



Worthinghead

Primary School

Be Kind, Work Hard and Grow

We're hiring!



Worthinghead

Primary School

Be Kind, Work Hard and Grow



Role: Class Teacher (Year 5 in the first instance; ECT applications will be considered)
Start date: 1st January 2026 (or as soon as possible afterwards)
Salary: Main Pay Scale
Contract: Permanent (full time)

If you are a relational, forward-thinking teacher who champions inclusive practice, resonates with our vision, and is determined to help us ensure the children at Worthinghead thrive and succeed, we would love to hear from you.

What we are looking for:

The successful candidate will be someone who:

- Is an inspiring classroom practitioner who understands that productive learning begins with calm, predictable environments, high warmth, and unwavering expectations.
- Embodies our Positive Relationships Policy, drawing on restorative approaches and the principles of When the Adults Change to praise publicly, reflect privately, and meet every child with consistency and patience.
- Champions genuine inclusion and equity, recognising that every learner's starting point is unique and skillfully adapting teaching to ensure all pupils—including those with SEND and pastoral vulnerabilities—belong and achieve.
- Fosters a vibrant classroom culture where reading is the heartbeat of learning, mistakes are embraced as progress, and curiosity is celebrated.
- Brings energy, creativity, and a distinct passion to lead a foundation subject across our school (except for ECTs), and brings the reflective drive to build strong foundational practice within a supportive setting.
- Is a resilient, authentic team player who works with good humour, deep empathy, and absolute integrity.

What we can offer:

- A welcoming, ambitious school community actively delivering an inspiring, newly reimagined vision for our children.
- Children who respond brilliantly to structure, flourish under clear routines, and bring genuine warmth and curiosity to each day.
- A reflective, collaborative staff team committed to mutual support, professional wellbeing, and high instructional standards.
- Dedicated, high-quality professional development, including comprehensive support for ECT induction or tailored pathway development for experienced teachers.
- A visible, approachable Leadership Team and Governing Body that champion teacher autonomy, innovation, and professional respect.
- Extensive grounds and outdoor learning spaces, including our Green Wood forest area.



Tours of school:

Because finding the right school environment is just as important for you as it is for us, visiting Worthinghead prior to application is considered an essential first step. Please contact by using the contact details at the bottom of the page to reserve a place on one of our scheduled tours:

Monday 2nd November 2026: 2:15pm – 3:15pm

Tuesday 3rd November 2026: 2:15pm – 3:15pm

Tuesday 3rd November 2026: 4:00pm – 5:00pm

Friday 6th November 2026: 9:00am – 10:00am

Key recruitment dates:

Closing date: Wednesday 11th November 2026 at 12:00pm (midday)

Shortlisting: Wednesday 11th & Thursday 12th November 2026

Interviews: Week commencing Monday 16th November 2026

Important safer recruitment information:

Shortlisted applicants will need to provide evidence of their eligibility to work in the UK. Worthinghead Primary School is committed to safeguarding and promoting the welfare of young people and we expect all staff to share this commitment. All posts are subject to the safer recruitment process including an enhanced Disclosure and Barring Service Check.



Thank you for your interest in the Class Teacher vacancy at Worthinghead Primary School.

At Worthinghead, our everyday practice is guided by a straightforward motto: Be Kind, Work Hard and Grow. We are on an exciting and deliberate improvement journey to ensure our pupils receive the very best deal every single day. Attached to this pack is our full school vision document, which outlines what we stand for: a cohesive, knowledge-rich curriculum where reading is the heartbeat, an unapologetic commitment to inclusion and equity over simple equality, and our core FRIEND values (Friendship, Responsibility, Inspiration, Empathy, Nurture, and Determination).

This position is teaching our Year 5 cohort in the first instance. Year 5 is a pivotal stage in our children's primary journey; they thrive under adults who offer absolute consistency, visible kindness, and structured, predictable environments. Our behavioural philosophy is restorative and centred around the core principles of Paul Dix's *When the Adults Change*. We don't believe in quick-fix sanctions; we believe in calm adult behaviour, praising effort publicly, supporting reflection privately, and holding unwavering expectations alongside unconditional positive regard.

We are looking for a teacher who truly connects with this ethos. We are advertising for a January 2027 start, or as soon as possible thereafter. Let me be clear on this point: our priority is appointing the right teacher for our children, not simply the person who can start the soonest. Whether you are available for January or need to serve notice into the Spring term, we want to hear from you if Worthinghead is where your values lie.

Finding the right professional home is critical. For that reason, visiting us before submitting an application is considered an essential first step. We want you to walk our corridors, explore our extensive grounds, meet our team, and see firsthand whether Worthinghead is the community you want to invest in.

I look forward to meeting you, showing you our school in action, and discussing how you can make a lasting difference to our children.

Henry Naylor
Headteacher



WORTHINGHEAD PRIMARY SCHOOL CLASS TEACHER JOB DESCRIPTION

POST TITLE: CLASS TEACHER
GRADE: MPS

Main purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

Duties and responsibilities

Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure coordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

Health, safety and discipline

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

Professional development

- Take part in the school's appraisal procedures



- Take part in further training and development in order to improve own teaching
- Take part in the appraisal and professional development of others, where appropriate

Communication

- Communicate effectively with pupils, parents and carers

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the school



WORTHINGHEAD PRIMARY SCHOOL PERSON SPECIFICATION

Criteria Category	Specific Requirements & Qualities (E) = Essential; (D) = Desirable
<i>Qualifications & Experience</i>	→ Qualified Teacher Status (QTS). (E) → Degree qualification. (E) → Successful primary classroom teaching experience including in teacher training. (E)
<i>Skills & Knowledge</i>	→ Deep knowledge of the primary National Curriculum requirements. (E) → Comprehensive knowledge of effective, modern teaching and learning strategies. (E) → A thorough and accurate understanding of how children learn. (E) → Proven ability to adapt teaching and differentiate successfully to meet pupils' individual needs. (E) → Natural ability to build warm, effective, and professional working relationships with pupils. (E) → Thorough knowledge of statutory guidance and requirements around safeguarding children (Keeping Children Safe in Education). (E) → Knowledge and execution of effective, positive classroom behaviour management strategies that maintain a calm and purposeful environment. (E) → Good ICT/computer skills, particularly using technology to enrich learning and track student data. (E) → Brings a unique skill, hobby, or personal passion to our school with the desire to eventually lead or support a foundation subject across the curriculum (e.g., History, Art, Music, Geography, or PE). (D)
<i>Personal Qualities</i>	→ A profound commitment to getting the best outcomes for all pupils and actively promoting the ethos, vision, and values of Worthinghead Primary School. (E) → Consistently high expectations for children's individual attainment, effort, and progress. (E) → Proven ability to work effectively under pressure, prioritize workloads, and manage time. (E) → Uncompromising commitment to maintaining professional confidentiality at all times. (E) → Absolute commitment to safeguarding child welfare and promoting equal opportunities. (E) → A resilient, proactive team player who collaborates closely with staff and approaches challenges with integrity, creativity, and a sense of humour. (E)