



Longmoor

Community Primary School

Together we grow, explore, discover.

Recruitment Pack

Post: Classroom Teacher

**DETERMINATION
RESPECT INTEGRITY
VALOUR EXCELLENCE**





A welcome from Longmoor

Longmoor is a dynamic and ambitious school, where our aspirations, strong curriculum and values-driven family ethos enable our children to flourish both personally and academically.

We have a diverse and vibrant community that embraces difference by celebrating the lessons we can learn from each other. Our approach to learning is progressive and professional; we believe in providing our children with an education that both stimulates and challenges in equal measure.

Everything we do is underpinned by our DRIVE values, which every member of the Longmoor Family is expected to live and breathe. We teach our children to act with **determination, respect, integrity, valour** and **excellence** at all times, and have the same high expectations of our teachers, support staff, parents and governors.

We believe that our values are integral to providing the young people in our care with the support they need to excel. They provide the framework to offer a broad curriculum that allows our children to seize the opportunities that suit them.

Fundamental to achieving this is having dedicated, expert and happy staff. We work hard to ensure that we recruit the right people, those who are passionate and committed to embracing Longmoor's unique approach to learning.

By joining Longmoor, you will become part of a forward-thinking team, aiming for excellence at all times. You will benefit from modern, state-of-the-art facilities, built in 2001 and recently refurbished to meet the needs of the 21st century learners. You will see, first hand, how our commitment to learning and betterment extends to our staff too, with continuing professional development.

It's an exciting time to join the Longmoor Family.

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Life at Longmoor

YOUR FUTURE

It's the people that make our school the best place to work – so we're committed to helping you develop professionally so that our children feel the benefit of your expertise and experience.

YOUR REMARKABLE

We're committed to finding out what makes you remarkable, honing it and using it to benefit our children. They grow because you can help them to, in your own special way.

YOUR TEAM

We have a warm, family spirit; it's never too much to ask for help, or to offer it. And it's certainly never a chore to give it. Our community spirit benefits us, and the children we serve.

YOUR PASSION

We're experts at what we do, and our passion for teaching and learning shines through at all times. You'll fit right in if you're dedicated to the providing the best for our children.

YOUR WELLBEING

Staff satisfaction is essential to a successful school; our people are the heartbeat of our school community and ensure that our high standards are met on a daily basis. You are cared for.

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Our purpose

We are proud to be the heart of our community and the engine that allows our children and their families to 'take flight' as we grow, explore and discover together.

We understand that education is the foundation to future success and value the importance of enabling all children to achieve their full academic and personal potential; our nurturing and holistic approach places the 'whole child' at the centre of everything we do.

Our Longmoor Family is built on strong relationships and partnerships where every individual belongs, is respected and is celebrated for their uniqueness and who they are. We provide a safe, happy and nurturing environment where growth is achieved and individuals flourish through a curriculum that engages, excites and responds to the needs of all learners.

The Longmoor Curriculum purposefully seeks to overcome any barriers to learning that our children may face; we ensure that there is equality of opportunity, not only in the delivery of teaching, but in the potential for learning, which includes extensive and unparalleled opportunities to extend and enrich understanding beyond the classroom.

We empower our children with the skills, attitudes and wider experiences needed to make a positive impact on the world and community around them; they leave us as independent citizens of the future and lifelong learners who have the resilience to persevere and find their future success.

Our children are proud to be part of the Longmoor Family; they thrive as a result of the warm and welcoming environment we provide, and the academic and wider opportunities afforded to them.

We seize every single day as an opportunity to **grow, explore** and **discover**.

Together.



The specifics: Classroom Teacher

Job Title	Classroom Teacher
Responsible to	Senior & Middle Leadership Teams
Grade	M1 – UPS3
Actual salary	As per STPCD
Contract type	Full time
Contract term	Fixed term in the first instance
Start date	1 st September 2026

All members of teaching staff are required to carry out the duties of a school teacher as set out in the School Teachers' Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers are assessed against the teacher standards as part of the appraisal process, as relevant to their role in school.



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Key Purpose: Classroom Teacher

As a Longmoor Classroom Teacher, you'll be responsible for the learning and achievement of all pupils in your class, ensuring equality of opportunity for all, and the highest standards of work and conduct. You'll build an excellent relationship with them, rooted in mutual respect, and at all times observing boundaries appropriate to a teacher's professional position.

You will work proactively and effectively in collaboration and partnership with learners, parents/carers, governors and other staff (including external agencies) in the best interests of your children. At all times you will act within the frameworks statutory to your role, such as the STPCD and any safeguarding documents, such as 'Keeping Children Safe in Education'.

You will follow school policy and procedure at all times, and take part in and contribute towards your own continuous personal development. You may lead a subject or area of school life across all year groups, including the Early Years, and will be responsible for teaching and learning, attainment and progress, within.

You will have the safeguarding and welfare of your children at the forefront of everything that you do. You'll contribute actively to school life, including building relationships with staff and parents, as well as leading subjects or other aspects of the Longmoor Way.

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About the role: Teaching

- Deliver the curriculum as relevant to the age and ability of the children 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 differentiate appropriately to build on these, demonstrating knowledge and understanding of how pupils learn;
- 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 School Teachers' Pay and Conditions Document;





About the role: Behaviour & Safety

- 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 School Teachers' Pay and Conditions Document;
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.

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About the Role: Teamwork & Collaboration

- 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;
- 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.

About the Role: Wider Responsibilities

- 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.

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About the role: Administration

- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document.

About the role: Professional Development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, 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.

About the role: Other Duties

- 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: Classroom Teacher

	E	D	Evidence
GCSE Qualifications	•		AF
Bachelors degree	•		AF
Qualified teacher status	•		AF
Successful completion of relevant skills tests	•		AF
Masters level qualification, NPQ or other PG certificate		•	AF
A proven track record of recent and successful classroom practice in KS1 or KS2, either through employment or recent school-based placements	•		AF PS IP
Thorough knowledge and understanding of safeguarding, including procedures and practice	•		PS IP
And understanding of what constitutes quality learning and high standards through current theory and best practice	•		PS IP
Through knowledge of the National Curriculum and the Early Years Foundation Stage	•		PS IP
Excellent subject knowledge of both core and foundation subjects within the National Curriculum	•		PS IP
Effective strategies for maintaining high standards of behaviour for all children in all areas for the school, but particularly ensuring high standards of behaviour for learning within the classroom.	•		PS IP
A knowledge and understanding of how to create an inclusive classroom, using strategies to engage all learners.	•		PS IP
Able to set high standards and have high expectations for their pupils.	•		PS IP
Able to use positive approaches to promote excellent behaviour for learning.	•		PS IP
To have a thorough awareness of strategies to manage pupils' behaviour.	•		PS IP
Able to interest, engage and motivate pupils in their learning.	•		PS IP
Able to communicate effectively with children and adults.	•		PS IP
Able to plan effective lessons and sequences of lessons.	•		PS IP
Able to carry out high-quality formative assessment, including by feedback, in an innovative way that accelerates rates of progress and allows next steps to be planned for astutely.	•		PS IP

	E	D	Evidence
Able to manage the learning environment and behaviour in a way which ensures productive learning for all.	•		PS IP
Able to make an effective contribution to leading and improvement an aspect of the school, including leading a subject or as part of a team.	•		PS IP
Able to use positive approaches to promote excellent behaviour for learning.	•		PS IP
To have a thorough awareness of strategies to manage pupils' behaviour.	•		PS IP
Evidence of a high level of personal passion, motivation and enthusiasm about learning.	•		PS IP
Be a thoroughly reflective practitioner, with an open-mind, willing to self-evaluate and adapt to changing circumstances and new ideas.	•		PS IP
A positive attitude towards personal and professional development.	•		PS IP
Display warmth, care and sensitivity when dealing with all members of the school community; for example, staff, parents and especially children.	•		PS IP
Ability to work closely with other staff, including teachers and support staff, when planning and delivering the curriculum.	•		PS IP
Able to work closely with parents, carers and other members of the school and local communities.	•		PS IP
Competent and confident using ICT to: support learning, professional development and make efficiencies in your personal workload.	•		PS IP
Liverpool City Council Application to be completed in full, with a supporting statement.	•		AF
Satisfactory pre-employment checks – including Enhanced DBS.	•		PS IP
Receipt of two satisfactory written references, with one being from your current or previous employer.	•		PS IP

E: Essential
D: Desirable
AF: Application Form
PS: Personal Statement (person spec.)
IP: Interview Process



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Headteacher: Mr. M. Garside