

St. Michael's CE Primary School

Job Description and Specification -

Full Time Class Teacher Maternity Cover

(2025-2026 academic year)



St Michael's Church of England Primary School. This is an exciting opportunity to join a vibrant and welcoming community rooted in Christian faith and dedicated to the academic, personal, and spiritual flourishing of every child.

We are seeking an enthusiastic and dedicated teacher to join our team, someone who is committed to upholding and actively promoting our Christian ethos. While experience within a Church of England school is not essential, we are looking for a candidate who shares our passion for providing an inclusive, values-driven education where every child is nurtured and encouraged to achieve their fullest potential.

This role requires a teacher who:

- Is an excellent practitioner or demonstrates strong potential as an ECT.
- Inspires and motivates children to develop a love of learning.
- Creates a supportive and inclusive classroom environment where all pupils thrive.
- Embodies our school's values of Love, Serve, Grow, promoting a culture of humility, gentleness, and compassion.
- Works collaboratively with colleagues, families, and the wider school community.
- Is reflective, proactive, and committed to their own professional development.

In return, we offer:

- A warm and supportive school community with a strong team ethos.
- Enthusiastic, happy children who are eager to learn.
- A well-structured ECT induction programme with high-quality mentoring and professional development.
- A commitment to staff well-being and career development.
- The opportunity to be part of a school that values both academic excellence and the spiritual and moral development of every child.

This is an opportunity to make a meaningful impact in a school where values and faith guide our work, and where every child is encouraged to flourish. If you share our vision and are ready to contribute to our journey, we would love to hear from you.

St Michael's is committed to positively tackling discrimination in all its forms and works to ensure that all sections of the community have fair and equal access to and experience within employment. We welcome applicants from all backgrounds and communities, in particular those that are currently underrepresented in our workforce; we are respectful of all individuals' race, age, religion, gender identity, sexual orientation, caring responsibilities, disabilities and cultural background.

Our school is committed to safeguarding and promoting the welfare of children, and we rigorously apply safer recruitment practices to ensure that only individuals with the highest standards of integrity and intent join our team. This role is exempt from the Rehabilitation of Offenders Act 1974 and therefore subject to an enhanced DBS certificate.

Visits are encouraged so please contact us to arrange an appointment by phone on 02088747786 or by email to info@stmichaels.wandsworth.sch.uk

Closing Date for applications: Tuesday 22nd April 2025

Short Listing: Wednesday 23rd April 2025

Interviews and Observations: Wednesday 30th April 2025

Required for: September 2025

Please note that we only consider applications made on the SDBE Application Form – click this link [SDBE Application Form](#). Download this form, complete your application and return it to info@stmichaels.wandsworth.sch.uk

Job Description

Job Title: Standard National Scale Teacher

Responsible To: The Phase Leader

Salary: Main Pay Scale

Contract: 1 year Maternity Cover - 2025-2026 Academic Year

General Job Description Standard National Scale

Main Purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions document
- Meet the expectations set out in the teachers' Standards

Duties and Responsibilities

Teaching

Provide an effective, stimulating, well-organised classroom through:

- Planning and teaching well-structured lessons to assigned classes, following the school's plans, curriculum, schemes of work and the National Curriculum in line with the school's policies.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils main accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements from preparing pupils for external tests
- Meet the varied needs of individual learners; helping to remove barriers to learning and supporting other staff to do this
- Selecting appropriate resources and making these accessible to all learners.

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 vision and values
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach
- Working closely with teaching and support staff in the development and delivery of the curriculum, and the pastoral work of the school

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- Relating to, and communicating with, parents, and encouraging their active participation in their child's education
 - Participating in general, curricular and policy-making meeting
 - Ensuring that the principles of the Equality Act and Equal Opportunities policies of the Local Authority, the Southwark Diocesan Board of Education (SDBE) and the school are implemented at all times.
 - Attending relevant courses to support individual professional development and the school's needs
 - Promote the mission and vision of the school

Subject Coordination

The objectives below relate to the individual subject leader role, which you would have responsibility for, ensuring that standards and levels of achievement are monitored and evaluated and where necessary appropriate action is taken. Regular feedback will need to be given to the Senior Leadership Team (SLT). Previous experience in relation to coordinating English writing would be desirable but not essential.

Objectives

- To further develop your role within the school and ensure that you take on fully the leadership role for your subject/faculty area.
- To continue to familiarise oneself with the routines and procedures of the school and become an active member of the relevant age phase department.
- To carry out ongoing self-evaluation/monitoring of teaching and learning standards in the area of responsibility, identifying priorities for development and action planning for improvement as part of the School Development Plan.
- To pursue your own professional development, particularly in the area of responsibility to be decided upon, and lead staff development as and when necessary.
- To carry out an internal audit of resources within the school for your area of responsibility and support staff with resourcing to match the needs of the curriculum and individual pupils.
- To be responsible for a budget for your subject and expendable resources, ensuring that there are enough materials for each class and the subject.
- To carry out any other tasks identified during the year relating to the development of your subject area within the school and as identified in the School Development Plan. (These will be included in Appraisal/the termly objective meetings schedule/discussions held with the Headteacher).

Managerial Objectives

- Take responsibility for leading a subject area across the school.
- Take a proactive role in developing curriculum policies initiatives and monitoring across the school.
- Take part in the whole school Appraisal/Performance Management process, agreeing on appropriate pupils progress and personal objectives linked to the class and area of responsibility.
- Organise and coordinate the training for the subject area for teaching staff across the school.
- Other specific areas of responsibility will be added depending upon the skills of the successful candidate.

Person Specification

When writing the supporting statement please ensure that you have **covered all the points below in order**. Please give personal examples to support the points, which make clear your role and responsibilities.

Qualifications and Experience

- Qualified teacher status
- Degree

Skills and Knowledge

- Knowledge of the National Curriculum
- Knowledge of effective teaching and learning strategies
- Ability to plan and deliver lessons to meet the needs of all learners across all areas of their development.

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- A good understanding of how children learn
 - Ability to adapt teaching to meet pupils' needs
 - Ability to build effective working relationships with pupils
 - Knowledge of guidance and requirements around safeguarding
 - Knowledge of effective behaviour management strategies
 - Good ICT skills, particularly using ICT to support learning
 - Ability to interpret and analyse attainment data to identify learning needs and set targets.
 - Ability to maintain high standards of behaviour and excellent discipline using positive strategies.
 - An understanding of the role of parents/carers in improving attainment and experience of working directly with parents/carers.

Personal Qualities:

- Sympathetic to the Christian ethos of our Church of England School.
- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
- High expectations for children's attainment and progress
- Ability to work under pressure and prioritise effectively
- Committed to taking account of pupils' views for school improvements
- Reflective and self-evaluative in developing as a teacher
- Adaptable and flexible.
- Recognises the importance of confidentiality in a school context.
- Commitment to safeguarding and equality

Find out more about us on our school website: www.stmichaels.wandsworth.sch.uk