

Job Description

Main Scale Teacher with Senior Teacher Responsibilities – Teaching & Learning (Development Opportunity)

Post Title: Main Scale Teacher (UPS for the right candidate) with Senior Teacher Responsibilities (Teaching & Learning)

Contract Type: Maternity Cover Fixed Term (Secondment opportunity available)

Responsible To: Headteacher

Salary: Main Scale (UPS for the right candidate) + TLR (level to be confirmed)

Job Context

The School Teacher Pay and Conditions Document gives details of the role and professional responsibilities of the Main Scale Teacher. Within that framework, the Governing Board is seeking to emphasise the following aspects of the post.

Purpose of the Role

To deliver excellent classroom teaching while developing leadership expertise through supporting Teaching & Learning across the school. This role provides structured opportunities to gain experience in whole-school improvement as preparation for future leadership roles.

Key Responsibilities

A. Teaching (Core Role)

- Plan and deliver high-quality lessons.
- Ensure strong pupil progress and attainment.
- Use assessment effectively to inform planning.
- Maintain high standards of behaviour and relationships.
- Promote inclusion and equal opportunities.
- Fulfil all duties outlined in the School Teachers' Pay and Conditions Document for Main Scale teachers.

B. Teaching & Learning Leadership (Developmental)

Under the guidance of the Headteacher:

- Contribute to monitoring and evaluation of teaching and learning.
- Support colleagues in using data to identify and close gaps.
- Assist in identifying professional development needs.
- Lead elements of staff training and professional dialogue.
- Coach colleagues following training.
- Support subject leaders in evaluating curriculum impact.
- Model outstanding classroom practice.
- Contribute to safeguarding leadership as DDSL (training provided).
- Support the implementation of the School Improvement Plan.

C. Professional Development

- Engage in leadership mentoring and coaching.
- Attend selected SLT meetings for professional development.
- Develop skills in strategic thinking and school improvement planning.
- Reflect on and evaluate leadership impact.

Person Specification

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Category	Selection Criteria: Essential	Desirable
Qualifications	Qualified Teacher Status	Good Honours Degree (2.2 and above)
	Evidence of continuing professional development	Any other qualifications relevant to a leadership role
	Teaching experience across primary range	
Qualities	Well organised, being able to prioritise and delegate appropriately	Relevant continual professional development qualifications e.g. NPQH or NPQSL
	Committed to school improvement and to the development of learning for all	
	Adaptable, being able to synthesise information quickly and effectively whilst maintaining a varied workload	
	Focused on improving outcomes for children: academic, social and emotional	
	Shows initiative and is self-motivated, energetic and inspiring	
	Committed to their own personal development	

	Inspirational and innovative	
	Is resourceful and dynamic	
	To demonstrate an enjoyment for working in new and changing situations, steering the school vision through from beginning to end	
Knowledge and experience	Is able to demonstrate vision and strategic leadership of a core subject area/key stage/school	Success in teaching across the whole primary range
	Success in teaching a class full time with at least 4 years teaching experience overall	
		Proven successful experience of leadership within a primary school
	Desire to lead and support other staff within the school which impacts on standards and achievements	
	Proven success in raising standards at the end of a Key Stage	Experience of budget management
	Thorough understanding of safeguarding children	Knowledge of assessment and tracking systems
	Ability to use initiative and notice when tasks need completing	
	Proven success with nurture and empathy	
	Experience of leading a major aspect of the school's work with a proven positive impact	The ability to interpret data reflectively and to question what it might really mean
	Knowledge of a range of strategies to raise standards/pupil achievement	Experience in monitoring progress and attainment across the school
	Experience of using data to set targets for improvement and to monitor progress	Ability to challenge the Headteacher on decisions made
	Experience in monitoring and evaluating curriculum delivery	
	Experience of leading staff development/training	Detailed knowledge of Health and Safety requirements in schools and advanced training in safeguarding
Experience of observing lessons and giving accurate and constructive feedback to colleagues		