



**Seek to Learn**



**Class Teacher (KS1 or KS2) (Required from September 2021)**

**Fixed term initially until 31/08/22**

**Recruitment Information Pack**

Northstead Community Primary School  
Maple Drive, Scarborough, YO12 6LP



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Dear applicant,

Allow me to extend a warm welcome from the children, staff and Governors at Northstead Community Primary School.

I was delighted to be appointed Headteacher in September 2017 and while any Head will say their school is special – I truly believe Northstead is.

We are a large three form entry primary school and over the last five years we have built on our 'good' Ofsted inspection in 2016 and become a school where every child's needs are met.

For any new teacher or support professional joining us you will be given the tools, support, and encouragement to thrive in our inclusive school. With 632 children on roll we believe in distributed leadership and an exciting curriculum that helps create that sense of awe and excitement in our children – I still enjoy every day seeing the children running to school excited for the school day.

Our pastoral approach is highly regarded amongst our schools and our community who see that it is our belief that every child is special – and it is our job to bring their talents to the fore!

I hope you can see that this is an excellent time to join Northstead. If successful you will join a staff team of wonderful professionals who have ambition for our children and for themselves. I take pride in ensuring colleagues receive opportunities to develop their skills and experiences – and we have an enviable reputation for delivering high quality professional development.

I hope that you will take the time to come and see and experience for yourself the warm and welcoming atmosphere which makes our vision a reality.

Good luck with your application.

Jim Lidgley (Headteacher)



## Welcome to Northstead Community Primary

### MISSION STATEMENT

**To be the best that we can be.**

#### Our Ethos

The Northstead Community of staff, pupils and their families are committed to providing a nurturing and inspiring environment where everyone is safe, respected, supported and challenged.

#### Our Aims

We aim to;

- Treat everyone with respect,
- Build strong partnerships with parents and carers,
- Provide a welcoming, safe and stimulating school,
- Recognise and celebrate success in all aspects of school life,
- Develop individuals socially, emotionally, mentally and physically,
- Foster a caring attitude towards our world,
- Encourage and celebrate creativity,
- Create a school where everyone is happy, resilient, self-confident and encouraged to be, **'The best that they can be'**.

#### Our School Values

**N - Never giving up**

**O - Opportunities for all**

**R - Respect self, others and the environment**

**T - Team work**

**H - High quality teaching and learning**

**S - Sharing and celebrating**

**T - Trying our best**

**E - Enthusiasm, excellence and enjoyment**

**A - Achievement**

**D - Developing independence**



## Career pathways

### **We believe in growing the very best teachers and leaders through:**

- An outstanding 'Northstead Standard' professional development programme for staff at all stages of their career to help ensure the highest levels of standards in the classroom.
- An incremental coaching and development programme for all staff and ongoing training in the use of formative assessment.
- Opportunities for continued leadership development.
- We also have a specific programme for middle leaders who have ambitions to develop further in a whole school or leadership post in the future.



### **A career progression pathway for a new member of staff joining Northstead Primary as an NQT or as an experienced member of staff may involve:**

#### **Year 1**

- **Partnership with a lead teacher in your phase** – for weekly mentor meetings with NQTs and peer coaching with more experienced staff adapting to their new school
- **Comprehensive CPD programme** – with initially weekly events to accelerate progress during your first term in your new school and a continuing programme of bespoke opportunities throughout the year

#### **Years 2 & 3 – Where the progress the teacher is achieving from students is solidly good**

- **Opportunity to take on increased leadership responsibility within your subject area.** We have a specific RQT and teaching and learning programme for example.
- **Invite to participate in one of our school and OA programmes.**
- **Opportunity to apply to become a Specialist Leader in Education** within our school or within the Local Authority.

## **Application Process**

**The closing date for all applications is Monday 26 April 2021 at 5pm.**

Interviews will be held week commencing Monday 3 May 2021.

Completed applications must be returned to James Annetts at  
[james.annetts@northyorks.gov.uk](mailto:james.annetts@northyorks.gov.uk)

If you do not receive confirmation of receipt of your application within one working day please call James on 01609 534939.

**If you think you are the person for the job, please complete the NYCC application form with your supporting statement, and send to the email address above by the closing date.**

An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within a week of the closing date please assume your application has been unsuccessful.

## **Queries**

Staggered visits due to COVID may not be possible at the moment. Please contact James to ask and chat informally.

We actively welcome you to contact James at North Yorkshire County Council to chat through the role and talk informally about the school/post and how working here will make a real difference to the children and young people on the coast.



## **Job Description**

**Job Title:** Class Teacher

### **Job Purpose**

- To teach a class of pupils to ensure they are engaged and enthused by learning
- To ensure all pupils in class achieve the highest possible standards of achievement, personal development and well-being

### **Major Areas of Responsibility and Key Tasks**

- Consistently and effectively plan lessons in line with the national curriculum and sequences of lessons to meet pupils' differentiated needs by-
- Identifying clear learning challenges and specifying how they will be taught and assessed
- Planning learning activities that challenge pupils and ensure high levels of interest
- Setting appropriate and demanding expectations for achievement, learning and attitudes to learning
- Setting clear progress targets, building on prior attainment
- Providing clear structures for lessons maintaining pace, motivation and challenge
- Ensure effective teaching and best use of available time
- Monitor and intervene to ensure a positive climate for learning
- Follow school policy on cycle of learning in lessons
- Consistently and effectively use a range of appropriate strategies for teaching, learning and classroom management.
- To continually assess pupil's learning to provide challenging targets and coherent teaching, reporting regularly to parents and SLT.
- Evaluate own teaching critically to improve effectiveness
- To maintain a learning environment that encourages independence.
- Encourage pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere and listen attentively
- Use a variety of teaching strategies which involve planned adult intervention, first-hand experience, talk, problem solving as a vehicle for learning
- To take responsibility for leadership & development of curriculum areas where applicable.
- To promote positive behaviour in line with school policy.
- Mark and monitor pupils' work and set targets for progress
- Assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which a pupil is achieving
- Prepare and present informative information and reports to parents

### **Other professional responsibilities**

- Have a working knowledge of teachers' professional duties and legal responsibilities
- Operate at all times within the stated policies and practices of the school

- Contribute to the life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school
- Establish effective working relationships and set a good example through their presentation and professional conduct.
- Any additional responsibilities in line with Teachers' Pay and Conditions as negotiated with the Headteacher.

**Other clauses:**

1. The above responsibilities are subject to the general duties and responsibilities contained in the Teachers Pay and Conditions document (TPCD).
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
3. The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. This job description may be varied to meet the changing demands of the academy at the reasonable discretion of the Headteacher.
5. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.
6. Postholder may deal with sensitive material and should maintain confidentiality in all academy related matters.

**Safeguarding**

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.



## Person Specification

<u>Attributes</u>		<u>Desirable/ Essential</u>
<b><u>RELEVANT EXPERIENCE</u></b>	Experience of teaching in primary schools in either KS1 or KS2	Essential
	Able to evidence excellent pupil progress	Essential
	Experience of working positively and closely with staff, parents and guardians	Essential
	Effective experience in creating a positive climate and environment to secure accelerated learning	Essential
	Recent OFSTED experience	Desirable
<b><u>EDUCATION AND TRAINING</u></b>	QTS	Essential
	Thorough knowledge of teaching, learning and curriculum in primary schools	Essential
	Commitment to continued professional development	Essential
	Evidence of recent & relevant training	Essential
	Safeguarding Awareness	Essential
<b><u>PROFESSIONAL KNOWLEDGE AND SKILLS</u></b>	An excellent classroom practitioner	Essential
	Effective use of assessment data to plan sequence of learning that secures accelerated progress	Essential
	Work effectively as part of a team, relating well to colleagues, pupils and parents	Essential
	Excellent use of ICT to support learning	Essential
	High expectations of all pupils	Essential

**ANY  
ADDITIONAL  
FACTORS**

Detailed knowledge of the National Curriculum and its planning and delivery	Essential
Implications of the Code of Practice for Special Educational Needs for teaching and learning	Desirable
Evidence of ability to maintain high standards of behaviour and develop attitudes of care, control and cooperation	Essential
Experience of curriculum planning as part of a team	Essential
Ability to self-motivate and lead a team of support staff	Essential
High level of oral and written communication skills and ability to communicate with a wide range of audiences	Desirable
Able to offer subject expertise	Essential
High level of organisational and planning skills	Essential
Ability to use initiative, solve problems, make decisions and motivate others	Essential
Ability to relate to and empathise with pupils and to build trusting relationships with them	Essential
A commitment to abide by and promote equal opportunities, Health and Safety and Child Protection Policies	Essential
Commitment to an involvement in extra-curricular activities	Essential