

PERMANENT (FULL-TIME) CLASS TEACHER

Required from April 2026 (After Easter)
High Coniscliffe Church of England Primary School
Main PayScale - M1-M6
Teachers pay and conditions

Are you looking for the opportunity to be part of a highly inclusive, innovative school, within a rapidly growing multi-academy trust – Melrose Learning Trust? Do you have what it takes to be an inspirational practitioner and enhance our current high quality, dedicated team?

High Coniscliffe Church of England Primary School is well established within the local community, attracting pupils from the village and the surrounding areas. The school offers an inspiring curriculum and provides children with high achievement, confidence and strong moral values underpinned by a distinctly Christian ethos.

We are looking for a teacher to work within our school from April 2026 who:

- Has experience of working within a primary setting
- Has high expectations of learning and behaviour and who can inspire and motivate children
- Is an outstanding practitioner, who is committed to their own professional development
- Is creative, flexible and ambitious
- Can take responsibility for the development of a curriculum area across school
- Would like to work as part of a dedicated team and make a positive impact in school

Our ideal candidate will be able to deliver exceptional learning experiences in a stimulating environment and be committed to excellence, inclusion and challenge.

If you are ready for a new and exciting challenge, we will offer you:

- High-quality, personalised professional development
- Children who are excited and eager to learn
- Creative and innovative approaches to teaching and learning
- Valuable support from both staff and leaders at High Coniscliffe, Melrose Learning Trust and external stakeholders
- A commitment to supporting workload and wellbeing, with the additional benefit of access to, and guidance from, the Trust's mental health and wellbeing lead
- Employee incentive scheme

This is an exciting opportunity for anyone wanting to work in a brilliantly supportive, inspiring, and enjoyable working environment, giving you the opportunity to make a positive difference to the lives of young children every day.

Closing Date

Applications must be received by Wednesday 11th February 2026 @12pm

Shortlisting will take place on: Wednesday 11th February 2026

Interviews will take place on: Tuesday 17th February 2026

How to Apply

For further information, application packs or if you would like to arrange a visit to the school, please contact us on 01325 374412.

Applications should be returned to office@highconiscliffe.org.uk or via post to High Coniscliffe CE Primary School, Ulnaby Lane, High Coniscliffe, Darlington DL2 2LL

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an enhanced Disclosure & Barring Service check.

Class Teacher Job Description

Main Scale

The appointment of a class teacher is subject to the current conditions of employment for Teachers contained in the School Teachers' Pay and Conditions Document, the required standards for Qualified Teacher Status and other current legislation. This job description may be amended at any time following discussion between the Head Teacher and member of staff and will be reviewed annually.

The Role

To deliver outstanding teaching and learning and therefore help children achieve excellent academic, personal and social results enabling them to be lifelong learners and be a role-model who impacts the whole school community in a positive way. To design an engaging and challenging curriculum that inspires children to learn. To be a key part of our vibrant staff team and to ensure that our relationships with parents and the wider community continue to be an integral part of what we do. Applicants who are an early career teacher (ECT), will receive a package of training and support based on the early career framework.

High Coniscliffe C of E Primary School is committed to the safeguarding of its' pupils and therefore the successful candidate will be subject to an Enhanced Disclosure.

Overall Purpose

You will be required to:

- Carry out the duties of a teacher as set out in the School Teachers' Pay and Conditions Document and the Professional Standards for Teachers Document Main Duties
- Demonstrate a high standard of classroom practice, making use of effective planning, evaluations, classroom organisation, visual display, stimulating resources and assessment of children's progress.
- To plan, resource and deliver lessons and sequences of lessons to the highest standard that ensure real learning takes place and all children make excellent progress.
- To provide a nurturing classroom environment that helps children to develop as life-long learners and instil a love of learning.
- Teach engaging and effective lessons that motivate, inspire, and ensure pupil enjoyment, participation, and attainment.
- Designing and refining approaches to teaching that are effective and consistently well matched to learning objectives, integrating recent developments, including those relating to pedagogy.
- To assess, record and report on all aspects of pupils' progress and development.
- Make a significant contribution to raising standards of pupil attainment
- Support the Senior Management Team in their drive for improvement.
- To provide or contribute to oral and written assessments relating to individual pupils or groups of pupils, internally, with parents and outside agencies.
- To ensure high standards of behaviour so effective learning can take place, and good relationships can be formed within the school community.
- To contribute to whole school planning activities.
- To give advice on the development and well-being of children.
- Apply teaching skills which lead to learners achieving well relative to their prior attainment, making progress as good as, or better than, similar learners nationally.
- To attend meetings and liaise, communicate and establish constructive relationships with colleagues in school, parents/carers, outside agencies and other relevant bodies.
- Support the Christian ethos of the school including planning for and taking part in Religious Education and Acts of Worship in school and in church.
- To be involved in extra-curricular activities in the school.
- To actively support all school functions.



Responsibilities

- To play a full part in the life of the school community and support its Christian ethos, values and aims.
- To be a subject coordinator including evaluation of the subject such as work scrutinies and feedback to Governors.
- To contribute significantly to implementing workplace policies and practice and promoting collective responsibility for their implementation.
- To have high expectations and lead by example.
- To plan and work collaboratively with a class teacher colleague to ensure a smooth transition of teaching and learning.
- To work as part of a team in the setting and achieving of pupil targets
- To contribute positively to effective working relations within school.
- Lead Teaching Assistants and other supportive adults and expect high standards within the class.
- To comply with the schools Health and Safety policy and undertake risk assessments as appropriate.
- To have a thorough understanding of school's safeguarding procedures.
- To engage in Teacher Appraisal and Professional Development to ensure professional skills are developed and kept up to date.
- To share and support the school's responsibility to provide and monitor opportunities for academic and personal growth.

Date: _____

Signed: _____ Post Holder

Signed: _____ Head Teacher

The work of schools changes and develops continuously which in turn requires staff to adapt and adjust. The duties and responsibilities above should not therefore be regarded as immutable but may change in line with national prescription on teachers' terms and conditions of employment and/or any relevant school improvement priorities set from time to time. Any major changes will involve discussion and consultation with you.

Whilst the main duties and responsibilities of the post are set out above, each individual task to be undertaken has not been identified. Teachers will be expected to comply with any reasonable request from their line manager to undertake work related to teaching and learning that is not specified within this job description and which is commensurate with the level of the post.



Class Teacher Person Specification

Permanent – April 2026

	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • Relevant Degree • QTS 		Application
Knowledge and understanding	<ul style="list-style-type: none"> • Have a detailed knowledge of the relevant aspects of the curriculum and other statutory requirements and initiatives. Experience of planning and implementing a creative, exciting and challenging curriculum. • Recent experience of teaching in a Primary school. • Knowledge and understanding of the Teaching Standards • Understanding of inclusion issues / SEND • Strength in at least 1 curriculum area 	<ul style="list-style-type: none"> • Experience of teaching in mixed ability classes. • Passion and a desire to develop and lead a subject across the school and to support staff moving a curriculum area(s) forward. • Experience in Key Stage 2 and an understanding of KS2 statutory assessments. 	Application/ interview/ tasks/ reference
Planning expectations	<ul style="list-style-type: none"> • Adhere to School's Teaching and Learning Policies • Demonstrate consistent and effective planning of lessons and sequences of lessons to meet pupils' learning needs. • Be able to set clear targets for pupils' learning, building on prior attainment and working towards challenging individual targets. • Have had experience of working with children with a range of special educational needs. 	<ul style="list-style-type: none"> • Be able to write and implement Pupil Case Studies, Pupil Passports and SEND Support Plans as well as any other paperwork as required to promote individual pupil achievement. 	Application/ interview/ tasks/ reference



Teaching and Learning (inc Assessment)	<ul style="list-style-type: none"> • Have a proven track record of high-impact teaching practices, including modelling appropriate challenge and high expectations for all, including pupils with SEND. • Demonstrate consistent and effective use of a range of appropriate strategies for teaching and classroom management. • Set high expectations for pupil behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships. • Ensuring the classroom environment is vibrant, celebrating and supporting pupils' learning. • Effective deployment of classroom support to enhance teaching and learning. • Use inclusive teaching methods which keep pupils engaged and inspired. • Proficient in Assessment for Learning strategies to accelerate pupils' learning • Effectively assessing progress towards learning outcomes, using this assessment to inform future teaching. • Mark and monitor pupils' learning, providing constructive oral and written feedback and identify next steps in line with the school marking and feedback policies. • Be able to analyse pupil progress and attainment data and use this to effectively plan provision to secure progress towards individual pupil targets. • To ensure that standards remain high. 	<ul style="list-style-type: none"> • Experience of teaching in more than one key stage. • Experience of and willingness to lead extra-curricular activities. • A passion for, and commitment to, CPD and further professional development. 	<p>Application/ interview/ tasks/ reference</p>
Relationships with parents and the wider community	<ul style="list-style-type: none"> • To form strong relationships with parents, providing effective and regular communication. • Understand the need to liaise with outside agencies responsible for pupil welfare. • To support School's activities and relationships within the wider community. 	<ul style="list-style-type: none"> • Experience of multi-agency working • Involvement with parent workshops or community events 	<p>Application/ interview/ tasks/ reference</p>
Skills and personal qualities	<ul style="list-style-type: none"> • Ability to uphold and support School's Christian ethos and values. • Understand the need to keep up to date with developments in pedagogy and the wider curriculum. 	<ul style="list-style-type: none"> • Experience of leading a core subject area. 	<p>Application/ interview/ tasks/ reference</p>



	<ul style="list-style-type: none"> • Understand professional responsibilities in relation to school policies and procedures. • Set a good example to the children within school. • Ability to work well as part of a small team, and independently where appropriate. • Commitment to making learning engaging, inspiring and accessible to all. • Understanding that teaching is a role where we are continually learning/developing our working practices – have an open approach to advice and support. • Ability to communicate effectively in written and spoken form, to all stakeholders, both informally and professionally. 		
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