



Class Teacher Recruitment Pack 2026



Educating for 'life in all its fullness.'

"Staff well-being and workload are a priority for leaders. Staff are immensely proud to work at the school."

– OFSTED, June 2024



Welcome from our Headteacher

Dear Applicant,

Thank you for your interest in joining our wonderful school. We are delighted that you are considering becoming part of our school community.

At The Howard School, our vision—*Educating for life in all its fullness*—drives everything we do. We are deeply committed to providing an education that nurtures the mind, body, and spirit, ensuring that every child thrives academically, socially, and emotionally. Our strong Christian ethos underpins a culture of high expectations, care, and aspiration, where children develop confidence, creativity, and a love of learning that will serve them for life.

We are incredibly proud of our school's culture—one of belonging, ambition, and shared purpose. Our dedicated staff work collaboratively to provide outstanding opportunities and experiences that go beyond the curriculum, enriching children's lives and broadening their horizons. Personal development is at the heart of our approach, and we believe that when staff flourish, the whole school thrives.

If you share our passion for making a meaningful impact on children's lives, we would love to meet you. We strongly encourage you to visit us, meet our team, and experience the warmth and energy of our school first-hand.

We look forward to receiving your application.

Best wishes,

Michael Walker

Headteacher

The Howard School



Welcome from our Chair of Governors

Dear Applicant,

Thank you for your interest in this opportunity to become part of the Ackworth Howard School community.

As a governing body, we are extremely proud of our school, our children, and our staff. Our staff team is dedicated to providing the very best experience for our children, and in turn, governors support staff to develop and grow in a nurturing environment. In-house experience, partnerships, and training opportunities all support professional development.

In addition, the wellbeing of our staff is taken very seriously and we recognise the importance of this in creating a successful and happy school. The decisions governors take reflect this priority.

We hope you will take the opportunity to visit the Howard School to meet our children and staff, and we look forward to receiving your application.

Best wishes,

Lorna Malkin

Chair of Governors

The Howard School

Our Vision

Educating for 'life in all its fullness.'

Providing opportunities for growth in mind, body and spirit through inspirational and innovative education underpinned by a deeply Christian ethos. Those who learn and work here will develop confidence, embrace creativity and enhance their knowledge and skills so that they can experience 'life in all its fullness.' (John 10:10)



Mind

High expectations and aspirations in all areas of school life create an inspirational learning environment where knowledge is acquired through discovery. Creativity, the development of academic habits and skills, and broadening children's hopes and aspirations help to engender an enjoyment for learning and secure excellent pupil outcomes. Learners are well prepared for any future path they choose.



Body

Safety and wellbeing of learners is paramount, where every child matters and, crucially knows they matter. Learners are welcome to explore who they are, develop confidence and emotional intelligence thus ensuring that they become the best versions of themselves within an accepting and understanding community.



Spirit

Supporting spiritual growth for learners, wherever they are on their faith journey, is central to our community life. Prayer and worship are supported by an innovative curriculum where ideas are expressed creatively to develop the spirit and contribute to life in all its fullness. Our school values of Compassion, Forgiveness, Friendship and Trust are embodied in our nurture and encouragement of all.

Theological Rooting of the Vision:

As a Church of England school, the school mirrors the church's vision for an education which promotes 'life in all its fullness' (John 10:10). Its core purpose is to educate the whole child; uniting excellence and academic rigour with spiritual, social, moral and cultural development - enabling every child to flourish.

Jesus said 'I have come that you may have life in all its fullness' (John 10:10). He calls us to a full life in mind, body and spirit. Jesus is the good shepherd and inspires us in our purpose of striving to provide wisdom, guidance, restoration and comfort just like the loving shepherd. Offering protection and educating against dangers, ensuring positive global citizens and the safety of all God's children.

In this verse, Jesus says he has come 'in order that you might have life - life in all its fullness' it's a reminder that it is possible for us to know a full life, in which we know the security of being in the hands of the good shepherd. 'I am the good shepherd; I know my sheep and my sheep know me.' (John 10:14).



Advert - Class Teacher Vacancy

Ackworth Howard School is seeking an enthusiastic and dedicated teacher to join our team to cover a maternity leave. This is an opportunity to be part of a school that places personal development, enrichment, and academic excellence at the heart of its vision—Educating for life in all its fullness (John 10:10). The role is open to early years professionals and will be based in our Nursery class.

Why Join Us?

Ackworth Howard is a thriving, inclusive school set in attractive grounds on the edge of a vibrant village. Our strong Christian ethos underpins a culture of high expectations, care, and aspiration, ensuring that children flourish in mind, body, and spirit. We are proud of our strong relationships with the local community and our commitment to providing a rich, inspiring, and innovative curriculum that goes beyond the national framework.

We Are Looking For Someone Who:

- Has a passion for early years education and understands the importance of early learning.
- Is creative, innovative, and embraces research-led teaching strategies.
- Demonstrates high expectations for all pupils, ensuring strong outcomes for every child.
- Is an inspiring teacher who fosters curiosity and a love of learning.
- Can contribute to curriculum development, with support tailored to their experience.
- Uses assessment effectively to inform teaching and improve pupil progress.
- Works well within a team, contributing positively to our collaborative and supportive culture.
- Is committed to their own professional development and passionate about making a difference.

What We Offer:

- A supportive, nurturing team with a focus on staff well-being.
- High-quality professional development opportunities.
- A school that values innovation, creativity, and enrichment experiences for pupils.
- A welcoming and inclusive community, where staff, pupils, and families feel a deep sense of belonging.
- A comprehensive induction package for Early Career Teachers (ECTs) and experienced professionals.

Visits & How to Apply

We warmly encourage visits to our school. To arrange a visit, please contact our School Business Manager, Helen Clough, on 01977 612124.

For further details and to apply, please visit the Wakefield Council website: www.wakefield.gov.uk. Alternatively, you can contact the Recruitment Line on 0845 8506506 (typetalk calls welcome) or email jobs@wakefield.gov.uk

Completed application forms should be returned to the Headteacher either by post or by email - Ackworth Howard CE J&I, Station Road, Low Ackworth, Pontefract, WF7 7HH / admin@howard.wakefield.sch.uk

Closing Date: Wednesday 6th May 2026

Safeguarding Statement

Ackworth Howard CE Primary School is committed to safeguarding and promoting the welfare of children. In line with Keeping Children Safe in Education 2025, online searches will be conducted as part of our recruitment process. The successful candidate will be required to complete a Disclosure and Barring Service (DBS) check.

We look forward to receiving your application!



Job Description

POST: Class Teacher (Maternity Cover – Full Time)

GRADE/SALARY: Mainscale (M1-M6) – The post will commence from September 2026 and will likely run until July 2027.

JOB PURPOSE: To contribute to the educational development and well-being of pupils, in alignment with the school's aims and objectives. This job description should be read in conjunction with the Teachers' Pay and Conditions Document.

KEY RESPONSIBILITIES

Organisation

- Attend and actively participate in meetings.
- Support the progress and well-being of pupils, providing guidance on both educational and social matters.
- Enforce school policies on attendance, pupil absence, dress code, behaviour, and health and safety.
- Engage in school decision-making and consultation processes.
- Contribute to curriculum development and planning, collaborating with colleagues.

Teaching and Managing Pupil Learning

- Deliver effective lessons for individuals, groups, and whole classes.
- Plan and create teaching materials tailored to the needs of pupils in line with the schools approaches.
- Foster a stimulating classroom environment that contributes to knowledge acquisition.
- Design and deliver lessons that facilitate progression in learning, ensuring a focus on age and ability.
- Incorporate connections across curriculum content and previous learning.
- Collaborate with Inclusion staff, including the SENDCo, to maximise pupil progress.
- Set high expectations for pupil behaviour, fostering a positive and productive learning environment.
- Integrate outdoor learning experiences and other enrichment opportunities into lesson planning to enhance pupils' education.

Planning and Setting Expectations/Pupil Achievement

- Plan high-quality learning experiences for all pupils, setting high expectations for achievement.
- Establish clear, measurable teaching objectives and sequences.
- Identify targets for pupil progress, building on prior attainment and in line with Assessment for Learning principles.



Job Description

Assessment and Evaluation

- Assess the achievement of pupils and use this to inform future planning.
- Provide constructive feedback on pupils' work, setting appropriate targets for further development.
- Monitor and report on pupil progress in accordance with school guidelines.

Manage Own Performance and Development

- Participate in the School Performance Management process and engage in professional development to enhance teaching effectiveness.
- Take responsibility for own professional growth, staying up-to-date with relevant research and best practices.
- Model high standards of presentation, conduct, and professionalism to pupils.
- Evaluate own teaching critically and make improvements based on feedback.
- Collaborate in the implementation of school policies and procedures.

Resources

- Manage the classroom environment and resources effectively to promote learning.
- Utilise resources that support lesson objectives and pupil progress.

General Duties

- Represent the school positively and professionally, upholding the vision and Christian values.
- Promote and adhere to school policies and procedures, ensuring fairness, safety, and compliance with legislation.
- Maintain confidentiality regarding school activities and pupils.
- Participate in parent/carer meetings as required and seek constructive feedback from all stakeholders.
- Share supervisory duties as per the published rota.
- Undertake any other duties as required to meet the evolving needs of the school.



Person Specification

QUALIFICATIONS	Essential	Desirable	Evidenced
Qualified Teacher Status	✓		AF
Degree (2:1 or above).		✓	AF
Evidence of personal commitment to continued professional development.	✓		AF/I/R
EXPERIENCE	Essential	Desirable	Evidenced
Recent and successful teaching in a primary school in the UK.	✓		AF/I/R
Proven track record of strong and sustained effective teaching.	✓		AF/I/R
Able to articulate and demonstrate exceptional teaching and learning.		✓	AF/I/R
Able to demonstrate experience in assessing children's achievements and tailoring future learning to ensure groups and individuals make accelerated gains in learning.	✓		AF/I/R
Able to demonstrate a knowledge and experience of inclusion strategies to support children with Special Educational Needs.	✓		AF/I/R
Experience in involving parents/carers in the education of their children.		✓	AF/I/R
SKILLS & SPECIAL KNOWLEDGE	Essential	Desirable	Evidenced
Able to demonstrate a thorough knowledge of the National Curriculum / Early Years Profile	✓		AF/I
Able to articulate and demonstrate the role of the learning environment.		✓	AF/I/R
Able to demonstrate an ability to engage learners in a variety of ways.	✓		AF/I/R
Able to evaluate own teaching with regards to pupils' learning and progress.	✓		I/R
Able to demonstrate an awareness and understanding of current educational initiatives	✓		I/R
Able to work flexibly as a member of a team.	✓		AF/I
Up to date ICT knowledge and skills.		✓	AF/I/R
Ability to analyse data to inform and support required improvements.		✓	AF/I/R



Person Specification

PHILOSOPHY	Essential	Desirable	Evidenced
Able to demonstrate an ability to lead learning from children's interests and value children's original ideas.		✓	AF/I/R
Able to demonstrate a commitment to ensuring all children achieve their full potential.	✓		AF/I/R
Commitment to the highest standards of teaching and learning.	✓		AF/I/R
Able to demonstrate a willingness to be involved in extra-curricular activities.		✓	AF/I/R
Adaptable to change.	✓		I/R
Able to demonstrate the drive and determination to improve own practice.	✓		I/R
Supportive of our Church School ethos, vision and values.	✓		AF/I
PERSONAL QUALITIES	Essential	Desirable	Evidenced
Able to be self-critical and reflective.	✓		AF/I
Able to maintain the highest standards of professionalism.	✓		AF/I
Able to be approachable and caring to both pupils and staff.	✓		AF/I/R
Able to develop effective relationships with parents/carers	✓		AF/I/R
Able to respond creatively and positively to new challenges and change.	✓		I/R
Able to be prepared to ask for advice or help when necessary.	✓		I/R
Able to effectively and efficiently manage personal time.	✓		AF/I/R
Able to demonstrate a dedication to the continuing professional development of other colleagues.		✓	AF/I/R
Able to demonstrate a willingness to be involved in wider aspects of the School.	✓		AF/I/R
TRAINING	Essential	Desirable	Evidenced
Able to demonstrate evidence of recent relevant training and ability to reflect on the impact this has had on teaching and learning in the classroom.	✓		AF/I
Able to demonstrate recent, relevant training in English or Maths.		✓	AF/I
Able to discuss other recent, relevant training about how children learn.		✓	AF/I/R



Person Specification

COMPETENCIES

Commitment to Our Vision and Values

Upholds the school's Christian values and vision, 'educating for life in all its fullness,' through actions and decision-making. Demonstrates a commitment to fostering an environment where pupils, staff, and the wider community thrive spiritually, intellectually, and socially, in alignment with the values of respect, gratitude, and inclusivity.

Focus on Outcomes

Takes responsibility for achieving challenging objectives, ensuring that all goals are met in a timely manner and to the highest standard. Demonstrates determination and resilience in working towards results that positively impact pupil development, while continuously reflecting on and improving practices to enhance overall outcomes for all stakeholders.

Communication

Communicates clearly and openly with colleagues, pupils, and parents, ensuring information is shared effectively and in alignment with the school's values. Demonstrates empathy and respect in all communications, promoting a supportive and inclusive environment for collaboration.

Managing Resources Innovatively

Demonstrates creativity in using resources efficiently, ensuring that teaching materials and learning opportunities enhance pupil progress. Takes a forward-thinking approach to maximise available resources, working within the school's ethos to deliver innovative solutions that maintain high standards while respecting the needs of all members of the school community.

Personal Effectiveness

Shows adaptability, resilience, and a consistent approach to managing work pressures. Strives for personal growth, working in harmony with the school's culture and values. Demonstrates an unwavering commitment to ensuring that each pupil's potential is realised, working collaboratively with colleagues to achieve the best outcomes for the school community.

Safeguarding

Acts with the highest standards of safeguarding practice, adhering to all school policies related to child protection, health, safety, and confidentiality. Always prioritises the safety and well-being of children, ensuring that concerns are raised with the appropriate adults in a timely and professional manner.



More Information

Thank you for your interest in joining **The Howard School**. We believe that recruitment is a two-way process, and we encourage prospective candidates to get to know us as much as possible before applying.

Our **website**, **social media pages**, and **weekly Headteacher newsletter** provide valuable insight into our school's ethos, curriculum, and daily life.

 **Website:** www.ackworthhowardschool.co.uk

Our website offers a wealth of information, including:

- Our school vision and values
- Policies and procedures
- Curriculum information
- Headteacher newsletters with weekly updates
- Key documents about how we operate

 **Follow Us on Social Media:**

◇ **Facebook:** [Ackworth Howard School](#)

◇ **X (Twitter):** [@AckworthHoward](#)

These platforms provide a real-time look at our school community, celebrating achievements, showcasing learning experiences, and sharing important updates.

 **Visit Us!**

We warmly welcome prospective candidates to visit us and see our school in action. If you'd like to arrange a visit, please get in touch—we'd love to meet you!

We look forward to hearing from you and hope you consider joining our team

Are we the right school for you? You are more than welcome to book in a tour and have a look around...



