



Year 1 Teacher (Job Share — 2½ days per week)

- Pay scale: Main Pay Range M1 to Upper Pay Range UPS3 (salary pro rata)
- Contract: Part-time job share arrangement (2 full days teaching per week plus ½ day PPA to meet with job-share partner)
- 1-year fixed term contract starting in September 2026
- Reporting to: KS1 leader and Headteacher

Main Purpose of the Role

- To plan, prepare and deliver high-quality, well-structured learning experiences for a Year 1 class across the agreed job-share contract (2 teaching days per week), ensuring continuity of learning with your job-share partner during the weekly half-day PPA meeting.
- To promote high expectations, strong progress and positive outcomes for all pupils in line with Ashton West End Primary Academy's vision and values: an inclusive, culturally enriched learning community where every child acquires the skills and knowledge to achieve their full potential regardless of ability.
- To contribute to a safe, nurturing and orderly classroom environment that reflects the academy's commitment to equity and respect for its diverse, multilingual community (81% pupils speak English as an additional language; Urdu is the most common home language).
- To work collaboratively within the year group team and whole school to implement the curriculum, assessment and pastoral approaches, supporting pupils' academic, personal development and wellbeing.

Key Responsibilities and Duties

Teaching and Learning

- Plan and teach effective, engaging Year 1 lessons that follow the school's agreed curriculum, schemes of work and short/long term plans.
- Deliver Read Write Inc phonics lessons as trained, ensuring fidelity to the programme and consistency across the job share.
- Use assessment (formative and summative) to monitor, record and report on pupil progress; adjust teaching to meet the needs of individuals and groups.
- Set high expectations that inspire, motivate and challenge pupils; promote positive attitudes to learning and good behaviour.
- Prepare pupils for statutory and internal assessments as required.

Job-Share Specific Responsibilities

- Teach the Year 1 class for two full days each week according to the agreed timetable (Thursday and Friday)



- Participate in a weekly half-day PPA session (Wednesday pm) jointly with the job-share partner to:
 - Plan and agree sequences of lessons and differentiation.
 - Share assessment information, targets and support strategies for individual pupils.
 - Ensure seamless handover of learning, routines and behaviour expectations.
- Maintain clear communication and shared documentation with the job-share partner to ensure continuity and consistency for pupils.

Curriculum, Assessment and Pupil Support

- Demonstrate good subject and curriculum knowledge appropriate to Year 1 attainment and development.
- Differentiate teaching to respond to strengths and needs of pupils, including those with SEND and EAL.
- Contribute to personalised provision for pupils with SEND (16% on SEND register, with Communication and Interaction the most common need), liaising with the SENDCo and external professionals where required.
- Support pupils who are eligible for Pupil Premium / FSM (40.5% eligible) with targeted approaches to reduce barriers to learning.

Classroom Management, Safety and Wellbeing

- Maintain a safe, calm and well-ordered learning environment that promotes inclusion and emotional wellbeing.
- Implement the school's behaviour policy and promote positive behaviour management strategies.
- Support routines and transition that are appropriate for young pupils (Reception–Year 1 developmental needs).

Whole-School Duties and Collaboration

- Contribute positively to the wider life, ethos and values of Ashton West End Primary Academy.
- Work collaboratively with colleagues across the school, including teaching assistants and specialist staff, to secure coordinated outcomes.
- Participate in staff meetings, INSET, school events and parent-teacher meetings as required (pro rata).
- Provide short-term cover where necessary, in line with school arrangements and job-share agreement.

Professional Responsibilities and Conduct

- Uphold the Teachers' Standards and the professional expectations in the School Teachers' Pay and Conditions Document.



- Maintain high standards of professional conduct, punctuality and attendance (pro rata).
- Engage in appraisal, performance management processes and take responsibility for personal professional development.

Record Keeping and Communication

- Maintain accurate records of pupil attainment, progress and behaviour; complete reports for parents and carers as required.
- Communicate effectively with parents, carers and external agencies, ensuring clear handover information for the job share partner.

Skills and Competencies

- Qualified Teacher Status (QTS) and demonstrable experience of teaching in Key Stage 1.
- Proven ability to plan and deliver organised, imaginative lessons that lead to good pupil progress.
- Read Write Inc phonics trained with the ability to deliver and assess systematic synthetic phonics with fidelity.
- Strong behaviour management skills appropriate for young children; ability to create a calm, structured classroom.
- Excellent interpersonal skills and a collaborative approach to working with a job-share partner, colleagues, parents/carers and multi-agency professionals.
- Culturally responsive practice and sensitivity to the needs of a diverse, multilingual pupil population (81% EAL; many pupils speak Urdu, Panjabi and other languages).
- Competence in using assessment data to inform planning and intervention.
- Knowledge and experience of supporting pupils with SEND, particularly Communication and Interaction needs.
- Organisational skills to manage time effectively within a part-time schedule and to maintain clear documentation for seamless job-share communication.
- Commitment to equality, inclusion and safeguarding; respect for the academy's values and its aim to enable all pupils to reach their full potential.

Professional Development

- Access to tailored professional development opportunities, including Read Write Inc updates, Key Stage 1 pedagogy, SEND interventions and EAL strategies.
- Participation in the school's appraisal process with targets and development plans aligned to the academy's priorities and your career stage (M1–UPS3).
- Opportunities to collaborate with year group colleagues and phase leaders to develop practice, lead initiatives, or take part in coaching/mentoring (pro rata).



- Support for career progression within the academy, including routes to take on greater responsibilities where appropriate (subject leadership, curriculum development) in line with pay scale progression.

Safeguarding

- Ashton West End Primary Academy places the safeguarding and welfare of pupils at the centre of its work. All staff have a responsibility to promote and safeguard the wellbeing of pupils.
- Specific safeguarding duties for this role include:
 - Adhering to statutory safeguarding guidance (e.g. Keeping Children Safe in Education), the academy's Safeguarding and Child Protection Policy and local safeguarding procedures.
 - Acting promptly on any concerns about a pupil's welfare and sharing concerns with the Designated Safeguarding Lead (DSL) and following agreed reporting procedures.
 - Maintaining appropriate professional boundaries and conduct with pupils, parents and carers at all times.
 - Ensuring that records relating to safeguarding, pupil welfare and protected characteristics are accurate, secure and shared appropriately within the school's protocols.
 - Being alert to signs of neglect, abuse, exploitation or any safeguarding risks, particularly for pupils in vulnerable circumstances (high FSM eligibility, high EAL, SEND).
 - Participating in mandatory safeguarding training and updates as required.

Notes specific to the school context

- The successful candidate will work within a multicultural, diverse community enriched by multiple languages and cultural backgrounds; sensitivity and responsiveness to this context are essential.
- A commitment to working with families and the community to improve attendance, engagement and outcomes for pupils is required, reflecting the academy's aim to enable every child to achieve their full potential.
- The job share requires excellent communication and organisational systems between partners to ensure continuity for pupils and consistency with the academy's policies, curriculum and behaviour expectations.

This job description is not exhaustive and may be amended to meet the needs of Ashton West End Primary Academy in line with school priorities and the professional responsibilities of teaching staff.