and Make a Difference

This is more than a teaching job - it's a chance to be part of a committed team working to raise standards and transform children's lives. If you believe in nurturing talent, fostering ambition, and helping children develop bright futures, we'd be delighted to meet you.



Job Description



Class Teacher

Core Purpose of the Role

To provide high-quality teaching and learning that ensures all pupils make strong progress, achieve well, and develop high aspirations for themselves. The postholder will be committed to supporting the school's rapid improvement journey, contributing positively to whole-school development, and engaging fully in professional growth.

Key Responsibilities

1. Teaching and Learning

- Deliver consistently high-quality lessons that inspire, motivate, and challenge all pupils.
- Set high expectations for learning, behaviour, and personal development.
- Ensure teaching meets the needs of all learners, including those with SEND or disadvantaged pupils.
- Use assessment effectively to plan, adapt, and improve provision.
- Ensure a well-organised and engaging classroom environment that supports learning.

2. Planning and Assessment

- Plan and deliver a broad, balanced, and ambitious curriculum aligned with school policy.
- Use formative and summative assessment to track progress and identify next steps.
- Provide timely and accurate feedback that helps pupils improve.
- Maintain accurate records of attainment and progress.

3. Behaviour and Pastoral Care

- Foster a positive, inclusive classroom culture where pupils feel safe and valued.
- Implement the school's behaviour policy consistently and fairly.
- Provide pastoral support and promote pupils' emotional wellbeing and personal development.
- Build strong, respectful relationships with pupils and help raise their aspirations.



Job Description cont.



4. Professional Development

- Engage fully in professional learning and respond positively to coaching and feedback.
- Take responsibility for your own development in line with school priorities.
- Collaborate with colleagues to share best practice and support school improvement.
- Participate in training, staff meetings, performance management, and wider school events.

5. Wider School Contribution

- Contribute to the school's ongoing rapid improvement journey through teamwork, initiative, and reflective practice.
- Be a positive ambassador for the school's values, vision, and strategic direction.
- Build effective partnerships with parents, carers, and the wider community.
- Participate in school duties, extracurricular activities, and events where required.
- There will be an opportunity, if this is the right stage in your career, to develop your subject leadership in a very supportive, forward-thinking environment.

6. Safeguarding

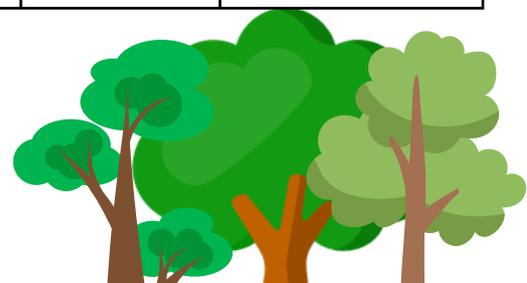
- Promote and safeguard the welfare of all children in line with statutory requirements and school policy.
- Report concerns promptly and follow safeguarding procedures with diligence.



Person specification



	Criteria	Essential	Desirable	Evidence Source
Qualifications & Professional Development	Qualified Teacher Status (QTS)	Essential		Application
	Evidence of ongoing relevant CPD	Essential		Application / Interview
	Training in subject leadership or curriculum development		Desirable	Application
	Coaching/mentoring training or experience		Desirable	Application / Reference
Teaching & Learning Experience	Consistently high-quality teaching securing good progress	Essential		Application / Reference / Interview / Task
	Ability to adapt teaching to meet diverse needs	Essential		Application / Interview
	Effective use of assessment to inform planning	Essential		Application / Interview
	Experience across multiple year groups		Desirable	Application
	Contribution to whole-school initiatives		Desirable	Application / Interview
Professional Knowledge & Skills	Understanding of current pedagogy and statutory requirements	Essential		Application / Interview
	Excellent classroom practice and high expectations	Essential		Application / Reference / Interview
	Strong communication and interpersonal skills	Essential		Application / Interview / Reference
	Reflective and responsive to feedback	Essential		Application / Interview
	Knowledge of rapid school improvement strategies		Desirable	Application / Interview
	Understanding of strategies to close attainment gaps		Desirable	Application / Interview



	Criteria	Essential	Desirable	Evidence Source
Personal Qualities	High aspirations for all children	Essential		Application / Interview
	Resilient, ambitious, and motivated	Essential		Application / Interview / Reference
	Positive, solution-focused attitude	Essential		Application / Interview
	Commitment to safeguarding and inclusion	Essential		Application / Interview
	Creativity and innovation in practice		Desirable	Application / Interview
<u>Commitment to School Vision</u>	Committed to raising aspirations and outcomes	Essential		Application / Interview
	Willing to contribute to a culture of continuous improvement	Essential		Application / Interview
	Models high professional standards	Essential		Application / Reference
<u>Subject Leadership* if applicable</u>	Strong understanding of curriculum design & progression		Desirable	Application / Interview
	Ability to lead, monitor, and improve a subject		Desirable	Application / Interview
	Ability to support and guide colleagues		Desirable	Application / Reference / Interview
	Ability to analyse data and identify next steps		Desirable	Application / Interview
	Experience delivering CPD/training		Desirable	Application / Interview



Application procedure

Visits to see our wonderful school are warmly welcomed. Please contact Rachel Woodhouse, School Business Manager, to arrange an appointment.

If you feel that St Michael's Junior School could be a place where you would like to work, please complete the teaching application form and return it by email to r.woodhouse@st-michaels-jun.hants.sch.uk by midnight on Sunday 19th April 2026.

Interviews will take place on Monday 27th April 2026.

Safer Recruitment St Michael's Church of England Junior School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks including an online search as part of Keeping Children Safe in Education 2025 guidance.

