



# Classroom Teacher

## Recruitment Pack

Salary: MPS

Contract type: Fixed Term (Maternity Cover), Full-Time

Start Date: September 2025

Closing Date: Monday 7<sup>th</sup> July 2025

# Message from the Headteacher



Dear Candidate

Thank you for your interest in the post of class teacher at St John Fisher RC Primary School.

St John Fisher RC Primary School is situated in the Haughton Green area of Denton in Tameside. We are a Catholic school in the Diocese of Salford and our Mission and Core Values are at the heart of everything we do. Love, Faith, Courage and Passion are known by all the children and lived each and every day.

The successful candidate will be a valued member of our teaching team. We are looking for a forward-thinking, dynamic innovator who is excited by challenge and committed to improving the life chances of our young people.

As a team we create memories that our children will have for a lifetime but that will also equip them with the skills, confidence and resilience to become change-makers of the future. We are ambitious and we want our children to reach for the stars.

We welcome visits to the school so that you can see for yourself why St John Fisher RC Primary School is such a special place to be.

We want the best people to join our school community and we are committed to a diverse and inclusive pupil and staff body. If you are passionate about making a difference and feel that you have the right experience and expertise, I encourage you to apply to join us on our journey.

Applicants should complete a CES application form and provide a covering letter of application outlining:

- What you can bring to our dedicated, driven and determined team
- What makes you unique in the teaching profession
- Relevant experience
- What you see are the key issues facing education at the moment and how you might address these
- How your teaching will support all of our learners in attaining their potential

If you are interested in learning more about the position, please do get in touch with us.

I look forward to hearing from you

**Mandy Harris**  
**Headteacher**

# Mission Statement

## Mission Statement

*'Come follow me and I will make you fishers of men'*

As we walk in the footsteps of Jesus we let our **faith** shine through our prayers, thoughts, words and actions.

We welcome you as we would welcome our friends and family with **love**, respect and compassion.

We seek to be the best in all that we learn and do, showing creativity, self-belief and **passion** for learning and life.

We will have **courage** to change the world for the good of others and be proactive in protecting all of God's creation.

**FAITH**

**LOVE**

**PASSION**

**COURAGE**

# School Information

St John Fisher RC Primary School is a Catholic School in the Diocese of Salford. We are a one-form entry school and have over 240 pupils in Nursery to Year 6. Over the last few years we have been heavily oversubscribed with applications for places for our new intakes in Reception as well as a waiting list for other year groups within the school. Parents are positive and supportive of the school ethos and appreciate the friendly and approachable staff team we have.

St John Fisher RC Primary School will be joining Emmaus Catholic Academy Trust on 1st July 2025. This is an exciting step in our journey, allowing us to collaborate with a family of Catholic schools dedicated to high-quality education, faith development, and shared expertise.

As part of the Trust, we will benefit from enhanced professional development, access to wider resources, and opportunities for collaboration with other schools, strengthening both our teaching and learning provision. Applicants should be aware of this transition and the opportunities it will bring as we continue to grow and develop within a strong Catholic educational community.

Ofsted acknowledged in our Section 5 inspection in March 2022 that teachers have high expectations of pupils academically, including pupils with special educational needs and/or disabilities (SEND). In return, pupils concentrate on their learning and achieve well. The pupils enjoy attending St John Fisher RC Primary School. They told inspectors that they feel happy and safe when they are in school. Pupils said that their teachers look after them.

Our curriculum is broad and ambitious for all our pupils. We continue to develop and refine the curriculum so that it closely aligns with the needs of the pupils at the school. We use Read Write Inc. to teach phonics, we use Pathways to Write and Pathways to Spell in English and we use White Rose Maths Schemes of Work to support planning and assessment in Maths. Our well-designed curriculum supports pupils to know and remember more important subject content and prepares them for when they leave us so that they have the skills and knowledge that they need to access the next stages of their education.

We have a small, friendly, dedicated and professional team which includes a Headteacher who is currently our SENCO, Deputy Headteacher, School Business Manager, Two Middle Leaders, 11 teachers, 10 HLTA/TA's, Pastoral Lead, SEN Support Assistant, Admin Assistant, 3 Site Staff and 5 Midday Assistants. They are supported by a skilled Speech and Language Therapist and Educational Psychologist who attend school on a regular basis.

All staff at St John Fisher School believe that we are in a privileged position in helping to form the lives of the young people in our care. Our core values of: faith, love, passion, and courage underpin our mission statement and vision. They also determine the ethos and culture in our school. We are a welcoming school with a culture of inclusion.

We believe that all children have potential and if they are taught and challenged in the right way can achieve great things. We are committed to providing the children with a quality education that stimulates learning, experiences that are lifelong and for all of our children to experience success and know they have a mission in the wider world. Ultimately, we want to help each child discover their God given talents and use them to change the world for the good of others.

# About the Role

We are seeking a passionate, dedicated teacher who wants to deliver an education that ensures our children succeed both academically and socially. We value innovative, forward-thinking and driven teachers who work with equal efficacy independently and as part of a team. This role would suit dynamic individuals who are able to inspire pupils, no matter what their starting points, to develop their full potential.

We know teaching is a rewarding but highly challenging profession so to achieve great things, we need great people. That's why we will help you to be the very best that you can be, throughout your entire career. We provide excellent tailored training and CPD available at every stage in your career. Through the Emmaus Trust we will also have a highly supportive Primary Network of teachers and leaders who are keen to develop and share good practice.

We are looking for a talented individual who wants to be a part of transforming education, and helping create an exceptional place of learning at St John Fisher RC Primary School.

Our ideal candidate is:

- A positive role model for the pupils in their care;
- A committed and motivated teacher who believes that all pupils have the right to an excellent education so they can succeed;
- Able to apply the knowledge, skills and determination to make a significant difference to the lives of the children they teach;
- Knowledgeable and experienced and able to teach in the Primary age range;
- A teacher who can inspire learning beyond the classroom;
- Passionate, energetic, versatile and creative about their subject and teaching in general;
- A 'can do' person who works positively and collaboratively with others;
- Innovative and creative so new ideas can be brought to the classrooms, and school;
- Ambitious and seeks to improve their practice and develop in their career;
- Able to demonstrate high levels of aspiration and optimism for themselves and their pupils through effective feedback and support;
- Happy to contribute to the success of our exciting School vision;
- Committed to our strong Catholic ethos and a clear vision of Catholic education;



# Person Specification

## Education and Training

- Degree level or equivalent qualification
- Qualified Teacher Status
- Experience of working with children in the primary age range
- Evidence of continued professional development
- Experience of leading a subject area within school is desirable
- A clear understanding of the National Curriculum and its application

## Experience, skills and knowledge

- Experience as a good/outstanding teacher
- Strong English and Mathematics knowledge
- Knowledge of strategies that enable the teacher to teach mixed attainment groups within the same class
- Good knowledge of current primary assessment
- Experience in using data to inform planning and future developments
- Demonstrable experience of improving student outcomes
- An understanding of how to motivate and inspire learners
- Experience of positive and effective behaviour management strategies
- Effective knowledge and understanding of meeting the needs of pupils with SEND
- Understanding of the wider responsibilities of a class teacher
- Experience of teaching in more than one key stage or a range of year groups is desirable
- Experience in supporting children with SEMH issues is desirable
- Knowledge or experience in multi-professional working is desirable

## Personal Qualities

- Be Committed to maintaining an inclusive Catholic ethos in the School
- Passionate about learning and teaching within the primary age range
- A good communicator, who is able to quickly build positive relationships
- Organised and disciplined, good at planning and managing complex tasks, including when working with others
- A self- starter and proactive, keen to identify opportunities for improvement and able to drive them forward alone or in collaboration with others
- Open-minded and keen to further develop and learn
- A 'can do' person, who works proactively and collaboratively with others

# Job Description

## Core Purpose:

Be responsible for the learning and achievement of all pupils in the class ensuring equality of opportunity for all

- Be responsible and accountable for achieving the highest possible standards in work and conduct
- To treat pupils with dignity, building relationships always rooted in mutual respect and observing proper boundaries appropriate to a teacher's professional position
- Work proactively and effectively in collaboration with learners, parents/carers, governors, other staff and external agencies in the best interests of the pupils
- Take responsibility for promoting and safeguarding the welfare of children and young people within our school

## Duties and Responsibilities

All teachers are required to act within the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (updated 2021) Teachers standards will be assessed against the teacher standards as part of the appraisal process as relevant to their role within school.

## Developing the Catholic Life of the School

You will be required to work with the Headteacher and all staff in embodying the Catholic ethos and culture of our school as set out in our Mission Statement. You will help to create an environment for teaching and learning that will support all children to achieve the highest potential. You will be required to:

- Attend, take part in and lead acts of collective worship
- Deliver school policy on Religious Education
- Ensure that pupils have a safe and caring environment
- Foster excellent relationships between all members of the school community
- Promote and celebrate the Catholic life of the school and all it stands for
- Act as an outstanding model of professionalism in conduct, presentation and standards of expertise and commitment to Catholic education
- To perform other duties as requested by the Headteacher when required

## Teaching and Learning

As part of your everyday duties you are required to:

- Deliver the curriculum as relevant to the age and ability of the children you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate to the needs of your children
- Critically evaluate your own teaching in order to improve effectiveness
- Be accountable for the attainment, progress and outcomes of the children you teach

- Have a clear understanding of children's prior attainment and plan and teach differentiated lessons in order to build on their knowledge and understanding
- Have a clear understanding of the needs of all pupils including those with Special Educational Needs, EAL, Gifted and Talented or Disabilities and be able to plan appropriately to meet their needs
- Demonstrate an understanding of and take responsibility for promoting high standards of spoken English
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities, and dispositions, monitoring learners' progress and levels of attainment
- Select and make good use of ICT skills for classroom and management support
- Make accurate use of assessment to monitor pupils' progress, set targets and plan next steps in learning
- Understand and know how national, local comparative and school data (including National Curriculum test data) can be used to set clear targets for pupils' achievement
- Give pupils timely feedback, both orally and through accurate marking. Encouraging pupils to respond to feedback, reflect on their learning and be proactive in challenging themselves further
- Set homework and plan other out of class activities to consolidate and extend their learning in the classroom
- Participate in the delivery of examinations and assessments within the remit of the School Teachers' Pay and Conditions Document

### **Behaviour and Safety**

- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns by following the school's protocols and procedures for Safeguarding
- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently fairly in line with our Behaviour Policy
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercising appropriate authority and acting decisively when necessary
- Be a positive role model and demonstrate the same consistently high standards of behaviour, attitude and values as expected of the children
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document

### **Teamwork and Collaboration**

- Participate in any relevant meetings/professional development opportunities within the school which relates to the pupils, curriculum or organisation
- Work as part of a staff team looking at opportunities to develop and share outstanding practice
- Contribute to the professional development of other staff including the induction of new teachers



- Ensure that colleagues working with you are clear about their roles and responsibilities
- Take part as required in the review, development and management of the activities related to the curriculum, organisation and pastoral arrangements of the school
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document

### **Fulfil Wider Professional Responsibilities**

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

### **Specific Responsibilities**

To lead and co-ordinate an area of the curriculum as required, except in the ECT years, the Subject Leader will:

- Take a leading role, with the support of the Headteacher and senior Leadership Team, in monitoring and developing the quality of the teaching and learning of the curriculum area/s throughout the school.
- Monitor standards in the curriculum area/s throughout the school
- Disseminate information regarding National Curriculum and other educational developments to colleagues, as appropriate
- Provide guidance and support to colleagues
- Develop and maintain liaison with subject leaders for other subjects, at different Key Stages and with other organisations
- Contribute to staff meeting agenda items where aspects of co-ordination and leadership are required
- Support the Headteacher in communicating information about the curriculum area for parents and governors
- Monitor and review current Curriculum Policy Statements and make recommendations for development
- Develop curriculum policy statements and guidelines for the teaching and learning of his / her curriculum area/s
- Monitor and evaluate curriculum planning (long, medium and short term), assessment and record keeping

### **Administration**

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current *School Teachers' Pay and Conditions Document*

### **Professional Responsibilities**

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well-being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the Appraisal Regulations

### **Other**

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the headteacher

# How to apply, the recruitment process and additional recruitment information

**Closing date:** Monday 7<sup>th</sup> July 2025

**Shortlisting:** Applications will be considered upon submission

**Interview dates:** Thursday 10<sup>th</sup> July 2025

**Start date:** September 2025

**Contract details:** Full time, Fixed Term (Maternity Cover)

**Salary:** MPS

## Completing your application

Candidates are asked to read the details carefully, especially the Job Description and Person Specification. Please ensure your application fulfils all the criteria in the Person Specification and you present evidence of this. Please complete all the standard information required on the application form. Failure to provide information requested may lead to your application being rejected.

Please email your completed application and supporting statement addressed to Mrs Mandy Harris to [sbm@st-johnfisher.tameside.sch.uk](mailto:sbm@st-johnfisher.tameside.sch.uk).  
CV's will not be accepted

**Recruitment Process:** Once you have submitted your application, it will be reviewed against the criteria in the person specification. On the basis of this review, you may then be invited to attend an

interview. Details will be made available when selected, but the interview is likely to include:

- Lesson observations
- Task/Activity
- Panel Interviews

We always involve our pupils and staff in the interview process.

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

**Visits:** We would encourage and welcome prospective candidates to visit us informally. Please contact the school office to arrange a visit before the application deadline.

**Special Requirements:** If you require reasonable adjustments prior to your interview, these can be arranged by emailing [admin@st-johnfisher.tameside.sch.uk](mailto:admin@st-johnfisher.tameside.sch.uk)

**Equality and Diversity:** We recognise the benefits of a diverse workforce. We are committed to eradicating discrimination in the workplace, becoming an employer of choice, for all staff to believe that they have a voice and be empowered to make a difference



**References:** We will obtain references from your referees if you are successful at interview. In order to prevent any delays, please ensure that the reference section of the application form is accurate and completed in full. Candidates are advised that references may be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. The post will be offered subject to satisfactory completion of pre-employment checks.

**Right to work in the UK:**

Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview, you will be asked to produce original and up to date documentary evidence of your right to work in the UK.

**Safeguarding:** Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection. St John Fisher RC Primary School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

**Data Protection:** Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form, you are giving consent to the processing of your data.

**Criminal Convictions:** All education establishments in the UK are exempt from the Rehabilitation of Offenders Act 1974. In practice, this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. List 99 is also obtained on anyone who will be working or coming into contact with children; and must be received by the School before employment can commence