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Headteacher: Ms N. Riches BEd (Hons) NPQH

Administrative Officer: Mrs C. Haines

Deputy Headteacher: Miss S. Holmes BA (QTS)

April 2025

Key Stage One Class Teacher post – Fixed term contract 1st September 2025 – 31st August 2026

Dear Candidate,

Thank you for your interest in the post of Class Teacher at Freegrounds Infant School. I hope that the information provided in this pack is useful and helps you decide that you would like to apply for the position.

We are seeking to appoint an enthusiastic and creative teacher to join our team for the academic year teaching in one of our Key Stage One classes.

Freegrounds Infant School is a three form entry school, graded Good in our last Ofsted inspection in February 2023. We are on an exciting journey to ensure every child makes accelerated progress and receives teaching and learning that is consistently outstanding. We have been recognised for our work on Inclusion, being awarded the Inclusion Quality Mark and Unicef Rights Respecting award at Silver level.

The post offers an opportunity to join a committed team and work in a friendly, supportive school. Our children are keen to learning and are well behaved. The school has an excellent reputation, and we strive to form strong working partnerships with parents.

The successful candidate will be an exceptional practitioner in the first instance, highly motivated and have a sound knowledge of teaching in Key Stage One.

Yours faithfully

Ms. N Riches
Headteacher



Teaching position from September 2025

Person specification

Essential

The successful candidate will:

- Be a qualified teacher status with recent experience as the substantive teacher within a key stage one class.
- Have a sound knowledge of the National Curriculum High Quality Inclusive Teaching.
- Have excellent teaching ability, high expectations of all children and a track record of teaching which is consistently good with outstanding features or better.
- Be able to make accurate assessments and use assessment for learning effectively to personalise learning experiences for children.
- Have a proven track record of achieving excellent outcomes for children.
- Be able to show initiative, work independently and as part of a team.
- Have excellent behaviour management skills and committed to managing pupil behaviour in a positive way.
- Be able to maintain excellent relationships with children, colleagues and parents.
- Have good planning and organisational skills.
- Have experience of using the classroom environment including displays to support, facilitate and extend children's learning.
- Be flexible and adaptable.
- Be reflective, open minded and self-motivated.
- Show a commitment to their own professional development through professional development opportunities and further study.
- Have a high standard of spoken and written English.

Desirable

- Have experience of teaching different year groups within the same class.

Closing date for applications: **12 noon ~ Tuesday 6th May 2025**

This school is committed to the safeguarding of children. Any discrepancies or anomalies in the information provided, issues arising from references and the suitability to work with children will be explored as part of the interview procedure. The successful candidate will be subject to a Disclosure and Barring Service Check.

The school would be interested in applications from those with disabilities.

The interview process will include an assessment of the candidate's suitability for working with children.



Freegrounds Infant School



Hobb Lane, Hedge End, Hampshire, SO30 0GG

Tel: 01489 782075

Headteacher: Ms N. Riches

Key Stage One Class Teacher

Fixed Term

1st September 2025 – 31st August 2026

NOR: 209



Job Description – class teacher

Post title	Class Teacher
School:	
Salary and grade:	Main pay scale range in line with the current <i>School Teachers' Pay and Conditions Document</i>
Line manager/s:	The headteacher, members of the senior leadership team (SLT) and the governing body
Supervisory responsibility:	The postholder may be responsible for the deployment and supervision of the work of teaching assistants relevant to their responsibilities

Main purpose of the job:

- Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all
 - Be responsible and accountable for achieving the highest possible standards in work and conduct
 - Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
 - Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
 - Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current *School Teachers Pay and Conditions Document* and *Teacher Standards (2012)*
 - Take responsibility for promoting and safeguarding the welfare of children and young people within the school
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Duties and responsibilities

All teachers are required to carry out the duties of a schoolteacher as set out in the current [School Teachers Pay and Conditions Document](#). Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher [standards](#) as part of the appraisal process as relevant to their role in the school.

Teaching

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of pupils' you teach
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics



- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure pupils' progress
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the *School Teachers' Pay and Conditions Document*

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self control and independence of all learners
- Carry out playground and other duties as directed and within the remit of the current *School Teachers' Pay and Conditions Document*
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current *School Teachers' Pay and Conditions document*

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships



- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current *School Teachers' Pay and Conditions Document*

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012

Other

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the headteacher.

