

Lightcliffe CE Primary School

# Recruitment Application Pack

Class Teacher



A MEMBER OF



A young child with dark hair, wearing a bright yellow short-sleeved shirt, is climbing a thick, twisted rope on a play structure. The child is smiling and looking towards the camera. The background is slightly blurred, showing other parts of the play structure and other children in the distance. The entire image has a semi-transparent green overlay.

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# Welcome

Dear Colleague,

Thank you for your interest in this vacancy at Lightcliffe CE Primary School.

We hope you will find all the information you need to inspire you to join our team. This pack contains information about the role, from which we hope you will gain an understanding of our ethos and approach and the high aspirations we have for ourselves and our pupils.

## To work in partnership to Educate, Nurture & Empower

Our vision is that each of our academies, supported by Abbey MAT, will provide an environment which is welcoming, caring, calm, disciplined and purposeful and will stretch our young people academically, support them pastorally and help them develop socially and spiritually.

We are confident that genuine collaboration fundamentally drives the way in which we make a difference to the lives of all our learners. Through school to school collaboration we can live out our vision and ensure that our students can live 'life in all its fullness' (John 10:10).

We are committed to raising the skills base across our communities by ensuring a focus on quality, encouraging innovation and strengthening the ethos of the academies which will retain their own independent culture and ethos whilst operating within a strategic partnership to improve quality, share best practice and operate effectively and efficiently.

If you are seeking a truly distinctive role within a unique environment, please come and visit us and see what Abbey MAT has to offer.

We look forward to meeting you and reading your application.



**Helen Patterton & Catherine Garrett**  
Co-Chief Executive Officers



The school is at the heart of the community with a strong reputation in the local area. Our strapline "Inspiring and flourishing together" **is at the core of our school** vision and ensures that staff, pupils, parents, governors and the wider community work together in partnership.

Mrs K Dunkley & Mrs A Hustler, Co - Headteachers

*'Lightcliffe Church of England Primary is a caring school where relationships are strong. Everyone is well looked after. Staff are good role models and pupils appreciate the care and support they receive. Staff are proud to work here.'*

*'Pupils enjoy school. The atmosphere in school is calm and purposeful. Pupils are enthusiastic about their learning. They listen to their teachers and one another attentively. They thrive in the high expectations for their academic progress. All pupils describe their school as a happy and safe place.'*

Ofsted, December 2021



Position: Class Teacher

Nature of contract: Permanent

FTE salary: MPS

Working hours: Full Time

Lightcliffe CE Primary is a popular school located in Lightcliffe, Halifax. The school has been at the heart of the community of Lightcliffe for over 150 years. We have very high **expectations of our pupils'** behaviour, and this is underpinned by our caring Christian ethos. Lightcliffe CE Primary is part of the Abbey Multi Academy Trust.

We are seeking to appoint a highly motivated, enthusiastic and dedicated individual to work within our teaching team. We offer a friendly, supportive school community and you will be working alongside staff with an absolute commitment to inspiring our pupils and staff to flourish and achieve.

We are looking for an individual who:

- Is a talented, inspirational teacher with QTS status, having high expectations of pupil attainment, behaviour and wellbeing to inspire, motivate and challenge our pupils.
- A highly motivated and hard-working person with the capacity to contribute to the on-going development of the school and secure the highest possible standards of learning and pupil progress.
- A team player who will develop positive relationships with children, families, colleagues and the whole school community.
- Someone who will support the Christian ethos of the school.

We can offer you:

- Eager, enthusiastic, considerate children who are a pleasure to teach.
- A school that values and invests in the continuing professional development of all staff.
- A fantastic team of dedicated and committed staff based in an excellent learning environment.
- A 24/7, confidential Employee Assistance Programme providing support and counselling for home-life and work - related issues, financial and legal support.
- Free, secure on-site parking.
- Membership of an excellent pension scheme.

Abbey Multi Academy Trust is a Trust consisting of eight academies (three secondary, five primary) in the Anglican Diocese of Leeds and in the geographical areas of Leeds and Calderdale. **All academies share in the Trust's mission to work:**

In Partnership to Educate, Nurture and Empower

For more information about us or our academies visit [www.abbeymat.co.uk](http://www.abbeymat.co.uk).

Find out about more about Lightcliffe Primary by visiting [www.lightcliffeprimary.co.uk](http://www.lightcliffeprimary.co.uk)

The academy Safeguarding and Child Protection Policy is available [here](#).

Visits to our school to meet the team and experience our wonderful atmosphere, are warmly welcomed, and encouraged and can be arranged by contacting Helen Bell, [hbell@lightcliffeprimary.co.uk](mailto:hbell@lightcliffeprimary.co.uk) or 01422 202235. If you have questions about the recruitment process, please email [recruitment@abbeytrust.org](mailto:recruitment@abbeytrust.org).

*Abbey MAT 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 candidate will be subject to an Enhanced Disclosure and Barring Service check.*

We promote diversity and want a workforce which reflects our community.

ADVERT

## How to apply

Please apply via the advert on the Trust vacancies page. All applications are submitted electronically. **CVs are not accepted.**

Closing date: Noon on 21 June 2024

Interview date: To be held soon after closing date.

You are advised to submit your application at the earliest opportunity. Applications can only be submitted up until the closing date. The Trust reserves the right to close vacancies early if sufficient suitable applications have been received.

We will contact shortlisted candidates soon after the closing date with details of the interview and selection process.

Please note, where a role involves engaging in regulated activity relevant to children, it is an offence to apply for the role if you are barred from engaging in regulated activity relating to children.

In order to access our application form, you will be asked to first confirm that you have a right to work in the United Kingdom.

If you are shortlisted, you will be asked to complete a self-declaration of your criminal record or information that would make you unsuitable to work with children. Any relevant information declared will be discussed and considered at interview before the DBS certificate is received.

Shortlisted candidates will also be the subject of online checks in accordance with Keeping Children Safe in Education.

All offers of employment will be conditional on a series of pre-employment checks in accordance with Keeping Children Safe in Education Guidance. Please ensure you can support the checks with correct documentation and evidence, prior to submitting your application.

You are advised to read the [Recruitment Guidance for Applicants](#) in full, prior to completing your application. This contains full details of the recruitment process as well as the pre-employment checks that will be undertaken.

Job Title: Class Teacher

Salary Scale: MPS

Starting: September 2024 or as soon after as possible after this time

Reporting to: Headteacher

### Overall purpose of the post:

To promote a secure, caring and challenging educational environment for each class taught and the individual pupils within it.

### Key responsibilities:

- To share and support the school's responsibility to secure the highest possible standards of learning and pupil progress.
- To contribute to the high expectations for achievement in the school.
- To be aware of the established policies and practices of the school and share in collective responsibility for their implementation and for its ethos.
- To share and support the corporate responsibility for the well-being, education and discipline of all pupils.
- To be aware of the professional duties of teachers and the statutory framework in which we work.
- To support the work of the Leadership Team to implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils, in accordance with the aims and objectives of the school.
- To have a secure knowledge and understanding of the subject(s) being taught and the relevant pedagogy to teach effectively across the full age and ability range.
- To know, understand and use the relevant statutory and non-statutory curricular and frameworks for the subject(s) or curriculum area taught.
- Ongoing commitment to the implementation of Safeguarding protocols and Child Protection procedures.

### Responsible for:

- Teaching, support and accountability of assigned pupils to ensure high expectations and high standards of learning and good progress for individuals and groups of pupils.
- To set, monitor and evaluate individual pupil progress targets to make a measurable contribution to whole school targets.
- To monitor and evaluate the curriculum target in line with agreed school procedures, including evaluation against quality standards and performance criteria.
- To assess, record and report relevant to teaching and learning making effective use of Assessment for Learning Strategies and intervention as appropriate.



## Key Tasks:

### Teaching & Learning

- Ensure the provision of an appropriately broad, balance, relevant and differentiated curriculum for pupils, in accordance with the aims and ethos of the school.
- To know how to make effective personalised provision for those taught, including those for whom English is a second language, have special needs or disabilities or other groups of pupils.
- To establish a purposeful learning environment within the classroom.
- To teach challenging, well organised lessons and sequences of lessons across the age and ability range they teach in which they:
  - Use an appropriate range of teaching strategies and resources, including e-learning which meet pupil's needs and take practical account of diversity and promote equality and inclusion.
  - Build on the prior knowledge and attainment of those they teach in order that pupils meet learning objectives and make sustained progress.
  - Develop concepts and processes which enable pupils to apply new knowledge, understanding and skills.
  - Adapt their language to suit the pupils they teach, introduce new ideas and concepts clearly, and using explanations, questions, discussions and plenaries effectively.
- To plan, mark and monitor set homework or other out-of-class work to sustain pupil progress and to extend and consolidate their learning.
- Know how to use skills in literacy, numeracy and computing and digital learning to support teaching and wider professional activities.
- To assist in the development of appropriate syllabi, resources, schemes of work, marking polices and teaching strategies.
- To contribute to the school improvement plan and its implementation.
- To plan and prepare lessons that address individual gaps in learning and promote progress.
- To participate in 'learning walks' and other learning evaluation and quality assurance strategies in accordance with school policy.
- To design opportunities for pupils to develop their literacy, numeracy, computing, thinking and learning skills and cross-curricular themes so that they are reflected in the teaching and learning experience of pupils.

### Achievement/Progress

- To use statistical and other information to evaluate the effectiveness of teaching and monitor the progress of those taught.
- To plan for progression across the age/ability range being taught, designing effective learning sequences within lessons and across series of lesson, informed by secure subject/curriculum knowledge.
- To make effective use of a range of assessment, monitoring and recording strategies, including writing reports in line with published deadlines.  
To know and apply the particular assessment requirements and arrangements for the year group being taught, including internal and external assessments and assessment for learning strategies.
- To maintain appropriate records and to provide relevant, accurate and up to date information using the school's data collection systems.
- To complete the relevant documentation to assist in the tracking of pupil progress.
- To mark, grade and provide written, verbal and diagnostic feedback as required.

- To establish a clear framework for class discipline in line with school policy to manage pupil behaviour constructively and promote self-control and independence.
- To know the legal requirements, national policies and guidance on the safeguarding and promotion of the wellbeing of children.
- To comply with the school's Child Safeguarding Procedures and to report concerns to the Designated Safeguarding Lead.
- Have high expectations of young people including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting supportive and constructive relationships with them.
- Know how to identify and support young people whose progress and development of well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for special support.
- To contribute to the preparation of education plans, progress files and other reports.
- To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with parents of pupils and with persons or bodies outside the school concerned with the welfare of individual pupils, after consultation with the appropriate staff according to the school's Policy.
- To contribute to PSHE and enterprise activities according to school policy.
- To register pupils accurately, accompany and supervise them in assemblies and worship activities and encourage their full participation in other aspects of school life.
- To support the school's extra-curricular offer.

## Staff

- To take responsibility for own professional development and to keep up to date with research and developments in pedagogy and in the subjects taught.
- To participate in arrangements made in accordance with the Performance Management cycle.
- To participate in arrangements for further training and professional development as a teacher.
- To share corporate responsibility for the implementation of school policies and practices.
- To have a commitment to collaboration and co-operative working.
- To work as a team member and identify opportunities for working with colleagues, managing their work where appropriate and sharing the development of effective practice with them.
- To support the implementation of School policies and procedures e.g., Equal Opportunities, Health & Safety etc.
- To participate in the school's SCITT programme where appropriate.

## Pupils

- To ensure the involvement of Pupil Voice in the production of Self Evaluation and the development of the subject.

## Partnership

- To communicate promptly and effectively with parents and carers, conveying timely and relevant information about attainment, objectives, progress and wellbeing.
- To follow agreed policies for communications within the school and with external partners.
- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings and liaison events with partner institutions.
- To contribute to the development of effective subject links with external agencies.
- To prepare and present informative reports to parents/carers and attend Parents' Evening/meetings and school events.

## General Duties:

- To carry out supervisory duties in accordance with published schedules.
- To take part in appropriate meetings and events with colleagues, parents/carers, governors and external partners.
- To accept personal responsibility for supporting the general ethos, atmosphere and progress of the School.

## Abbey MAT responsibilities:

- Contribute to the overall aims and values of the School and Trust, appreciate and support the roles of other members of the wider team and attend and participate in relevant meetings as required.
- Comply with all School and Trust policies and procedures including child protection, safeguarding, health, safety, welfare, security, confidentiality and data protection, reporting any concerns to the appropriate person.
- To safeguard and promote the welfare of children for whom you have responsibility, or come into contact, including adhering to all specified procedures.
- To promote and adhere to principles underpinning equalities in terms of employment and service delivery to ensure that colleagues are treated, and services delivered, in a fair and consistent manner.

The role holder must demonstrate a flexible approach to the delivery of the role. Consequently, the role holder may be required to perform work not specifically identified in this role profile, but which is in line with the general scope, grade and responsibilities of the role.

## Note:

This Job Description provides the overall strategy and remit of the post holder. The Job Description will be reviewed annually and may be subject to amendment or notification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties. Elements of this Job Description, and changes to it, may be agreed at the request of the Headteacher or the incumbent of the post. The above must be viewed in conjunction with the relevant sections of the School Teachers' Pay and Conditions of Service document which is published annually.

**LIGHTCLIFFE CE PRIMARY SCHOOL**

**CLASS TEACHER**

**PERSON SPECIFICATION CRITERIA**

<b>Qualifications</b>		<b>ESSENTIAL</b>			<b>DESIRABLE</b>		
1	Qualified teacher status for England (or equivalent)	A	R				
2	Relevant degree (or equivalent)	A	R				
3	Recent, relevant professional learning and development	A	R				
4	Record of continuous professional development				A	R	
<b>Professional knowledge, skills and abilities</b>		<b>ESSENTIAL</b>			<b>DESIRABLE</b>		
1	Evidence of high expectations which inspire, motivate and challenge every student	A	R	I			
2	Evidence of effective use of assessment and target setting to improve pupil achievement	A	R	I			
3	Demonstration of in-depth knowledge and understanding of the primary National Curriculum	A	R	I			
4	Awareness and understanding of how children learn	A	R	I			
5	Consistently plan and deliver well-structured lessons that enable all learners to make good progress	A	R	I			
6	Manage behaviour effectively to ensure and foster a safe, engaging, enjoyable and outstanding climate for learning		R	I			
7	Awareness of the need to safeguard students' well-being, in accordance with statutory provisions and policies		R	I			
8	Ability to lead, motivate and develop students to work independently	A	R	I			
9	Awareness and understanding of the wider educational context and national accountability frameworks	A	R	I			
10	Knowledge of/involvement in educational research on teaching and learning				A	R	
11	Consistently good and outstanding teacher in relation to career stage	A	R	I			
12	Confident in the use of ICT to support learning	A	R	I			

Experience		ESSENTIAL			DESIRABLE		
1	Successful working relationships with students, staff, parents/carers	A	R	I			
2	Proven teaching experience in the 5 to 11 age range	A					
3	Experience of subject leadership, cross curricular initiatives/projects or whole school developments				A		I
Professional Attributes, Qualities and Values		ESSENTIAL			DESIRABLE		
1	Willingness to make a positive contribution to the wider life of the school/Academy and community	A	R				
2	Appropriate and effective professional relationships with all		R	I			
3	Commitment to working in partnership with parents	A		I			
4	Ability to reflect critically, and respond to, performance and feedback	A	R	I			
5	An inspirational teacher, passionate about teaching and learning	A	R	I			
6	Possess personal integrity, warmth, a willingness to grow and learn, and a sense of humour	A	R	I			
7	Ability to articulate, communicate and support the Christian ethos and values of Lightcliffe CE Primary School			I			
8	Enabling the highest levels of student achievement through translating vision, ethos and values into practice			I			
9	Enthusiasm to take the school forward through a process of change, development and ongoing improvement			I			
10	Excellent interpersonal, written and oral communication skills			I			
11	High level of emotional intelligence and self-awareness		R	I			
12	Excellent time manager		R	I			
13	Personal resilience		R	I			
14	Inspire, challenge, and motivate students towards a shared vision		R	I			
15	Foster an open, fair and equitable culture, managing conflict where necessary		R	I			
16	Prioritise, plan and organise self and others		R	I			
17	Think creatively in order to anticipate and problem solve		R	I			
18	Ongoing commitment to the implementation of Safeguarding protocols and Child Protection procedures.	A	R	I			



**The criteria will be evidenced as indicated below:**

'A' refers to the candidate's Application form and covering letter

'I' to interview

'R' to reference

Candidates should address at least all items marked 'A'

Referees are asked to comment on items marked 'R'

Where many candidates meet the essential criteria, the desirable criteria will be used to shortlist for interview.



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