

Application Pack

Class Teacher

To commence in September 2025

An extraordinary education for every pupil



The Rivers
C.of E. Academy Trust

Welcome

Thanks for your interest in our fantastic school.

Children at Northwick experience a truly personal journey where they feel valued and able to flourish, supported by inspiring teachers and an array of superb educational, and co-curricular opportunities. Happy children succeed, and we place the relationships between staff, children and parents at the forefront of all we do.

This is truly a remarkable and welcoming community to be a part of, for both staff and pupils.

Overview

Northwick Manor is a primary school located in Worcester. It has 600 pupils from age [4 – 11 years] and 82 staff numbers. Established over 80 years ago, the school joined The Rivers CofE Academy Trust in 2018.

Ethos

At Northwick we place a high value on the educational experience of all our pupils and achieve this within the atmosphere of a friendly learning community. The school's principal philosophy is that 'pupils should be confident, happy, and successful'. Together we aim to be a school of excellence, always encouraging our children to aim high, and providing opportunities for them to develop their talents and potential in a nurturing environment.

Performance

At Northwick, 92% of pupils met the expected standard in their Phonics Screening Test [2024] and 68.5% of pupils met the expected standard in Reading, Writing and Mathematics Combined at Key Stage 2.

Our latest Ofsted judgment: Outstanding

Review score

"We love the school, couldn't be happier with my child's progress".

Parent



About Us

The Rivers C of E Academy Trust is a multi-academy school trust, specialists in early years and primary provision, serving over 5250 pupils across three local authorities: Worcestershire, Dudley and Sandwell.

Established in 2014, The Rivers C of E Academy Trust now comprises of a respected teaching alliance, sixteen 'Good' and 'Outstanding' primary, first, and nursery settings and an alternative provision. We are a connected learning community with a shared aim to create **'an extraordinary education for every pupil'**.

We are a community of schools with a 'Christian ethos', welcoming families from all faiths and no faiths, but together we are guided by our shared mission, vision and values.

Our Mission

- Extraordinary Education
- Extraordinary People
- Extraordinary Futures

Our Vision

Through an **extraordinary education**, we empower pupils to be life-long learners and see their limitless potential. Respectful relationships and an unwavering focus on discovering talents and interests enable pupils to flourish and be **extraordinary people**. Together, we spark aspiration and drive achievement, so that pupils contribute positively to society and to their **extraordinary futures** in an ever-changing world.

Our STARS Values



Sharing



Trust



Achievement



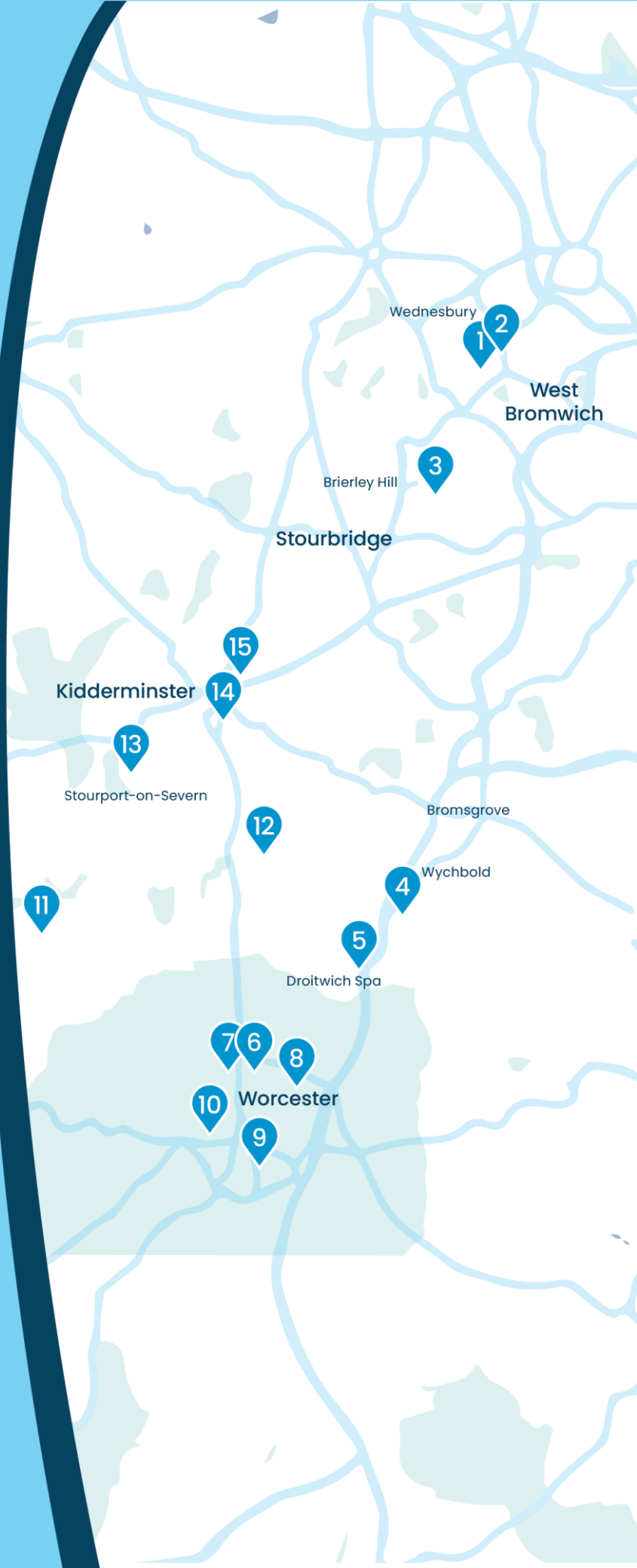
Respect



Safety

Our Schools

- 1 Summerhill Primary Academy Summerhill's Little Treasures
- 2 Jubilee Park Academy
- 3 Dudley Wood Primary School
- 4 Wychbold First and Nursery School
- 5 St Peter's Droitwich CofE Academy
- 6 North Worcester Primary Academy
- 7 Northwick Manor Primary School
- 8 Cranham Primary School
- 9 Cherry Orchard Primary School
- 10 St Clement's CofE Primary School and Pre-School
- 11 Great Witley CE Primary School
- 12 Cutnall Green CofE Primary School
- 13 Burlish Park Primary School
- 14 Heronswood Primary School
- 15 Unity Academy



Staff Benefits

We believe that collaboration and staff wellbeing are at the heart of our success.

Supported by our trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of our staff, including work-life balance.

Education Mutual

Staff can access a comprehensive range of healthcare services through Education Mutual, including mental health support, 24/7 GP Healthline, physiotherapy, stress management resources, and occupational health services.

Find out more about Healthcare and Wellbeing Services here:

www.educationmutual.co.uk/service/healthcare-and-wellbeing/

Local Government Pension Scheme (LGPS)

The Local Government Pension Scheme (LGPS) is a defined benefit plan, meaning your pension is calculated based on your salary and length of service and adjusted for inflation. This ensures a secure and guaranteed income in retirement, unaffected by investment performance.

Find out more about LGPS here:

www.lgpsmember.org/

Other staff benefits include:

- Competitive salary
- Six INSET days per year
- Protected CPL time
- Continued professional development pathway for every role
- No work communication outside working hours
- Excellent holiday entitlement for support staff: Bank holidays plus 25 days paid holiday (pro rata)
- 5 days extra paid holiday after 5 years' service (pro rata)
- Time for You' day
- Family-friendly policies including flexible working, occupational maternity and paternity pay
- Reasonable release time for significant personal events
- Length of service awards
- Resources for retirement and financial planning
- Cycle-to-work scheme
- Free tea, coffee and milk



About the Role

Job Title: Class Teacher

Salary: £31,650.00

Contract Type: Permanent

Reporting To: Year Group Lead/SLT

Location: Northwick Manor Primary School

About: We are delighted to invite an enthusiastic and passionate ECT Class teacher to join our committed and supportive team on a permanent basis. This is a wonderful opportunity to inspire young learners, nurture their curiosity, and make a lasting impact on their education.

You will provide the best education for our children by ensuring they are supported, engaged and inspired in their learning. As part of our energetic and welcoming team, you will enthuse and motivate students to strive for success and maintain positive relationships with our parents. As a teacher, you will benefit from collaboration which includes working closely with other year group colleagues to support professional development and learning.

Job Description

Core Purpose

To contribute to providing an excellent education for all the school's pupils by teaching with expertise and enthusiasm, offering support to the learning of individual students and contributing to the school's pastoral system.

To support SLT in the implementation of all aspects of school in order to maintain the aims and ethos of the school and the Trust as a whole.

To demonstrate Trust values and high standards of professional conduct at all times

General responsibilities

- Carry out the duties and responsibilities for class teachers as detailed in the current Pay and Conditions of Service
- Meet the expectations set out in the Teachers' Standards
- To engage with and ensure successful completion of the ECT key assessment points and induction

Key Accountabilities

Teaching and Learning

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach enabling children to make individual progress
- 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
- To plan activities which ensure each child is working towards the expected standard.
- Make accurate and productive use of assessment to secure pupils' progress
- Use relevant data to monitor progress, set targets, and plan subsequent lessons

Job Description (cont)

Teaching and Learning

- 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
- 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
- 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

Behaviour Management

- 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
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

Assessment

- Use Assessment for Learning strategies to monitor and assess the effectiveness of learning activities and provide constructive feedback to support pupils as they learn.
- Involve pupils in reflecting on, evaluating and improving their own performance and progress.

Job Description (cont)

Assessment

- Assess pupils' progress and attainment systematically in order to provide evidence of development, identify strengths and areas requiring improvement and inform teaching and learning targets.
- Identify and support pupils with differing levels of ability and those experiencing behavioural, emotional and social difficulties.
- Use assessment data to inform target setting.
- Report on pupils' attainment to parents, carers, other professionals and pupils as appropriate.
- Analyse assessment and tracking data and identify strengths and areas or pupils requiring targeted improvement.

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current *School Teachers' Pay and Conditions Document*

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well being, 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
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Job Description (cont)

Team working and 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
- Cover for absent colleagues

Parental and Community Engagement:

- Maintain open and constructive communication with parents regarding pupils' progress and wellbeing.
- Contribute to school-wide events and initiatives that enhance the educational experience for pupils and their families.

Fulfil wider professional 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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Job Description (cont)

Other

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

Conditions of Employment

The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment

To be subject to all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions.

Attention is also drawn to the requirements for planning, preparation and assessment time under which all teachers at a school with timetables teaching commitments have a contractual entitlement to guaranteed PPA time within the timetabled teaching day

Any other duties as directed by the Headteacher

The School reserves the right to alter the content of this Job Description, after consultation, to reflect changes to the job or services provided, without altering the general character or level of responsibility.

The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the School's Equal Opportunities Policy and Code of Conduct.

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Person Specification

Criteria	Essential	Desirable
Education / Qualifications	- Degree - Qualified Teacher Status	Evidence of continuous professional development and commitment to further professional development
Experience	- Successful primary teaching experience. - Demonstrable experience in planning, delivering, and assessing engaging lessons in a primary classroom. - Evidence of involvement in extracurricular or community activities that enrich the school's culture.	
Skills and knowledge	- Knowledge of the National Curriculum. - Knowledge of effective teaching and learning strategies - A good understanding of Primary/Early Years pedagogy - Ability to adapt teaching to meet pupils' needs - Ability to build effective working relationships with pupils - Knowledge of guidance and requirements around safeguarding children - Knowledge of effective behaviour management strategies - Good ICT skills, particularly using ICT to support learning - A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school - High expectations for children's attainment and progress. - Create a stimulating and safe learning environment - Assess and record the progress of pupils' learning to inform next steps and monitor progress	- Assessment and its implications for whole school assessment and measurement of pupil progress - Knowledge of White Rose Maths and/or NCETM Mastering Number - Strong understanding of phonics teaching

Person Specification

Criteria	Essential	Desirable
Personal qualities	• Ability to establish positive relationships with staff , pupils and parents • Ability to multi-task and be flexible • Ability to think creatively and demonstrate initiative • High standards and expectations of pupils and yourself • Commitment to the school's extra-curricular programme • A positive outlook • Commitment to a collaborative approach to professional development • Commitment to safeguarding and equality • Self-motivated and well organised • Commitment to maintaining confidentiality at all times.	

How to Apply

Application forms are available to download **here**:

Please email completed application forms to Miranda Giddings, nwoffice@riverscofe.co.uk by **Friday 16th May 2025**.

Interviews to take place on **Thursday 22nd May**.

We do not accept CVs.

We are committed to safeguarding and promoting the well-being of children and expect everyone to share this commitment. The successful applicant will undergo a full enhanced DBS check.



The Rivers
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Get in Touch

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