



Walberton & Binsted CE Primary School Teacher Recruitment Pack

"Be Bold, be Strong, for the Lord your God is with you"

Joshua 1



ABOUT OUR SCHOOL:

- Church school with a strong Christian ethos
- Approximately 200 pupils across 7 classes
- Modern buildings and facilities
- Strong pastoral support
- Supportive governing body and active PTA
- Passionate and driven leadership team

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Welcome from the Headteacher

1. Welcome from the Headteacher

Dear Applicant,

Thank you for your interest in the class teacher position at Walberton & Binsted CE Primary School, which is suitable for an ECT.

This role offers a wonderful opportunity to begin your teaching career in a happy, inclusive and child-centred village primary school at the heart of the community. You would be joining us at a really exciting point in our journey, as we continue to develop and grow and strive to be the very best school we can be for our children and families.

We are looking for an ambitious practitioner who is passionate about teaching and learning, and perhaps even sees themselves as a future leader.

We know that the first few years of a teaching career are incredibly rewarding, but that there will also be challenges. We are therefore seeking candidates who demonstrate resilience, curiosity and a genuine commitment to learning from every experience. We don't expect you to be the finished article; instead, we want to work with someone who is driven to become the very best teacher they can be and who is committed to their continual improvement.

In return, at Walberton & Binsted you will join a highly supportive team that is deeply committed to professional development and achieving the best outcomes for our children. Your ideas, energy and commitment will be valued, and you will have the opportunity to make your mark from the very beginning. We will work closely with you to ensure you feel supported, challenged and encouraged as you begin your professional journey and develop your practice.

If this sounds like you and you are excited by the prospect of beginning your career at Walberton & Binsted, we would be delighted to receive your application and to learn more about why you feel our school is the right place for you.

In your application form and cover letter, please address the job description and the person specification enclosed within this pack and provide evidence of why you feel your experience, skills and personal qualities make you a strong candidate for this role, and why you would like to begin your teaching career at Walberton & Binsted. Your letter should be no more than 1500 words when typed.

Visits to our school are strongly encouraged.

We look forward to meeting you!

With very best wishes,

Joe Neale
Headteacher

2. Advert

Post: Class Teacher (suitable for an ECT)

Required from: September 2026

Contract: Permanent, 1 FTE

Salary: TMS 1



Walberton & Binsted CE Primary School is a vibrant, inclusive, and child-centered village school at the heart of the community. We provide a secure and stimulating learning environment for around 200 pupils who are responsive, enthusiastic, and proud of their school. We are at an exciting point in our journey. As a forward-looking school with high aspirations, we are striving to be the very best we can be for our children and families. We are seeking an ambitious class teacher who is passionate about teaching and learning to join our friendly, caring, and committed team.

We know you are at the start of your professional journey, and we don't expect you to be the "finished article." Instead, we are looking for an ECT who:

- **Is Driven to Grow:** Shows resilience, curiosity, and a genuine commitment to learning from every experience.
- **Inspires Learners:** Provides a stimulating environment that promotes high expectations and motivates children to achieve their best.
- **Is a Team Player:** A supportive colleague who works successfully with parents, governors, and the wider community.
- **Has Vision and Personal Ambition:** Perhaps sees themselves as a future leader and is eager to make their mark from the very beginning.
- **Promotes Excellence:** Has a firm grasp of how to promote excellent behaviour and a determination to find a way for every child to succeed.

What We Can Offer You

The first years of a teaching career are both exciting and challenging. In return for your enthusiasm and commitment, we offer a supportive induction package including:

- **Tailored ECT Support:** A structured induction programme with a dedicated mentor, weekly mentor meetings and regular coaching to help you develop confidence and expertise.
- **Protected Development Time:** Reduced timetables (10% in Year 1) so you have time to learn, reflect, and develop your practice.
- **Professional Development:** A carefully sequenced programme linked to the Early Career Framework, alongside wider opportunities to grow as a teacher.
- **A Collaborative Culture:** A friendly, supportive staff team where colleagues share ideas and everyone is seen as a learner.
- **Engaged Pupils:** Well-behaved children who are enthusiastic about learning and deserve the very best.

How to Apply

Visits to the school are warmly welcomed and strongly encouraged; we would be delighted to meet you and show you around our school. To arrange a visit, please contact **Emma Dalziel, School Business Manager**, on **01243 551398** or via email: **sbm@walbertonbinsted.org.uk**.

Application Process:

- Application forms are available via the West Sussex Service for Schools website.
- Please include a cover letter (maximum 1500 words) addressing the job profile and person specification, outlining why you would like to begin your career at Walberton & Binsted.
- Completed applications should be sent to: **sbm@walbertonbinsted.org.uk**

Closing Date: Noon, Thursday, 23 April 2026

Interview Date: Tuesday, 5 May 2026

Walberton & Binsted CE Primary School is committed to safeguarding and promoting the welfare of children. This post is subject to successful DBS, health, and qualifications checks and satisfactory references.

3. Job Description

Post: Class Teacher

Scale: TMS 1-6

Responsible to: Headteacher and Deputy Headteacher



All teachers are required to carry out the duties of a teacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regards to the Teachers' Standards. Teachers performance will be assessed against the Teachers' Standards as part of the appraisal process as relevant to their role in the school.

Areas of Responsibility and Key Tasks

Planning, Teaching, and Class Management

- Deliver the curriculum as relevant to the age and ability of the assigned class, taking full accountability for the attainment, progress, and outcomes of all pupils.
- Plan and teach well-structured lessons that achieve progression by identifying clear teaching objectives and specifying how they will be taught and assessed.
- Set tasks which challenge pupils and ensure high levels of interest while maintaining appropriate and demanding expectations rooted in an understanding of how pupils learn.
- Identify and address the needs of all pupils, including those with SEND or any other potential barrier to learning, using distinctive teaching approaches to engage and support them.
- Demonstrate a clear understanding of strategies for early reading and writing, such as synthetic phonics and early mark-making, where appropriate to the age group.
- Promote high standards of literacy and the correct use of spoken English across all areas of the classroom.
- Use a variety of teaching methods to match approach to content, ensuring pupils acquire and consolidate knowledge, skills, and understanding.
- Provide clear structures for lessons that maintain pace and motivation, building on prior attainment and pupils' known capabilities.
- Encourage pupils to think and talk about their learning, developing self-control, independence, and a conscientious attitude toward their work.
- Use a range of teaching strategies involving planned adult intervention, first-hand experience, and play as a vehicle for learning.
- Evaluate your own teaching critically and refine approaches based on advice and feedback from colleagues to improve effectiveness.

Monitoring, Assessment, Recording, and Reporting

- Use an appropriate range of observation, assessment, monitoring, and recording strategies as a basis for setting challenging learning objectives.
- Make accurate and productive use of assessment to secure pupil progress and inform subsequent lesson planning.
- Mark and monitor pupils' work regularly, providing accurate, developmental feedback that encourages pupils to reflect on their emerging needs.
- Assess and record pupils' progress systematically to monitor strengths and weaknesses and recognise the level at which the pupil is achieving.
- Undertake and support the process of statutory assessments.
- Prepare and present informative oral and written reports to parents and carers regarding their child's achievements and well-being.
- Analyse year group, class, and individual data to review performance and monitor specific actions to improve outcomes.

Curriculum Development

- In time, have lead responsibility for a subject or aspect of the school's work and develop plans which identify clear targets and success criteria for its development and / or maintenance.

3. Job Description (cont.)



Behaviour, Safety, and Wellbeing

- Establish a safe, purposeful, and stimulating environment for pupils, rooted in mutual respect and high expectations for behaviour.
- Implement a framework for discipline using a range of strategies, including the consistent and fair use of praise, sanctions, and rewards.
- Promote the safety and wellbeing of pupils, following all safeguarding protocols and adopting the "it could happen here" approach to identifying neglect or abuse.
- Act as a positive role model, consistently demonstrating the attitudes, values, and behaviour expected of the pupils.
- Manage classes effectively to inspire, motivate, and challenge pupils while exercising appropriate authority and acting decisively when necessary.
- Carry out playground and other duties as directed within the remit of the School Teachers' Pay and Conditions Document.
- Uphold the school's behaviour code, uniform regulations, and standards regarding punctuality and attendance.

Team Working and Collaboration

- Work collaboratively with others to develop effective professional relationships and a culture of loyalty and integrity toward school leaders.
- Direct and supervise support staff effectively to ensure they are appropriately involved in supporting learning and understand their roles.
- Contribute to the selection and professional development of other teachers, including the induction and assessment of new staff.
- Participate in meetings, assemblies, and acts of Worship, contributing to the pastoral and spiritual functions of the school.
- Identify opportunities for working with colleagues to share effective practice and secure co-ordinated outcomes for pupils.
- Co-operate with relevant external bodies and partner schools to benefit the department and the wider school community.
- Provide cover for absent colleagues within the remit of the current Teachers' Pay and Conditions Document.

Professional Standards and Development

- Fully support the aims, vision, and inclusive ethos of the school and its specific values, opposing all forms of discrimination.
- Take responsibility for your own professional development by proactively participating in the school's appraisal process and relevant training.
- Maintain a working knowledge of teachers' professional duties, legal liabilities, and national policies.
- Demonstrate resilience and resourcefulness, thinking creatively to solve problems and anticipate school needs.
- Uphold public trust in the profession by maintaining high standards of ethics and behaviour within and outside of the school.
- Participate in and carry out administrative and organisational tasks, including the registration of pupil attendance.
- Engage in marketing and liaison activities, such as Open Evenings, Parents' Evenings, and community events.
- Undertake any other reasonable professional task as directed by the Headteacher.

4. Person Specification



	Essential Criteria	Desirable Criteria	
Qualifications and Training	* Qualified Teacher Status (QTS)* Good Honours Degree		A
Experience and Knowledge	Experience of teaching in Key Stage 1 or 2	Experience of teaching across multiple Key Stages (KS1 & KS2)	A
	Knowledge & understanding of safeguarding requirements in schools		A / I
	Sound knowledge of the National Curriculum for Key Stages 1 and 2	Specialist knowledge of a National Curriculum subject	A / L
	Secure subject knowledge of English and Maths suitable for teaching in KS 1 and KS2		L / I
Teaching and Learning	Record of high-quality effective teaching in Key Stage 1 or 2	Up-to-date knowledge of current issues in primary education and evidence informed practice	L / R / I
	Successful experience of managing behaviour of pupils		L / I
	Sound understanding of effective use of assessment & feedback in class		L / I
	High expectations for inclusive provision and equality of access		L / I
Personal Attributes and skills	Commitment to the school's vision, Christian values, and ethos		I / L
	Relate well to pupils and colleagues		I
	A genuine team player who shares expertise openly and generously		I
	High expectations of self and others		I
	Drive, personal ambition and passion for education		I
	Willingness to be involved in the wider life of the school		L

Criteria to be assessed through:

Application (A), Supporting Letter (L), Interview (I) and References (R)

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