

Morpeth All Saints CofE First School Class Teacher (Maternity Cover)

Recruitment Pack



The Cheviot Learning Trust

Cheviot Learning Trust was created in 2023 from a merger of Tyne Community Learning Trust and Three Rivers Learning Trust. The new Trust will enable our high quality staff from across all of our schools to cooperate through professional and innovative networks that develop the educational excellence all of our students deserve. We educate over 5500 students across 18 schools between the ages of 2 and 19 and employ over 750 staff. We are a charity supported by over 150 governance volunteers who hold us to account in their role as critical friends. We are proud Northumbrians; more than happy to welcome schools to join us from inside or outside Northumberland. All of the schools have a long and proud history of

providing an excellent education service to their local populations. We are seen locally as a centre of educational excellence and were selected to be the Teaching School Hub for Newcastle, Northumberland & North Tyneside. We recognise the mutual benefits to our Learning Trust through reciprocal staff development opportunities, training events, and the generation of new ways of working through system leadership. Through our teaching, we aim to equip children with the skills, knowledge and understanding necessary to be able to make informed choices about the important things in their lives. We believe that appropriate teaching and learning experiences help children to lead happy and rewarding lives.

The Cheviot Learning Trust mission

Our core purpose is to advance education for the public benefit. We believe that each school in the Trust family has unique qualities to share and unique challenges to be resolved. Deep collaboration is a key Trust expectation that helps us to deliver significant benefits for the students, the staff and the schools that form the Trust. Each school is stronger in the Trust family; delivering a better education for the public good than if they were outside the Trust.

Our vision

Our purpose is to deliver excellent education for the benefit of all and our mission is to develop all our young people to have the opportunity to succeed.

Our values

Everything we do is based around the values that we hold dear:

- **Innovation** We're here to shape the future, which is why we all have a responsibility to be thinking about the big issues of tomorrow.
- **Cooperation** We nurture the relationships that we've built over many years and we know by working together we can achieve more than we can alone.
- **Respect** We take the time to understand and make decisions and have due regard for the feelings, wishes and rights of others.
- **Excellence** We will always strive for continuous improvement and will produce the best solutions and deliver the best services possible.

Welcome to Morpeth All Saints CofE First School

As Acting Headteacher of Morpeth All Saints Church of England First School I would like to take this opportunity to thank you for taking the time to consider whether this is the position and the school for you to work in.

Morpeth All Saints is a thriving, vibrant and happy school community located within Lancaster Park, a short walk from the centre of Morpeth. We are a one and a half form entry first school which means that we admit a maximum of 45 children into our school each academic year. Being a first school, we operate classes from Nursery to Year 4 and currently have around 220 pupils on roll. After their time with us, the vast majority of pupils transition to Chantry Middle school which is also in The Three Rivers Learning Trust. As a one and a half form entry school, we teach both pure and mixed-aged year groups throughout Key Stage One and Two.

At Morpeth All Saints we strive to enable all children within our care to achieve their very best, fully utilising their God given gifts and talents. We provide our children with a stimulating, safe and happy learning environment which is rooted in mutual respect of one another. Jesus told us to love our neighbour as we love ourselves and this teaching is very close to our hearts here at Morpeth All Saints. As a result, our children and school community truly flourish achieving our school vision of 'Together We Flourish' (John 10:10)

In our school we endeavour for our children to foster a passion for discovering new things, to be curious about the world around them and to

be independent, enthusiastic learners. Our whole school community truly believes that all children are unique individuals. Our aims therefore are to provide a high quality education which supports yet challenges, to ensure that our curriculum is enriched and tailored to each child we serve and to maintain an engaging, purposeful and interactive school environment.

We are passionate in ensuring that our curriculum places equal emphasis on all subject areas and not simply Reading, Writing and Maths. We appreciate that our children need to excel within these core areas, which they do, demonstrated through our high standards and results. However, we also respect that our children need many other skills, qualities and learning opportunities to be truly successful throughout life. As part of this, we are continually developing our curriculum offer, including increased access to outdoor learning opportunities and specialist music tuition.

We are extremely fortunate here at Morpeth All Saints to have a hard-working, dedicated, and caring team of staff. They are proud of our school and its achievements, and actively seek to maintain and improve standards in all areas of school life. They work to bring out the God given gifts of each child, to exemplify and promote good values, and to prepare children for the fast-changing world in which we all live.

Mrs Ruth Baker,
Acting Headteacher



Job Advert

Morpeth All Saints Church of England First School, 3-9 years FirstSchool, Part of the Cheviot Learning Trust. Acting Headteacher: Mrs Ruth Baker

Job title: Class Teacher

Responsible to: Headteacher

Payscale: M1 – M6, £31,360 – £43,607 FTE, £18,990 – £26,164 Pro rata

Terms: 0.6 FTE Maternity Cover Teacher in a mixed Year 3/4 class to cover maternity leave.

Please note this is a temporary post, to start January 2025 as cover for Maternity Leave. This is a fixed term contract to 31.08.25, initially (the contract will be reviewed at this date with the possibility of being extended to 31.12.25, depending on the date of return from maternity leave and the needs of the school at that time).

Applications from enthusiastic teachers are invited for the above post. This is an exciting opportunity to join the dedicated and supportive Morpeth All Saints team who, as part of the Cheviot Learning Trust, strive to enable all pupils to flourish personally and academically.

The successful candidate will:

- Work under the direct supervision of teaching/senior staff, usually in a classroom with a teacher, to support access to learning for pupils and provide general support to the teacher in the management of pupils in the classroom
- Show energy, enthusiasm and a good sense of humour
- Demonstrate excellent communication and interpersonal skills
- Have the ability to work collaboratively as part of a team and to liaise with parents

We are strongly committed to safeguarding and promoting the welfare of all children and young people and expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974. If you are invited for an interview, you will be required to disclose all unspent convictions and those that would not be filtered, prior to the date of the interview. You may be asked for further

information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure and Barring Service before your appointment is confirmed. This role will include Regulated Activities and an enhanced Disclosure and Barring Service (DBS) disclosure is required for this post.

Please visit our website for further information about the school.

Closing date: Friday 22 November at 12 noon

Interview: w/c 25 November

School visits to be arranged upon request.

Start date: January 2025

Please return completed application forms to Mrs Ruth Baker: info@mafs.cheviotlit.co.uk



Completing an Application Form

If you have a Gmail account:

- Open the Application document
- Click 'Sign in' at the top right of the page
- Go to File > Make a copy
- Complete the application form in the Google Doc

Without a Gmail account:

- Open the Application document
- Go to File > Download as > Microsoft Word
- Complete the application form in Microsoft Word

Job Description

Morpeth All Saints expects all staff to be committed to safeguarding and promoting the welfare of children and young people. In order to do this, staff must attend all offered child protection and safeguarding training without exception and read all relevant policies.

Teachers at Morpeth All Saints are expected to be reflective classroom practitioners, highly skilled in their craft.

They are expected to demonstrate that they...

...have good subject and curriculum knowledge.

This means:

- understanding the needs of the children and adopting/developing an appropriate curriculum.
- understanding and implementing Morpeth All Saints curriculum policies and schemes of work.
- understanding and using national and local strategies to raise standards.
- taking steps to identify areas of strength and weakness in his/her knowledge and understanding.
- using her/his strengths to help and support others.
- taking steps to improve his/her knowledge and understanding in all areas.

...use this good knowledge to plan effectively for learning.

This means:

- planning teaching and learning in the long term (annual plan), medium-term (half termly) and in the short term (weekly).
- planning individual learning for those children identified through inclusion mapping and for those on the school's SEND Register in line with school policy.
- using previous assessment effectively when planning future learning and planning assessment alongside learning.
- setting clear learning objectives.
- setting challenging targets for groups and individuals.

...creating optimum learning conditions within the classroom.

This means:

- using methods appropriate to the subject being taught and the learning styles of the class, group or individual.
- managing behaviour positively and achieving high standards of discipline.
- using resources effectively.
- using time well to maximise teaching and learning opportunities.
- creating a secure and exciting environment resulting in a purposeful, happy classroom atmosphere.

...monitor the progress of the children closely.

This means:

- using a variety of assessment strategies in line with school policy.
- assessing progress against targets for individuals and groups.
- keeping up to date records of work done, assessments are undertaken and progress made.
- maintaining individual records of achievement in line with school policy.
- ensuring that the Headteacher, SENCo, subject leaders and the next class teacher have information as required in line with school policy and practice.

...lead staff and manage resources.

This means:

- involving Support Assistants appropriately in all aspects of classwork.
- deploying and supervising students appropriately.
- managing budgets effectively – buying what is needed while staying within the amount allocated.
- ensuring the learning area is adequately and appropriately resourced.

Job Description

Teachers are also expected to...

...involve parents and the community in learning.

This means:

- establishing positive relationships with parents and liaising regularly with them.
- informing parents of progress regularly and problems immediately.
- writing informative termly reports for parents.
- taking steps to involve the community in the classroom and the children in the life of the community.

...evaluate their work and make changes.

This means:

- using assessments against targets/ objectives to evaluate the effectiveness of teaching and learning.
- using assessment to change planning where necessary.
- evaluate teaching and learning in partnership with colleagues at planning meetings etc.
- participating in the evaluation of her/his work with a senior colleague through the Appraisal process.
- accessing appropriate training and professional development opportunities and using the outcomes to improve teaching and learning.



Person Specification

SPECIFICATION	ESSENTIAL	DESIRABLE	METHOD OF DEMONSTRATION
1. Qualifications	Department for Education recognised teaching qualification.	Graduate status, MA or leadership qualification.	Application/ Certificates
2. Experience	Successful teaching experience in a primary or first school or evidence of successful completion of initial teacher training.	Experience of teaching across the primary or first school age range. Experience in successfully leading a subject across a school.	Application/ Reference
3. Professional Development	Evidence and a commitment to professional development.	Keeping up to date with current developments and research.	Application/ Interview/ Reference
4. Skills	The ability to teach the full range of the Primary Curriculum to a high standard. Relates to and motivates pupils, placing them at the centre of the learning process. Good classroom management. A secure understanding of assessment strategies and the use of assessment to inform the next stages of planning. Works well within and contributes to the team. Effective use of ICT in the classroom and as a management tool.	Specialism in a specific curriculum.	Application/ Interview/ Reference
5. Special Knowledge	Understands and is familiar with effective teaching and learning strategies.		Interview
6. Reliability	Has demonstrated reliability over a sustained period of time e.g. during employment or during teaching practice		Reference
7. Personal Attributes	Be enthusiastic and determined. Be patient and demonstrate sensitivity. Commitment. Empathy.		Interview/ Reference

Person Specification

Safe Recruitment Procedure

Morpeth All Saints is committed to safeguarding and promoting the welfare of children and young people. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined below.

We are strongly committed to safeguarding and promoting the welfare of all children and young people and expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974. If you are invited for interview, you will be required to disclose convictions that would not be filtered, prior to the date of the interview. Certain spent convictions and cautions will be 'protected' and do not need to be disclosed. Full details on protected convictions and information about which convictions must be declared during job applications can be found on the [Ministry of Justice website](#). You will be asked for further information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure and Barring Service before your appointment is confirmed. This role will include Regulated Activities and an enhanced Disclosure and Barring Service (DBS) disclosure is required for this post.

This [policy](#) outlines the Trust's approach to the recruitment of ex-offenders.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (CRB).

Shortlisting

Only those candidates meeting the right criteria will be taken forward from application.

Interview

- Candidates will be expected to bring identification to the interview.
- Candidates will be subject to an in-depth interview (details will be shared with short-listed candidates).
- Candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

Reference checking

References from the previous and current employer will be taken up for shortlisted candidates before interview, and where necessary employers may be contacted to gather further information.



Contact us

Pinewood Drive
Lancaster Park
Morpeth
NE61 3RD

01670 512803
morpethallsaints.com
info@mas.cheviotlt.co.uk