



MARLBOROUGH PRIMARY SCHOOL

Acting Headteacher: Mrs Claire Robinson-Jones

Marlborough Primary School
Marlborough Hill
Harrow, HA1 1UJ

Telephone: 020 8427 3087
office@marlborough.harrow.sch.uk
www.marlboroughprimary.school

Class Teachers

MPS (possible TLR for suitable candidate)

Suitable for ECT

Job Details

Employer: Marlborough Primary School

Location: Harrow

Contract Type: Full time

Contract Term: Permanent

Closing date: Midday - Wednesday 19th April

Interviews: Week beginning Monday 1st May

Job Starts: September 2023 or sooner

We are looking for teachers to join our wonderful staff and delightful pupils. We need outstanding and inspirational teachers to enhance our achievements and we are looking for applications from teachers who have high expectations of pupil achievement and who can form excellent relationships with our school community.

We can offer you:

Effective professional development for your practice and career

A happy, caring and fun environment

Highly motivated and supportive team

Opportunities for TOIL days

Career progression opportunities

You are invited to visit our brand new school to see us in action for yourself. Please contact Mrs Ferhat Zubair to make an appointment on 020 8427 3087. An application pack can be downloaded from the school website. Please email completed applications along with a supporting statement to fzubair@marlborough.harrow.sch.uk

About the employer

Marlborough Primary School is in North West London, close to Harrow & Wealdstone mainline station and Harrow Metropolitan line station.

The school was rebuilt, opened 2016, and is three-form entry, with a Nursery, and children range in age from 3-11.

Marlborough Primary School is committed to safer recruitment practice and promoting the welfare of children and expects staff and volunteers to share this commitment. Pre-employment checks will be undertaken before any appointment is confirmed. The post is subject to an enhanced Disclosure and Barring Service clearance check and including social media checks in accordance with KCISE 2022.





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Our Vision and Values

We believe that a happy child is a successful one therefore emotional wellbeing and mental health is at the heart of our aspirations. Our school is united by everyone's dedication to maximising pupils' personal development and wellbeing. All staff understand that emotional health is closely linked to mental health and that as a school we can encourage positive development of mental health in childhood. Consequently, mental health and wellbeing is embedded across the curriculum to allow us to develop mentally healthy and happy children who are ready to take on the challenges they may face in school and beyond.

At Marlborough Primary School we take pride in developing the best possible standards of learning, teaching and assessment by holding the highest expectations and knowing all our children well. We challenge all children to strive for academic, creative, sporting and personal accomplishment within a wide-ranging, engaging, relational and enriched curriculum.

Our children are given time to explore subjects and develop deep understanding. We encourage children to take ownership of and responsibility for their learning, so they have the confidence and curiosity to ask questions, solve problems and reflect and respond to high quality written and verbal developmental feedback. Children are praised for their ability to collaborate, their perseverance and self-belief and positive attitudes towards their learning.

We pride ourselves on being an inclusive school where everyone can achieve success and develop their skills of independence, whatever their background. We promote an ethos of respect and empathy, where diversity is valued and celebrated – both within school and the wider world.





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Job Description

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Job Title	Class Teacher
Salary	MPS / UPS
Responsible to	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
Purpose of Job	<ul style="list-style-type: none"> • 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 <i>School Teachers Pay and Conditions Document and Teacher Standards (2012)</i> • Take responsibility for promoting and safeguarding the welfare of children and young people within the school
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.
Duties and Responsibilities: Teaching and	<ul style="list-style-type: none"> • 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





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	<p>differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn</p> <ul style="list-style-type: none"> • 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 (whatever your specialist subject) • 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 <i>School Teachers' Pay and Conditions Document</i>
<p>Duties and Responsibilities: Behaviour and Safety</p>	<ul style="list-style-type: none"> • 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 <i>School Teachers' Pay and Conditions Document</i> • Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures
<p>Duties and Responsibilities: Team Working and Collaboration</p>	<ul style="list-style-type: none"> • 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





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	<ul style="list-style-type: none"> • 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 <i>School Teachers' Pay and Conditions</i> document
Duties and Responsibilities: Fulfil Wider Professional Responsibilities	<ul style="list-style-type: none"> • 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
Duties and Responsibilities: Administration	<ul style="list-style-type: none"> • 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 <i>School Teachers' Pay and Conditions Document</i>
Duties and Responsibilities: Professional Development	<ul style="list-style-type: none"> • 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
Duties and Responsibilities: Other	<ul style="list-style-type: none"> • 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





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Person Specification

Criteria	Qualities
Qualifications and experience	<ul style="list-style-type: none"> • Qualified teacher status • Degree • Successful primary teaching experience • Evidence of recent professional development
Skills, knowledge and abilities	<ul style="list-style-type: none"> • Knowledge of the National Curriculum • Knowledge of effective teaching and learning strategies • A good understanding of how children learn • Ability to adapt teaching to meet pupils' needs • Ability to use and apply effective assessment techniques • Knowledge of and the ability to use comparative data together with information about pupils' prior attainment to establish benchmarks and set targets for improvement • Ability to build effective working relationships with pupils and colleagues • Knowledge of guidance and requirements around safeguarding children • Knowledge of effective behaviour management strategies • Good ICT skills, particularly using ICT to support learning • Set high expectations and standards as a role model for pupils • Inspire and motivate pupils and staff • Work as part of a team • When appropriate, plan and deliver relevant training/ share good practice • Seek advice and support where necessary. • Communicate and work effectively with all stakeholders and the wider community. • Prioritise, plan and organise specific tasks. • Think creatively. • Listen to, and understand the views of others. • Communicate effectively, orally and in writing (including the ability to use ICT), to a range of audiences. • Contribute to meetings where appropriate. • Maintain good communication systems with the Head, Senior Leadership Team, other staff, Governors and parents.
Personal qualities	<ul style="list-style-type: none"> • 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 • Commitment to maintaining confidentiality at all times





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- Commitment to safeguarding and equality
- Ability to prioritise and manage own time effectively.
- Ability to work consistently to deadlines, setting and achieving challenging but realistic goals.
- Ability to accept guidance and support and take responsibility for own professional development.
- Show a commitment to meet all the demands of the job, in line with current terms and conditions of employment
- Show commitment to educational inclusion.
- Show a commitment to and an understanding of the diverse and multi-cultural nature of the school and community
- Positive, understanding and supportive attitude
- Enjoy working in a happy, friendly and close knit team

