



# At Perivale

We collaboratively  
nurture growing minds

## **Class Teacher Recruitment Pack September 2026**

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# Headteacher's Message

## **Class Teacher Vacancy**

Dear Prospective Candidate,

Thank you for your interest in joining Perivale Primary School.

At Perivale, we are deeply proud of our warm, inclusive and ambitious school community. Our children are enthusiastic, curious, and eager to learn; they thrive because they are supported by a dedicated staff team who believe in nurturing the whole child. We work together to create an environment where every pupil feels valued, challenged, and inspired to reach their full potential.

As a member of our teaching team, you will play a key role in shaping the learning experiences of our pupils. We encourage creativity, reflective practice, and professional growth, and we are committed to supporting our staff through high-quality development opportunities. If you are passionate about teaching, excited by the prospect of working collaboratively, and ready to contribute to a positive and forward-thinking school culture, we would be delighted to receive your application.

Perivale Primary is more than a place of learning—we are a community that celebrates diversity, fosters resilience, and champions excellence. We are looking for teachers who share these values and who are enthusiastic about making a meaningful impact on children's lives.

We look forward to receiving your application. Good luck!

Warm regards,

*Daniel Upfield*

Headteacher

Perivale Primary School

## Advert

|  |                         |  |
|--|-------------------------|--|
|  <p><b>At Perivale</b><br/>We collaboratively<br/>nurture growing minds</p> | <b>Job title</b>        | Class Teacher  |
|  | <b>Start date</b>       | 01 September 2026  |
|  | <b>Contract type</b>    | Permanent  |
|  | <b>Salary and Grade</b> | Main Pay Scale M1 - M6<br>£40,317 - 52,300 (Pay award pending) |
|  | <b>Closing date</b>     | Monday 13th April 2026 at 09:00am                              |

## Primary Class Teachers

### Early Years • Key Stage 1 • Key Stage 2

*(Please indicate your preferred phase in your application)*

We are Perivale, a school grounded in *kindness, ambition and curiosity* – where children thrive and teachers grow.

We pride ourselves on our strong ethos of inclusion and diversity. If you have a passion for motivating and nurturing pupils to achieve their potential by providing a rich curriculum and exciting experiences join us.

Become part of a team that is warm, collaborative and genuinely supportive – people who care deeply about children, and about each other.

Our values shape everything we do:

Aspirational | Resilient | Respectful | Curious | Inclusive

### What We Offer

- A welcoming school community where relationships come first
- A curriculum that champions creativity, ambition and high-quality teaching
- Weekly protected PPA time and a commitment to staff well-being
- A strong culture of coaching, professional development and career progression

- Leaders who listen, trust and empower
- Children who are joyful, enthusiastic and eager to learn
- A diverse, vibrant school in the heart of the Perivale community

From September, we have teaching vacancies across Early Years, Key Stage 1 and Key Stage 2, and we're looking for teachers who bring energy, curiosity and a deep commitment to children's learning.

If you're seeking a school that is inclusive, respectful and ambitious for every child, we'd like to hear from you.

## Job Description

### Class Teacher Job Description

|                                    |  |
|------------------------------------|--|
| <b>Post title</b>                  | Class Teacher (suitable for ECTs)  |
| <b>Salary and grade:</b>           | Main pay scale range 1-6.  |
| <b>Line manager/s:</b>             | The headteacher, members of the senior leadership team (SLT) and the governing board   |
| <b>Supervisory responsibility:</b> | The postholder may be responsible for the deployment and supervision of the work of teaching assistants relevant to their responsibilities |

#### Main Purpose of the Job:

- **Ensure Learning and Achievement:** Responsible for the learning and achievement of all pupils in the class(es), ensuring equality of opportunity for all.
- **Maintain High Standards:** Accountable for achieving the highest possible standards in work and conduct.
- **Foster Respectful Relationships:** Treat pupils with dignity, build relationships rooted in mutual respect, and always observe boundaries appropriate to a teacher's professional position.
- **Collaborate Effectively:** Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff, and external agencies in the best interests of pupils.
- **Adhere to Professional Duties:** Act within the statutory frameworks that outline professional duties and responsibilities, in line with the current School Teachers Pay and Conditions Document and Teacher Standards (2012).
- **Promote and Safeguard Welfare:** Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

#### Duties and Responsibilities

All teachers must fulfil the duties outlined in the current School Teachers Pay and Conditions Document and adhere to the Teacher Standards (2012). Performance will be assessed against these standards during the appraisal process.

## Teaching

- **Curriculum Delivery:** Teach the curriculum relevant to the age and ability group/subject(s) assigned.
- **Preparation and Development:** Prepare and develop teaching materials, programs, and pastoral arrangements as needed.
- **Accountability:** Be accountable for the attainment, progress, and outcomes of the pupils you teach.
- **Pupil Awareness:** Understand pupils' capabilities and prior knowledge, and plan teaching to build on these, demonstrating knowledge of how pupils learn.
- **Addressing Needs:** Understand the needs of all pupils, including those with special educational needs, gifted and talented pupils, EAL (English as an Additional Language) learners, and those with disabilities. Use and evaluate distinctive teaching approaches to engage and support them.
- **Promoting Literacy:** Promote high standards of literacy, including the correct use of spoken English, regardless of your specialist subject.

## Teaching Strategies and Assessment

- **Early Reading:** Demonstrate a clear understanding of appropriate teaching strategies, such as systematic synthetic phonics.
- **Observation and Assessment:** Use a range of observation, assessment, monitoring, and recording strategies to set challenging learning objectives for pupils of all backgrounds, abilities, and dispositions. Monitor learners' progress and levels of attainment.
- **Effective Use of Assessment:** Make accurate and productive use of assessments to ensure pupils' progress.
- **Feedback:** Provide pupils with regular feedback, both orally and through accurate marking. Encourage pupils to respond to feedback, reflect on their progress and emerging needs, and adopt a responsible attitude towards their own work and study.
- **Data Utilisation:** Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- **Homework and Activities:** Set homework and plan out-of-class activities to consolidate and extend pupils' knowledge and understanding.
- **Examinations and Assessments:** Participate in arrangements for examinations and assessments as outlined in the School Teachers' Pay and Conditions Document.

## Behaviour and Safety

- **Create a Positive Environment:** Establish a safe, purposeful, and stimulating environment for pupils, rooted in mutual respect. Implement a framework for discipline using a range of strategies, including praise, sanctions, and rewards, consistently and fairly.

- **Effective Classroom Management:** Manage classes effectively with approaches tailored to pupils' needs to inspire, motivate, and challenge them.
- **Maintain Relationships:** Foster good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- **Role Model:** Be a positive role model, consistently demonstrating the attitudes, values, and behaviors expected of pupils.
- **High Expectations:** Maintain high expectations of behaviour, promoting self-control and independence among all learners.
- **Duties:** Perform playground and other duties as directed, within the remit of the current School Teachers' Pay and Conditions Document.
- **Safeguarding:** Promote and safeguard the welfare of children and young people within the school, raising any concerns according to school protocols and procedures.

## Team Working and Collaboration

- **Engage in Meetings:** Attend relevant meetings and professional development opportunities related to learners, curriculum, and school organization.
- **Collaborate with Colleagues:** Work as a team member, sharing effective practices and identifying collaboration opportunities.
- **Support Staff Development:** Contribute to the selection, induction, and professional development of teachers and support staff.
- **Coordinate with Colleagues:** Ensure colleagues are involved in supporting learning and understand their roles.
- **Participate in School Activities:** Take part in the review, development, and management of curriculum, organizational, and pastoral activities.

## Wider Professional Responsibilities

- **Collaborate with Colleagues:** Develop effective professional relationships through collaboration.
- **Utilise Support Staff:** Effectively deploy support staff.
- **Communicate with Parents/Carers:** Inform parents/carers about pupils' achievements and well-being using school systems.
- **Engage with External Bodies:** Communicate and cooperate with relevant external organizations.
- **Contribute to School Life:** Make a positive contribution to the wider life and ethos of the school.

## Administration

- **Attendance and Supervision:** Register attendance and supervise learners before, during, or after school sessions.

- **Administrative Tasks:** Participate in administrative and organizational tasks as outlined in the School Teachers' Pay and Conditions Document.

### Professional Development

- **Review and Improve:** Regularly assess and refine teaching and assessment procedures based on their impact on pupils' progress, attainment, and well-being, incorporating feedback from colleagues.
- **Training and Development:** Engage fully in training and development opportunities identified by the school or through appraisal outcomes.
- **Appraisal Participation:** Actively participate in appraisal arrangements in accordance with the Appraisal Regulations 2012.

### Other Responsibilities

1. **Adhere to School Policies:** Maintain professional regard for the ethos, policies, and practices of the school, ensuring high standards in attendance and punctuality.
2. **Perform Duties:** Undertake any reasonable duties requested by the headteacher.

### Note

This job description is for organisational purposes and may change with consultation as your contract or the school's organization changes. It is not part of your contract of employment.

**Signature of post holder:** \_\_\_\_\_

**Date:**          /  /  

**Signature of headteacher:** \_\_\_\_\_

**Date:**          /  /

# Person Specification

## Class Teacher – Person Specification

|                                    |  |
|------------------------------------|--|
| <b>Job title</b>                   | Class Teacher  |
| <b>Salary and grade:</b>           | Standard national scale in line with the current <i>School Teachers' Pay and Conditions</i> document                         |
| <b>Line manager:</b>               | The headteacher, members of senior leadership team (SLT) and the governing body of the school                                |
| <b>Supervisory responsibility:</b> | The postholder may be responsible for the supervision of the work of classroom assistants relevant to their responsibilities |

### Qualifications

- **Qualified Teacher Status:** Hold qualified teacher status or a recognized equivalent.

### Experience

- **Relevant Teaching Experience:** Have teaching experience with the age range and/or subject(s) applying for.

### Knowledge and Skills

Ability to effectively:

- **Build Relationships:** Foster strong, trusting relationships with children and adults, promoting mutual respect and a positive classroom culture.
- **Create Inclusive Environments:** Establish a stimulating, inclusive, and safe learning environment where all children feel valued and empowered.
- **Personalize Curriculum:** Plan and deliver an engaging, personalized curriculum that meets the needs of all learners, especially those with additional needs.
- **Support Emotional Regulation:** Use a therapeutic approach to support children's emotional regulation and behavior, ensuring a calm and nurturing learning environment.
- **Develop Oracy Skills:** Enhance pupils' oracy skills through regular opportunities for structured talk, discussion, and confidence in speaking and listening.
- **Reflect and Improve:** Continuously improve teaching through professional development and self-evaluation.

- **Assess Effectively:** Utilize a range of assessment strategies to inform teaching and support pupil progress.
- **Engage All Pupils:** Employ diverse teaching strategies to maximize engagement and achievement for all pupils, including those with SEND and high prior attainment.
- **Use IT Creatively:** Integrate IT creatively to enhance learning, including exploring AI for personalization.
- **Inspire Learning:** Encourage self-confidence, independence, and a love of learning in children. Collaborate effectively with colleagues, contributing to a strong team ethos and supporting the wider school community.

**Demonstrate a commitment to:**

- Equalities:** Promote the school's vision and ethos.
- Respect:** Relate positively to and show respect for all members of the school and wider community.
- Safeguarding:** Uphold safeguarding and child protection standards.

## Information about the school

For the latest report on Perivale Primary School Primary School please click [here](#)

### **School Website**

Our school Website: [Perivale Primary School](#)

### **School location map**

Perivale Primary School  
Federal Road,  
Perivale  
Middlesex,  
UB6 7AP

[Perivale Primary School Google Maps](#)

## Details of selection process

### **Application Deadline**

Applications will be reviewed on receipt as part of a rolling process. The final deadline for submission is **09:00am on Monday 13th April 2026**.

**Submit your application to :** [recruitment@perivale.ealing.sch.uk](mailto:recruitment@perivale.ealing.sch.uk)

Please note that **CVs and hard-copy application forms will not be accepted**.

### **Completing Your Application**

Applicants should complete all sections of the online application form and provide a comprehensive supporting statement that addresses each of the criteria listed at the application stage.

## **Visits to the School**

We warmly welcome and encourage prospective candidates to visit the school.

To arrange a visit, please contact the school office on 0208 997 0619 or email [recruitment@perivale.ealing.sch.uk](mailto:recruitment@perivale.ealing.sch.uk).

## **Selection Process**

The selection process may include a combination of tasks, activities, assessment tools, and an interview.

Further details will be sent to candidates shortlisted for the Recruitment Day, which is scheduled to take place during the week commencing Monday 13th April 2026.

## **References**

References will be requested immediately following shortlisting.

Applicants should ensure their referees are aware of this and prepared to respond promptly.

At least one professional reference is required.

Any offer of employment will be subject to the successful completion of all pre-employment checks.

## **Online Checks**

In line with safer recruitment guidance, we may carry out online checks for all shortlisted applicants to help identify any information that may need to be explored during the selection process.

## **Safeguarding**

Prior to appointment, the school will carry out all statutory safeguarding checks in accordance with current requirements, including those set out in Keeping Children Safe in Education.

We look forward to receiving your application.