SPARK EDUCATION TRUST

SALTBURN PRIMARY SCHOOL

Classroom Teacher

Candidate Information Pack

Closing Date: 12.00pm, Monday 20th April 2026

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Welcome from the CEO

Dear Applicant,

I am immensely proud to be Chief Executive of Spark Education Trust. We are a recently merged Trust comprising 4 secondary and 11 primary schools located across the Tees Valley and we provide opportunities for children and young people to reach their full potential, whatever their starting point. We know that this is best achieved in encouraging environments where mutual and self-respect is promoted. We want to grow confident young people able to work independently and think creatively in a fast-changing world.

We have high expectations for everyone, aspiring to excellence in teaching and achieving impressive standards is all areas of school life. Success beyond the classroom in sport and the arts are features of life across our Trust.

For our staff we provide positive working environments, a commitment to the highest quality professional development, opportunities to collaborate to create excellence and encouragement to forge career success.

Trustees, governors and leaders collaborate closely to ensure excellence in all aspects of Spark Education Trust. Our core values are mutual respect, hearty collaboration and courageous ambition and these drive our work ensuring that Spark schools are wonderful places to work.

Louise Spellman

Welcome from the Headteacher

Dear Applicant,

I would like to take this opportunity to thank you for your interest in the post Classroom Teacher at Saltburn Primary School. We are seeking to appoint an enthusiastic and talented Classroom Teacher who has the vision and drive to make a significant impact across the school and is committed to making a difference to the lives of our children.

Saltburn Primary School is a family school with dedicated staff and a supportive Local Governing Committee, proudly standing at the heart of our coastal community. We are committed to building strong relationships with our families to enable all of our children to flourish. As part of our school ethos to 'Nurture, Inspire, Achieve', we expect and teach our pupils to behave in a responsible manner, both to themselves and others, show consideration to others, have a positive attitude to learning and respect others at all times.

To help you decide if the job would suit you, please find enclosed some details, which we hope will give you a flavour of what Saltburn Primary School and Spark Academy Learning Trust are about.

If your values and ambitions mirror ours and you believe you can deliver that vision, then we would be delighted to receive an application from you.

We are committed to safeguarding all members of our community; therefore, all posts are subject to enhanced disclosure procedures and pre-employment checks.

Kind regards,

Caroline Chadwick
Headteacher

Classroom Teacher

Job Title: Classroom Teacher
Location: Saltburn Primary School
Start Date: 1st September 2026
Actual Salary: £32,916 to £51,048 (MPS1 to UPS3)
Hours of Work: 1 FTE
Contract Type: Permanent
Closing Date: 12.00pm, Monday 20th April 2026
Interviews: w/c Monday 27th April 2026

About the Role
Are you a talented classroom practitioner who can make the difference for children within our school?

Do you…

- Have a passion and belief that all children can achieve whatever their needs, abilities and circumstances?
- Have consistent high- quality teaching skills and excellent subject knowledge to secure rapid pupil progress?
- Have the commitment to work in partnership with all pupils, staff, parents, governors and the wider community?
- Have the willingness to teach across the primary age range?

Saltburn Primary is member of the Spark Education Trust. Our most recent Ofsted inspection June 2023 identified our school as 'good' and noted "Pupils are proud to attend here and their attitudes to learning demonstrate this clearly. Leaders have high expectations for all pupil".

The successful candidate will:

- Hold high expectations of the children both in terms of achievement and behaviour and be committed to raising standards.
- Be able to work effectively as part of a team and independently using their own initiative.
- Have experience of working across a range of different year groups.
- Believe passionately in creating an outstanding learning environment and opportunities to ensure all children achieve and make the best possible progress
- Have a talent for bringing learning alive and be successful in securing children's excitement for learning.
- Be able to communicate effectively with children, staff and parents.
- Have a good understanding of the national curriculum framework and adaptation.

About Us
We are a recently merged Trust, Spark Education Trust which currently consists of 11 Primary Schools and 4 Secondary Schools. The Spark Education Trust can offer you a professional challenge and a rewarding opportunity, working with collaborative schools that are passionate about the progress and development of every student.

What we have:
- A positive and caring ethos and working atmosphere
- Friendly children, eager to learn and achieve
- An aspirational curriculum for all students
- A committed, enthusiastic and supportive staff team
- Excellent support from the Governing Body, the staff and parents/carers
- Opportunities for career development

For further details on us as an organisation, please click here.

For further information on the school, please click here.

How to Apply

Please make sure that the application form is completed and returned via email to office@saltburnprimaryschool.co.uk, addressed to Mrs Caroline Chadwick, Headteacher.

Please note that feedback will only be given to shortlisted candidates, if you do not receive an invite to interview within 30 days of the advert's closing date assume that you have been unsuccessful in your application for this post.

Safeguarding Notice

The Spark Education Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check. The post you are applying for is exempt from the rehabilitation of offender's act 1974. We will also carry out an online search on shortlisted candidates to help identify any incidents or issues that are publicly available online.

Saltburn Primary School is committed to safeguarding, for further information on the school's Safeguarding and Child Protection Policy please click here.

Job Description

Classroom Teacher

Responsible to: The Headteacher and the Governors of the school

1. Relationships:

1. Liaison with the teaching and non-teaching staff of the school, Governors, Parents, Children, Advisers and other Professionals.
2. Take responsibility for a class of children determined on an annual basis by the Head teacher and in accordance with the duties listed below.
3. Work closely and effectively with colleagues in the Senior Leadership Team.
4. To carry out the professional duties covered by the latest School Teachers' Pay and Conditions Document. The post holder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the professional code of the General Teaching Council for England.

2. As a Class Teacher:

The Class Teacher will:

1. Teach a class of pupils, and ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs;
2. Maintain the positive ethos and core values of the school, both inside and outside the classroom;
3. Promote the schools aims and ethos in the staff code of conduct.
4. Contribute to constructive team-building amongst teaching and non-teaching staff, parents and governors;
5. Implement agreed school policies and guidelines;
6. Support initiatives decided by the Head teacher and staff;
7. Plan appropriately to meet the needs of all pupils, through differentiation of tasks;
8. Be able to set clear targets, based on prior attainment, for pupils' learning;
9. Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils;
10. Keep appropriate and efficient records, integrating formative and summative assessment into planning;
11. Work with school leaders to track the progress of individual children and intervene where pupils are not making progress;
12. Report to parents on the development, progress and attainment of pupils;
13. Promote the school's code of conduct amongst pupils, in accordance with the school's behaviour policy;
14. Participate in meetings which relate to the school's management, moderation, curriculum, administration or organisation;
15. Lead and organise a subject area following the subject leader policy, as appropriate.
16. Communicate and co-operate with specialists from outside agencies;
17. Lead, organise and direct support staff within the classroom;
18. Participate in the performance management system for the appraisal of their own performance, or that of other staff.
19. To ensure communication with parents and updating, if necessary, Twitter.
20. To ensure completion of mandatory training.

WORKING WITHIN A SCHOOL SETTING:

- To ensure that the school's aims and objectives in relation to the curriculum, equal opportunities and discipline are promoted in every day classroom organisation and practice.
- To undertake any other reasonable and relevant duties in accordance with the changing needs of the school.
- To take up the opportunity for continuous professional development through self-directed reading, courses and in-service training.
- To contribute to the maintenance of a caring and stimulating environment for pupils.

To make a positive contribution to the wider life and ethos of the school.

SCHOOL ORGANISATIONAL OBJECTIVES

The Post holder will contribute to the school's objectives in service delivery by:

- Enactment of Health and Safety requirements and initiatives as directed.
- Ensuring compliance with Data Protection legislation.
- At all times operating within the school's Equal Opportunities framework.
- Commitment and contribution to improving standards for pupils and school improvement as a whole.
- Ensuring the safeguarding of all pupils.
- Demonstrating consistently high standards of personal and professional conduct.

CONDITIONS OF SERVICE

Governed by the National Agreement on Teachers' Pay and Conditions, supplemented by local conditions as agreed by Spark Education Trust

SAFEGUARDING - <u>and</u> Promoting the Welfare of Children and Young People

- To demonstrate a commitment to safeguarding and promoting the welfare of children and young people, staff and volunteers.

To demonstrate a thorough understanding of safeguarding and safer recruitment policies and procedures, and their application within an educational setting/environment in accordance with the current DfE statutory guidance for Keeping children safe in education.

SPECIAL CONDITIONS OF SERVICE

Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended.

The school is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to enhanced criminal records bureau disclosure.

EQUAL OPPORTUNITIES

The post holder will be expected to carry out all duties in the context of and in compliance with the School's Equal Opportunities Policies.

Person Specification

Essential	Source of Evidence
1. Qualifications and Training • Qualification Teacher Status (QTS) • DBS clearance. • Evidence of continued career development • Evidence of recent safeguarding training	Application Form Written Reference
2. Experience • Experience of teaching in with evidence of having achieved successful pupil outcomes. • Knowledge and understanding of how young children learn • A sound grasp of the concept of inclusive practice • Knowledge of issues relating to equal opportunities; multi-cultural education; • personal and social education; special educational needs and how to meet the needs of gifted children • A clear grasp of the curriculum • Knowledge of current educational issues	Application Form Written Reference Formal Interview
3. Professional Knowledge A clear and good understanding of current educational issues, theory and practice, with particular regard to: • The National Curriculum; Statutory Frameworks relating to designated Key Stages • A subject specialism • Equality and issues relating to pupils' access to teaching; • Classroom organisation and class management • British Values	Letter of Application Formal Interview
4. Professional Skills The ability to create a safe and rich learning environment involving: • Clear ideas for, and demonstrated experience of, classroom organisation, planning and record keeping; • A good understanding of child development and the ability to differentiate and select appropriate resources in accordance with pupils' ability. • Creating a stimulating and enriching visual environment for the classroom; • The ability to work closely with teaching and support staff in developing the school curriculum and the pastoral work of the school; • The ability and willingness to work with parents and encourage their active participation in Education	Letter of Application Formal Interview

How to Apply

Application forms and further details are available on the Trust's website –

www.sparkeducationtrust.org.uk

Please make sure that the application form is completed and returned via email to office@saltburnprimaryschool.co.uk, addressed to Mrs Caroline Chadwick, Headteacher.

Applications submitted on anything other than the official application form and applications from agencies will not be accepted.

Confidential References

Two referees should be nominated, including one from your current/most recent employer – Those from an education setting must provide the Headteacher as one of their references or to be signed and checked by the Headteacher.

Job Description

Details the main responsibilities for this post and the personal and professional qualities required.

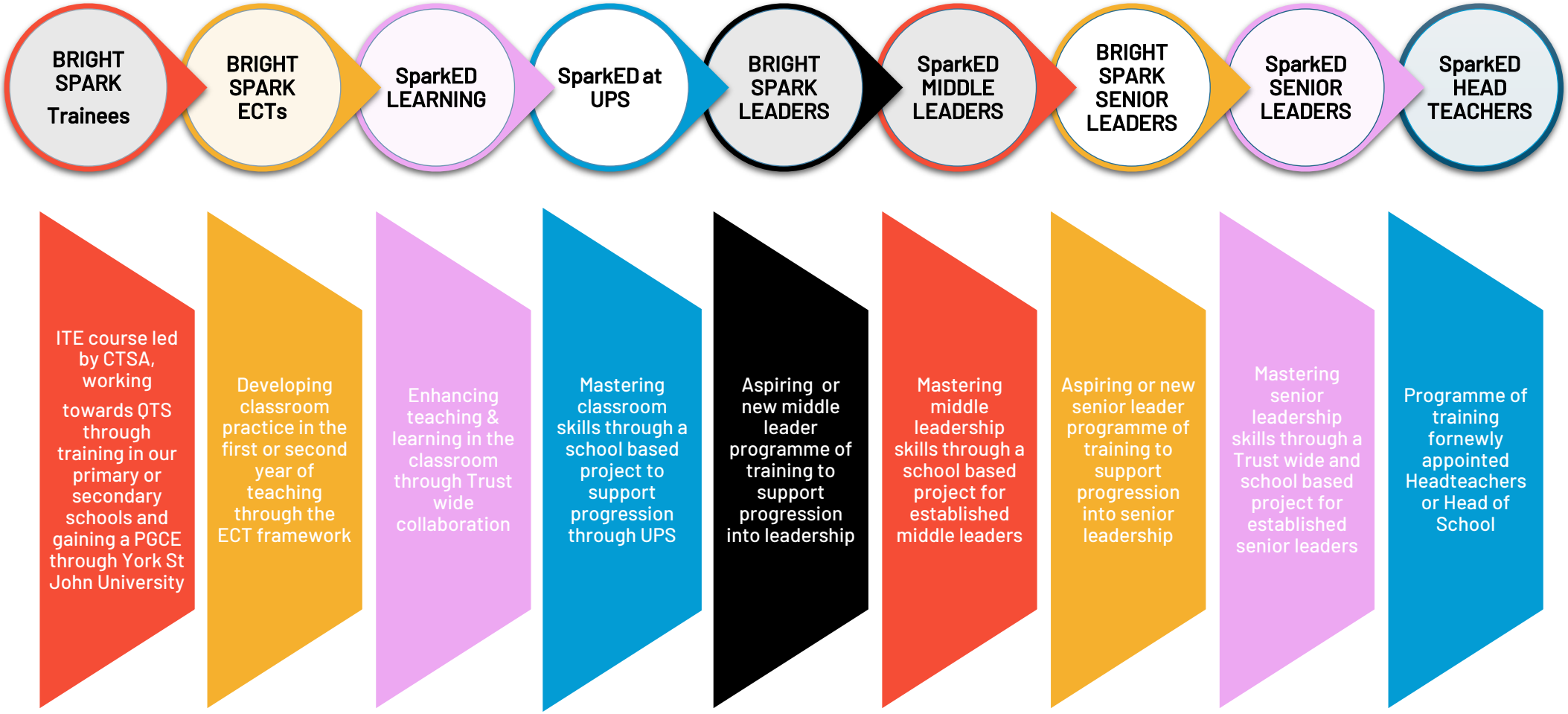
Person Specification

Sets out the criteria to be used for the shortlisting process.

Closing date: 12.00pm, Monday 20th April 2026

Interviews to be held: w/c Monday 27th April 2026

Spark Career Development Programme



Focused collaborative groups operate at all career stages to share best practice, develop Trust wide improvement strategies and offer support to colleagues in our schools.

Employee Benefits

Wellbeing

Free and confidential support.

Up to six sessions of structured counselling, if recommended.

Pensions

All eligible staff automatically join either The Teachers Pension Scheme or the Local Government Pension Scheme upon the start of their employment.

As members of these schemes, employees have access to the full range of membership benefits including a Death in Service payment is included in the Teacher Pension Plan and Local Government Pension Scheme.

Cycle to work

We also provide a cycle to work scheme, which is a recognised Inland Revenue salary sacrifice scheme through www.greencommuteinitiative.uk which enables staff to access a new bike and bike equipment.

Work Life Balance

We provide a generous Annual Leave entitlement for Support Staff of 27 days leave, rising to 32 days leave following 5 years' service, in addition to statutory bank holidays.

As we are supportive of flexible working, we have many staff working on individual working arrangements and we offer many roles working term time only contracts, to assist with individuals work life balance.

Professional Development

As we believe in supporting and developing our staff, we offer extensive career development opportunities and actively seek to develop and promote staff where possible.