

CROFT JUNIOR SCHOOL



Class Teacher Application Pack



Welcome



I would like to welcome you, and thank you for considering this opportunity at Croft Junior School. It is a warm and welcoming school with fantastic children, positive and caring staff, serving a great community of people.

At Croft Junior School we have high expectations and strive for **excellence** in a caring, happy and safe environment where every child is valued. Our priority is to deliver high quality teaching and learning, whilst providing rich and enjoyable learning **opportunities**. We are an **inclusive** school and we believe that every child can succeed; we strive to remove any barriers to learning, enabling all children to celebrate personal achievements.

The partnership with our community is greatly important as we strive to offer wonderful learning opportunities for the children.

The staff here at Croft Junior School are dedicated and caring. We are currently reviewing our curriculum to ensure that we provide an exciting, engaging and stimulating curriculum, enabling all learners to succeed and flourish, in a nurturing environment.

We offer our children a wide range of opportunities in all curriculum areas, giving importance to the basic skills of communication, language and literacy, numeracy and mathematics. We really are an inclusive school and we value and promote diversity so that all those connected to our school, feel proud of their identity and are able to participate fully in school life.

A visit to our school is encouraged and warmly welcomed. It is best to visit on a working day whilst the children are at school - that is when you will see what we are really like. You will find professional staff and independent learners. Contact the school office to arrange an appointment. Everything you need should be in this application pack. Should you have any questions, [click here to ask a question](#) and we will be in touch.

Again, thank you for your interest in this exciting opportunity to join us on a fantastic journey.

Together we will succeed.

Mr Kite
Headteacher

ADVERT: CLASS TEACHER

Contract: Permanent
Start date: September, 2026
Salary: MPS/UPS (determined by experience)

THE ROLE

Croft Junior School is seeking to appoint a Class Teacher. This is an exciting opportunity for the school and community, a three-form entry junior school in Nuneaton, Warwickshire. The school has 352 children on roll.

We are seeking to appoint an energetic and positive individual to work collaboratively, inspiring learning and developing the curriculum.

We have high expectations and strive for excellence in a caring, happy and safe environment where every child is valued. Our priority is to deliver high quality teaching and learning, whilst providing rich and enjoyable learning opportunities. We are an inclusive school and we believe that every child can succeed through adaptive teaching; we work to remove any barriers to learning, enabling all children to celebrate personal achievements.

Our six school values are at the core of everything we do. They underpin our teaching and learning and provide an environment which prepares our learners as confident, happy citizens where together we will succeed.

This is a wonderful opportunity to help further develop an innovative school, where children matter and staff care.

WE ARE LOOKING FOR SOMEONE WHO

- is aspiring to become, if not already, an excellent teacher;
- is flexible, enthusiastic and willing to share ideas;
- is committed to supporting and enhancing the school's positive culture;
- is resourceful and dynamic;
- is committed to safeguarding the welfare of all young people.
- is adaptable to the needs of the children and is committed to high quality first teaching.

WE ARE ABLE TO OFFER

- a strong vision of excellence, enjoyable experiences and an inclusive community;
- enthusiastic, motivated and friendly children;
- a committed, motivated and collaborative staff team;
- an attractive working environment;
- caring parents;
- great opportunities for professional development.

KEY DATES

Closing Date: Monday, 13 April 2026 at 12:00 (midday)
Interviews: Week commencing Monday, 20 April 2026

FURTHER INFORMATION AND APPLYING

Send completed applications to akeane@croftjuniorschool.co.uk

Please visit the Croft Junior School site (www.croftjuniorschool.co.uk) to find out more about Croft Junior School. Should you like an informal conversation, contact the headteacher, Mr Kite by [clicking here](#). Visits to school are warmly encouraged.

Location: Croft Junior School, Northumberland Avenue , Nuneaton, CV10 8ER

JOB DESCRIPTION

Job Title:	Class teacher
Contract:	Permanent
Salary range:	MPS/UPS

RESPONSIBILITIES

The responsibilities of the post are to be performed in accordance with the provisions of the most up to date edition of the School Teachers' Pay and Conditions document and within the range of teachers' duties set out in that document and Teachers Standards.

JOB PURPOSE

- To carry out professional duties and to have responsibility for an assigned class.
- To be responsible for the day-to-day work and management of the class and the safety and welfare of the pupils, during on-site and off-site activities.
- To carry out professional duties and to have responsibility for the safeguarding and discipline of all pupils.
- To promote the aims and objectives of the school and maintain its philosophy of education.
- To promote equal opportunities within the school and to seek to ensure the implementation of the school's Equal Opportunities Policy.
- To carry out such other duties as are reasonably assigned by the Headteacher.

MAIN DUTIES AND RESPONSIBILITIES

- To create and manage a caring, supportive, purposeful and stimulating environment which is conducive to children's learning.
- To plan and prepare lessons in order to deliver the National Curriculum and the Warwickshire Agreed Syllabus for Religious Education, ensuring breadth and balance in all subjects.
- To identify clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.
- To maintain good order and discipline among the pupils, safeguarding their health and safety.
- To organise and manage groups or individual pupils ensuring differentiation of learning needs, reflecting all abilities.
- To plan opportunities to develop the social, emotional and cultural aspects of pupils' learning.
- To maintain a regular system of monitoring, assessment, record-keeping and reporting of children's progress.
- To prepare appropriate records for the transfer of pupils.
- To ensure effective use of support staff within the classroom, including parent helpers.
- To participate in staff meetings as required.
- Contribute to the development and co-ordination of a particular area of the curriculum.
- To be part of a whole school team, actively involved in decision-making on the preparation and development of policies and programmes of study, teaching materials, resources, methods of teaching and pastoral arrangements.
- To ensure that school policies are reflected in daily practice.
- To communicate and consult with parents over all aspects of their children's education – academic, social and emotional.
- To liaise with outside agencies when appropriate eg. Educational Psychologist.
- To continue professional development, maintaining a portfolio of training undertaken.
- To meet with parents and appropriate agencies, to contribute positively to the education of the children concerned.
- To support the Headteacher in promoting the ethos of the school.
- To promote the welfare of children and to support the school in safeguarding children through relevant policies and procedures.
- To promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- To recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the Schools Health and Safety policy and any school-specific procedures / rules that apply to this role.

PERSON SPECIFICATION

Qualifications					
Essential	Desirable	A	I	R	
Qualified-teacher status.		x			
Proven suitability to work with children and young people					x
An enhanced DBS check (completed on appointment).					x
Experience					
Essential	Desirable	A	I	R	
Teaching within the primary phase and providing for educational needs across the full ability range, including Special Educational Needs.		x			
	Teaching across the primary age range.	x			
	Working in a variety of schools.	x			
	Leading a curriculum subject.		x		
Knowledge and understanding					
Essential	Desirable	A	I	R	
Understanding of the principles and practice of primary education at Early Years, Key Stages 1 and 2.		x			
Be able to identify clear learning goals, content, lesson structures and sequences according to the subject matter and the pupils being taught and prior attainment.					x
Secure subject knowledge and know how to use pupils' misconceptions to move learning forward.			x		
	Experience of planning and implementing a creative, cross-curricular, rigorous curriculum.		x		
Be able to write and implement Individual Learning Plans/IEPs and keep records.		x			
School's role in effectively providing for the needs of all pupils, including those with Special Educational Needs.			x		
	Have experience of working with children with a range of special educational needs and be able to provide positive and targeted support.	x			
Understand the need to liaise with outside agencies.		x			
Understanding of assessment, recording and reporting of pupils' progress and achievements in the context of both the broader curriculum and the statutory requirements of the National Curriculum.			x		
Ability to lead a curriculum subject, including the statutory requirements of the Primary National Curriculum.		x			
Have an understanding of professional responsibilities in relation to school policies and practice.			x		
Responsibility for own professional development and keeping up-to-date with research and developments in pedagogy and the subjects of the National Curriculum.		x			

PERSON SPECIFICATION

Skills					
Essential	Desirable	A	I	R	
Listen and communicate effectively (both orally and in writing) to a variety of audiences.		x			
Have a proven track record of effective teaching.					x
Use effective teaching strategies for whole class, groups and individuals so that teaching objectives are met, incorporating adaptive teaching as appropriate.		x			
Set high expectations for pupil behaviour, establishing and maintaining a good standard of discipline through well-focused teaching.			x		
Select and make good use of books, ICT and other learning resources to support learning.			x		
Understand principles of effective feedback and use to provide constructive and developmental guidance on next steps, in line with the school's Feedback Policy.			x		
	Make effective use of other adults available.		x		
Personal characteristics					
Essential	Desirable	A	I	R	
A commitment to excellence, inclusion and increased opportunities.			x		
Professional, honest and loyal.					x
Set a good example to the pupils you teach in presentation and personal conduct.			x		
Ability to organise self and others.			x		
Ability to demonstrate initiative.					x
Self-motivation.		x			
Resilient, flexible and open to change.			x		
Have a calm approach and positive attitude to behaviour management and all other areas of school life.			x		
Willingness to lead extra-curricular activities and a commitment to being part of a whole school learning community.			x		
Suitability to work with children.					x

