



BLACKHORSE PRIMARY SCHOOL

KS1 Teacher – Full Time Permanent

Application Pack

Start Date:	1 st September 2025
Salary:	Teachers Main M1-M3 £31,650 - £35,674
Contract:	Permanent
Hours:	32.5 hours per week
Closing date:	Wednesday 11 th June at Noon

Thank you for your interest in working at Blackhorse Primary School.

We are looking to appoint an excellent KS1 teacher to deliver highly effective teaching to children as part of a committed team. We welcome applications from Early Career teachers.

Blackhorse Primary School is a two-form entry Primary school and a founding member of The Leaf Trust which formed on 1 September 2023. The Leaf Trust is made up of twelve primary schools, one infant school and one junior school. We are proud to be a leading Primary and Early Years Trust in the South West and a leading voice in Primary and Early Years education.

At Blackhorse we are extremely proud of our inclusive culture and dedicated staff team and welcome your interest in working with us and becoming part of our fantastic team. Blackhorse Primary School is a successful and over-subscribed school with outstanding behaviour, curriculum, inclusion and leadership (OFSTED Feb 2018). The school has South Gloucestershire's only Resource Base for 22 Autistic children and children with social, communication and language difficulties.

This is a fantastic opportunity for an individual with a passion for Primary education. The successful candidate will have a strong understanding of teaching English and Maths and secure subject knowledge in the wider curriculum.

Blackhorse prides itself on living the school values of Respect, Pride, Bravery and Success and builds 'Champion Learners' through our 4 key ingredients of 'Extensive Opportunity', 'Expert Tuition', 'Purposeful Practice' and 'Personal Effort'.

We offer:

- The opportunity to join one of the most over-subscribed schools in the county, with a strong track-record for exceptional professional development of staff.
- The opportunity to work within the Leaf Academy Trust.
- A committed, professional and highly motivated team who support one another to be the best we can be.
- A classroom and outdoor environment that offers purposeful learning opportunities.
- The opportunity to collaborate with colleagues from other schools through partnership work with The Leaf Trust including access to excellent Primary CPD.
- ECTs have access to an experienced mentor and dedicated time to complete ECT Induction and develop your practice.
- Additional "Wellbeing Day" each year and the opportunity to be a voice on our Staff Wellbeing Group;
- Cycle to Work Scheme;
- Access through our medical insurance to physiotherapy, Nurse Support Services, Surgical Assistant Programme, Mental Health Services, Mental Health First Aid Training, Stress Coaching and Counselling

We are looking for a teacher who...

- Demonstrates proven standards of excellent teaching within KS1
- Has experience of planning for a wide range of need and breadth of ability within an inclusive environment
- Shows commitment and passion when working with pupils through aspirational target setting
- Wants to build Champion Learners through; extensive opportunities, purposeful practice, expert tuition and instilling a belief in personal effort.
- Can demonstrate professional growth through engagement with research and evidence-based practice
- Provides an ambitious learning environment which meets every child's needs
- Has boundless enthusiasm and enjoys working as part of a team
- Is willing to become involved in the life of the school.
- A willingness to undertake further training and professional growth

Please see our website www.blackhorseprimary.org.uk for full details of our School and to download an application pack.

Visits are most welcome, if you would like to find out more about this vacancy and book in to visit our school then please contact the school office. (please telephone the School Office to book a slot – 01454 866570).

Visits will take place on: Tuesday 2nd June 4:00pm, Thursday 5th June 9:15am

The closing date for applications is: 12 noon, Wednesday 11th June 2025

Interviews are scheduled to take place on: Wednesday 18th June 2025

The Leaf Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from underrepresented groups, including ethnicity, gender, transgender, age, disability, sexual orientation, or religion.

Short-listed applicants will be contacted by email (preferably) or telephone with details of the interview process.

On the following pages of this pack you will find details of how to apply, a copy of the person specification and job description. The relevant application form is available to download separately on our website.

HOW TO APPLY

Completing the Application Form:

Applications must be made on an appropriate official **Leaf Trust** application form which is available from our website. There are two available to download: one for teaching posts and one for support staff vacancies.

The whole of your application form and any additional information may be photocopied for the short-listing panel. Your form should therefore be typed or clearly written in black ink. Whilst additional sheets or supplementary information may accompany your application form, please note that CVs alone will not be considered.

The short-listing/appointments panel will assess applications against the criteria set out in the person specification for the post you have applied for. When completing the application form please ensure that you address these areas in your application, particularly the essential criteria, giving examples to demonstrate how you meet the criteria.

Our preferred method of application is via the Eteach portal 🖱️ Click **here**. Alternatively, download a copy of the application form from our website to complete and email it back by the closing date specified to: Office@blackhorsepri.org.uk

References, Health & DBS Clearance:

All offers of employment with The Leaf Trust are made subject to receipt of two satisfactory employment references, health clearance and an enhanced DBS clearance.

References: Please note that references will be taken up prior to interview. If for any reason you do not wish us to contact a referee prior to interview or a job offer, please indicate this clearly on the appropriate section of the application form.

Health Clearance: If you are offered a post with us, you will be asked to complete an on-line medical questionnaire. An offer of employment will only be confirmed by the Leaf Trust once this assessment has been completed and confirmation of health clearance is received in respect of the role offered to you. Please note that the Health Questionnaires are totally confidential.

Disclosure & Barring Service: The Leaf Trust is committed to safeguarding and promoting the welfare of children and young people and all staff and volunteers are expected to share this commitment. The post is subject to appropriate vetting including an enhanced DBS disclosure check before the successful applicant can take up post.

Equal Opportunities Monitoring Form

We hope very much that you will complete and return the Equal Opportunities Monitoring Form, which will be detached from your application upon receipt in the office. We would wish to assure you that the form will be used purely for monitoring purposes.

POST TITLE:	Classroom Teacher (Pre-threshold)
SALARY GRADE:	Main Pay Scale (1-3)
JOB PURPOSE:	To be responsible for the delivery of high quality teaching and learning within the relevant key stage. To Lead the development of a subject throughout the school.
RELATIONSHIPS:	The post holder is responsible to the Headteacher for his/her teaching duties and for fulfilling the duties set out in this job description. The post holder will be responsible to their Key Stage Leader for the implementation of day-to-day policies and guidelines. The post holder will be responsible to the Senior Management Team for development of their assigned subject. There is a requirement for effective professional relationships with all teaching and support staff colleagues and other members of the school community.
STATUTORY REQUIREMENTS:	This job description is to be performed in accordance with the requirements of the School Teachers' Pay and Conditions Document and within the range of professional duties set out in the National standards for Teachers.
GENERIC RESPONSIBILITIES:	The post holder will have responsibility for teaching an assigned class of pupils as described in the job description that applies to all classroom teachers. (This might also include reference to aspects of subject development or co-ordination that are undertaken by all or most classroom teachers).
PARTICULAR RESPONSIBILITIES:	The post holder will meet all criteria of the National Teaching Standards. The post holder will ensure Good pupil progress. This is defined as having the overwhelming majority of children meet their expected standard based on the previous KS target e.g. Children achieving GLD should be 'Secure' in AREs by end of Y1, children meeting the expected standard in KS1 SATs should be secure in Y3,4,5 etc. <i>See transition matrices.</i> The post holder will ensure that teaching is at least Good over time. This will be evidenced by lesson observations, book scrutinies, data etc.

The post holder will follow all agreed school policies and procedures, including the Staff Conduct Policy.

The post holder will lead the development of a curriculum area throughout the school and contribute to the development of whole school improvement.

**RESOURCES AND
SUPPORT:**

The post holder will be entitled to 10% (Pro-rata Contact time) planning, preparation and assessment time

The post holder will be offered training and development opportunities.

REVIEW:

The job description sets out the principal responsibilities of the post but does not describe each of the tasks that it may be necessary to carry out.

The job description will be reviewed annually as part of the Performance Management cycle.

**SPECIAL NOTES AND
CONDITIONS:**

The postholder will be subject to an enhanced DBS disclosure and suitability check to satisfy child protection requirements. The post is exempt from the provisions of the Rehabilitation of Offenders Act and all convictions or cautions must be declared.

Blackhorse Primary School
Person Specification

The Person Specification sets out the skills, knowledge and experience that are considered to be necessary to carry out the duties of the post effectively. It will be used in the short-listing and interview process for this post. You should demonstrate on your application form how you meet these criteria as you will only be shortlisted if you meet all of the essential criteria (and desirable criteria where applicable).

POST TITLE: Teacher
GRADE: Teachers Main Pay Scale (1-3)
HOURS: 32.5 hours per week

CRITERIA	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT Application Form / Interview / Presentation / References etc
EDUCATION & QUALIFICATIONS	Qualified Teacher Status	Other relevant professional qualifications	<i>Application Form / Interview</i>
WORK RELATED EXPERIENCE, KNOWLEDGE AND ASSOCIATED VOCATIONAL TRAINING	a) Experience of teaching and/ or training. b) Evidence of consistently good teaching; c) Excellent subject knowledge of the curriculum; d) High expectations for all children to succeed. e) Commitment to creating a highly stimulating curriculum; f) Evidence of leading extra-curricular activities. g) Good understanding of supporting children with SEND.	Specialist skills which could enhance our curriculum especially computing Evidence of very good pupil outcomes as a result of your teaching;	<i>Application Form / References / Interview/ Tasks / References</i>
JOB RELATED SKILLS	Ability to communicate effectively with children parents, school staff and other agencies Ability to present information both orally and in written form in a concise, coherent way Ability to negotiate successful outcomes in difficult situations Ability to plan for teaching and learning across the primary school curriculum	Ability to provide advice and support in a nurturing and supportive way	<i>Application Form / Interview / Tasks / References</i>
PERSONAL AND PROFESSIONAL QUALITIES	A person who can and will: a) Maintain the highest professional standards in all areas;	a) Have ambition for both their professional journey and that of the school; b) Evidence of involvement	

	b) 'Can do' attitude and belief that all children can (and will) succeed; c) Embrace on-going CPD opportunities; d) 2 fully supportive professional references e) Ability to establish good working relationships with a wide range of colleagues f) Ability to judge when it is appropriate to seek further guidance g) Ability to contribute to and work as part of a successful and effective team	in the wider school community.	
Special Working Conditions			
There are no special working conditions			
Employment Checks / Specific Requirements			
DBS, Health Assessment, 2 x fully supportive references			