



# **Recruitment Pack Class Teacher**

**Closing Date: 20<sup>th</sup> May 2026**

**Full Time Class Teacher EYFS/KS1.** This post will be based in **EYFS/KS1 in the first instance**, with the possibility of working in other Key Stages in the future.

**Start Date: September 2026**

**Interviews: TBA**

**Salary: Main Pay Scale**

### *The Opportunity*

At St Michaels CE Academy, we celebrate creativity, collaboration, and continuous growth. We're looking for dynamic teaching professionals who bring energy, empathy, and innovation to the classroom. Join our vibrant community where your ideas matter, your expertise is valued, and every lesson helps shape confident, lifelong learners

### **We are looking for someone who is:**

- an excellent class teacher with high expectations of all pupils
- a team player, who works well with others
- nurturing and caring
- committed to raising standards
- hard working and enthusiastic

### **Why join Enhance Academy Trust?**

As a Trust, we have developed a range of employee benefits. Here are just a few examples:

- Membership to the Local Government Pension Scheme
- Physical and mental health support from a team of experienced nurses, counsellors, therapists, physiotherapists, consultants plus NHS GPs and private medical services.
- GP consultations with experienced NHS doctors are available for our employees and members of their household, 24 hours a day, 365 days a year and prescriptions (which have to be paid for) can be delivered to local chemists.
- Free annual flu jab
- Trained Mental Health First Aiders in all our settings
- A paid annual Wellbeing Day – a time for you to use the day for an activity which promotes your own individual health and wellbeing.
- Wherever possible, PPA at home for teachers.

If you are seeking a fresh challenge, enjoy variety in your role and are looking for an opportunity to make a difference, we would welcome your application.

Visits to our Academy are warmly welcomed.

If you would like further information about the role please contact: Yvette Sullivan, Executive Headteacher [Yvette.sullivan@stmichaels.enhanceacad.org.uk](mailto:Yvette.sullivan@stmichaels.enhanceacad.org.uk)

We only accept applications completed on the Enhance Academy Trust Application Form.

To apply for the post please visit the current vacancies section at <https://www.enhanceacad.org.uk/>

### Safeguarding Statement

Enhance Academy Trust is committed to ensuring the actions we take, keep children safe and protect them from harm in all aspects of their school life. The Trust is committed to safeguarding and promoting the welfare of all our pupils. The actions that we take to prevent harm, to promote well-being, to create safe environments, to respond to specific issues and vulnerabilities all form part of the safeguarding responsibilities of the Trust. We recognise our moral and statutory responsibility and make every effort to provide a safe environment underpinned by a culture of openness where both children and adults feel secure, able to talk and believe they are being listened to.

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To view our Safeguarding and Child protection policy please visit the school website – [www.stmichaelsceacademy.org.uk](http://www.stmichaelsceacademy.org.uk)

To view our Recruitment of Ex-Offenders policy please click on the following link [Enhance Academy Trust - Policies](#)

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up to date and are self-critical; forge positive professional relationships; and work with parents, colleagues and external agencies in the best interests of their pupils.

The teacher will fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document and meet the expectations set out in the Teachers' Standards.

### **PURPOSE OF THE ROLE**

To ensure all pupils achieve high standards of learning and well-being through the effective delivery of high-quality teaching and learning.

## **MAIN DUTIES**

### **Teaching**

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

### **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

### **Health safety and discipline**

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

### **Professional development**

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Take part in the appraisal and professional development of others, where appropriate

### **Communication**

- Communicate effectively with pupils, parents and carers

### **Working with colleagues and other relevant professionals**

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

### **Personal and professional conduct**

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

### Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the school

**This job description is neither exhaustive nor exclusive, and it may, after consultation with the post holder be subject to modification and amendment in accordance with the needs of the Academy.**

### Characteristics of the post

Employees are encouraged to participate in training activities in order to enhance their own personal development.

All employees of Enhance Academy Trust have a responsibility for promoting and safeguarding the welfare of all our pupils.

### The employment checks are required:

- Evidence of entitlement to work in the U.K.
- Evidence of essential qualifications – see page 1 of this job specification
- Two satisfactory references
- Confirmation of medical fitness for employment
- Registration with appropriate bodies (where applicable)
- Evidence of safeguarding check e.g. DBS Disclosure

**Evidence of a satisfactory safeguarding check e.g. An Enhanced DBS Disclosure with Barred list. The above employment checks are required for those positions which are based in a school and or working in regulated activity.**

### Personal Specification

PERSONAL QUALITIES, QUALIFICATIONS AND EXPERIENCE		
	Essential	Desirable
<b>Qualifications/Training</b>		
Graduate with Qualified Teacher Status	Y	
Evidence of continuing professional development	Y	
<b>Knowledge</b>		
Knowledge of current educational practice and issues	Y	
An excellent classroom practitioner	Y	
Knowledge of the provisions of national strategies, i.e. Literacy, Numeracy, and ICT	Y	

Knowledge of all phases of primary education		Y
The implications of the Code of Practice for Special Educational Needs for teaching and learning		Y
<b>Experience</b>		
Effective use of ICT to support learning	Y	
Any statutory curriculum requirements and requirements for assessment, recording and reporting of pupils' attainment and progress	Y	
Experience of teaching in the Primary phase	Y	
<b>Competencies and Other Skills</b>		
High level of written, oral and communication skills	Y	
Ability to communicate effectively orally and in writing to a range of audiences	Y	
Able to offer expertise in a specific subject or area		Y
High level of organisational and planning skills	Y	
Evidence of sharing in and contributing to the corporate life of the Academy	Y	
Work effectively as part of a team, relating well to colleagues, pupils and parents	Y	
Ability to demonstrate a commitment to equality of opportunity for all pupils	Y	
Ability to investigate, solve problems and make decisions	Y	
Able to use own initiative and motivate others	Y	
Ability to relate to and empathise with pupils and to develop trusting and respectful relationships with them	Y	
Respect for confidentiality of information concerning individual pupils and ability to use discretion in circumstances of disclosure	Y	
Establish clear expectations and constructive working relationships in your own classroom through team working and mutual support; devolving responsibilities and delegating tasks where appropriate	Y	
Commitment to an involvement in extra-curricular activities	Y	
Work in ways that promote equality of opportunity, participation, diversity, and responsibility	Y	
A commitment to abide by and promote the Equal Opportunities, Health and Safety and Child Protection Policies	Y	

**Please make sure that you demonstrate your ability to meet the requirements of the job by giving clear, concise examples of how you meet each criteria on your application form.**