

Northleigh CE Primary School

KS1/2 Class Teacher

Recruitment Pack

Start Date: September 2025



Northleigh
CE Primary School

Executive Headteacher Northleigh CE Primary: Mr Stuart Bill

Head of School: Mrs Helen Hadley

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www.northleighprimary.co.uk/

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Mercian Educational Trust

CEO Mercian Educational Trust: Dafydd Lawday

www.metacademies.org.uk Twitter: @METAcademies

**Honeywell
Primary**



**Great Malvern
Primary**



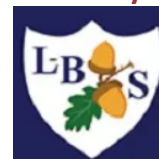
**Northleigh CE
Primary**



**Somers Park
Primary**



**Leigh and
Bransford
Primary**



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Information from the Headteacher

Dear Applicant,

Thank you for your interest in the post of Class Teacher at Northleigh CE Primary School, Malvern.

We are looking to appoint an exceptional teacher; it is expected that this role will initially be in key stage 2 (although we would welcome applicants with experience in other year groups and across the primary phase).

Northleigh CE Primary School is a friendly, welcoming school with great facilities including forest school and a large playing field. We are a fully inclusive school who have high expectations and aspirations for all our pupils in order to enable them to flourish.

Our school motto is:

Be Brave. Be Strong. Be Fearless. You are never alone.

We aspire to this for our whole school community and through our curriculum we will enable our pupils to become intrinsically Brave, Strong and Fearless for life. We are looking for an individual who shares our vision for both themselves and the children in their care.

In their Northleigh journey, pupils will engage in a wide range of experiences which will develop their curiosity; provide opportunities for challenge and risk and enable them to overcome adversity.

We will prepare our pupils for life and learning by embedding our Church values and sense of community spirit. Northleigh pupils will be independent thinkers with a strong understanding of self, able to demonstrate empathy, respect and tolerance for others.

Our Overarching aims:

- Purposefully enhance our curriculum to promote active learning, enabling all groups of pupils to make accelerated progress.
- Foster and enable our whole school community to become positive change makers.
- Develop a culture where our school qualities of bravery, strength and fearlessness (curiosity) are intrinsic.

Northleigh CE Primary School is part of the Mercian Educational Trust (MET), which is a Multi Academy Trust based within Worcestershire. It currently consists of five primary schools based on five sites based within Malvern and Dines Green, Worcester and one specialist school in Hereford. The majority of MET schools are in close proximity to Northleigh providing a strong support network and effective collaboration.

If you would like to find out a little more about our school, you may choose to view our website www.Northleighprimary.co.uk our Instagram: northleighprimary or our Facebook page @Northleighprimary. Visits to the school are welcomed - it would be a pleasure to meet you and to show you around our school.

We look forward to receiving your application.

Yours faithfully

Helen Hadley
Head of School

The Role:

The vacancy available:

- Class Teacher Full Time permanent contract
- The pay scale for this post is M1-M6. Early Career Teachers are welcome to apply.

At Northleigh we pride ourselves on the development and support of our staff, the successful applicant will be fully supported in their role within school.

The Recruitment process:

Visits to the school by appointment	2nd June 2pm or 3:30pm 3rd June 3:30pm 4th June 2:00pm	To book your visit, please email NPSoffice@metacademies.org.uk
Closing date for applications	9:00am Thursday 5 th June	Email applications to NPSoffice@metacademies.org.uk
Shortlisting	3:30pm Thursday 5 th June	Candidates to be advised by email
Interviews	Monday 9 th June 2025	

All applicants are required to fully complete the correct application form which is freely available from our Trust website, <https://www.metacademies.org.uk/vacancies/>. Applications or CVs in any other form will not be accepted.

Applicants must enclose details of two references. These must be recent; usually one will be a current employer who can comment on your suitability to work with children, however if this is not possible this can be a previous employer. We ask that friends and relatives are not named to provide a reference. We will ask for references from all candidates who are shortlisted and require both references to be received prior to interview and we may contact any previous employer listed on your form to clarify any information.

Shortlisting will be based on the applicants' suitability for the post linked to the job description and person specification, please make sure your application matches these requirements.

Applicants will be invited to interview via email following shortlisting on the 5th June 2025.

Mercian Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All positions are subject to child protection screening appropriate to the post, which will include an Enhanced Disclosure and Barring Service (DBS) check for the children's workforce and a Children's Barred List check

We look forward to receiving your application via email to NPSoffice@metacademies.org.uk by **9am Thursday 5th June.**

Job Advert**Class Teacher****Full Time****Permanent Term Contract****Scale M1-M6****£31650 to £43607****Start Date: September 2025**

We are looking for an outstanding Class Teacher-to work as part of our team to develop and enhance the educational successes of Northleigh School. We require a teaching professional who is able to plan and deliver high quality lessons ensuring all pupils make progress; someone who demonstrates creativity, enthusiasm and a desire to make a real difference to our children.

Our new candidate will:

- Be excited by the opportunity to shape a school and the Multi Academy Trust
- Understand fully the importance of working closely with families from diverse backgrounds
- Be familiar with a school culture lead by a strong ethos and distinct values

In return we will offer:

- A fully supportive and inclusive environment
- A genuine commitment to staff well-being and development
- A child-centred and family friendly ethos
- High quality staff development opportunities

We would like our Class Teacher to confidently answer an enthusiastic yes to these questions:

- *Are you passionate about education and providing children with a rich range of learning opportunities across all subjects within the curriculum?*
- *Do you consider yourself a flexible, creative and forward-thinking teacher?*
- *Can you demonstrate the ability to innovate, explore and lead new ideas as a whole school?*
- *Can you demonstrate that you can achieve very good progress in teaching and learning, whilst also maintaining a healthy work life balance?*
- *Are you able to establish a happy, safe and engaging classroom environment for children to thrive and colleagues to learn from?*
- *Are you excited about being a key part of our school; working tirelessly and collaboratively to build sustained success and reputation?*
- *Can you instigate confidence and pride in our school community?*
- *Do you inspire others to aspire to greater achievements?*
- *Are you committed to your own professional development and actively support others to develop professionally?*

If this position and its potential excites and enthuses you, we would love to hear from you. Visits can be arranged by appointment with the school office.

This job description will be reviewed annually by the designated Line Manager they reserve the right to alter the content of this job description, after consultation with the post-holder, to reflect changes to the job or services provided, without altering the general character or level of responsibility.



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Safeguarding & Safer Recruitment

Mercian Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. As part of this commitment any job offer will be subject to child protection screening appropriate to the post, which will include an Enhanced Disclosure and Barring Service (DBS) check for the children's workforce and a Children's Barred List check.

- ✿ This role involves Constant contact with children.
- ✿ The role requires engagement in regulated activity relevant to children.
- ✿ This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

For further application information forms please visit >> www.metacademies.org.uk/vacancies/

Completed applications should be returned to NPSoffice@metacademies.org.uk





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Person Specification– Class Teacher

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates' application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Experience	Essential	Desirable	Experience	Essential	Desirable
<ul style="list-style-type: none"> Experience of Teaching in different settings Experience of leading TAs Excellent and enthusiastic classroom practitioner and commitment to make learning engaging 			<ul style="list-style-type: none"> Experience of teaching across the primary age ranges 		

Skills and Attributes	Essential	Desirable	Skills and Attributes	Essential	Desirable
<ul style="list-style-type: none"> Ability to teach mixed ability groups. Supporting the policies, practices and ethos of the school Knowledge and confidence in using IT for teaching and management purposes Good understanding and use of assessment including AfL, target setting and tracking Ability to employ appropriate teaching strategies to address a range of learning styles Ability to create an exciting, stimulating and interactive learning environment Ability to promote a distinctively Christian ethos as well as British Values, nurturing respect and tolerance for everyone across all subjects. Understanding of behaviour management techniques for groups and individuals Excellent interpersonal skills 			<ul style="list-style-type: none"> Ability to use comparative information about attainment Experience of leading a subject across school 		





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<ul style="list-style-type: none"> Excellent organisational skills and ability to prioritise Have a passion for learning and for enabling pupils to develop as enthusiastic learners Commitment to safeguarding and promoting the welfare of children Experience of delivering support or training to colleagues in school 					
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Personal Qualities	Essential	Desirable	Education & Qualifications	Essential	Desirable
<ul style="list-style-type: none"> Ability to make positive and professional relationships with all members of the school community Ability to meet deadlines and respond positively to high expectations A friendly and approachable style, while maintaining professional boundaries Excellent organisation skills but the ability to be adaptable and flexible Ability to be calm and resilient when under pressure Excellent time-keeping 			<ul style="list-style-type: none"> Flexible/resilient and able to respond with good humour to the unpredictable Experience of having being involved in a whole school initiative Experience of playing a role in implementing a School Improvement Plan 		

Safeguarding	Essential	Safeguarding	Yes	No
Ability to perform a role that involves Constant contact with children.		This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020		
Ability to perform a role that requires engagement in regulated activity relevant to children.				

