



Recruitment Pack

Class Teacher





Job Application Pack

For the position of

Class Teacher

Full Time

Temporary in the first instance (1st September 2026 to 31st August 2027)

MPS/UPR

To apply, please download the application form from our website.

Please remember to detail in your application your experience, the impact your application will make in terms of raising standards at Horsforth Newlaithes Primary School, and why you are the ideal candidate. All gaps in employment must be clearly accounted for. Please also be aware we are not permitted to accept CVs.

The application deadline for this position is Monday 20th April 2026 at 9am.

We encourage early applications and reserve the right to close this vacancy at any time.

For our Ofsted report:

<https://files.ofsted.gov.uk/v1/file/50193654>

Horsforth Newlaithes Primary School Statutory Information (including our Safeguarding and Child Protection Policy):

<https://www.newlaithes.co.uk/key-information/policies>



Dear Prospective Applicant,

Welcome!

Thank you for expressing an interesting in becoming a member of the Newlaithes teaching team. This is a fantastic opportunity to join our school at an exciting and pivotal time in its history.

We are currently looking to recruit a class teacher to join our excellent team. The mission for us all at Newlaithes is to **enable children to thrive – both personally and academically**. We are seeking passionate and hardworking people at all stages of their career to join us on that mission.

My vision for Newlaithes is for it to be a place where excellence is a habit, where high standards are matched with high levels of joy, where the magic of childhood is celebrated every day, and where all children receive the education they deserve.

Central to our philosophy at Newlaithes are foundations based on **relationships** and **belonging**, and this includes all members of our community. We welcome applicants from all backgrounds, cultures, faiths and religions: everyone is welcome here at Newlaithes.

The successful candidate will:

- Be a highly adaptable and positive individual
- Value evidence-based and experience-based practice
- Set high expectations which nurture, inspire, motivate and challenge all pupils
- Have positive and professional relationships with children, staff and parents
- Be relentless in supporting our mission for all children to thrive.

The successful candiate will have access to a range of benefits:

- An excellent CPD offer
- Access to the 'School Advisory Service' which includes free GP, counselling and physiotherapy services along with menopause, weight-loss and wellbeing support
- Access to Vivup employee benefit package which also includes discounted car leasing and discounts on high street purchases
- Further staff wellbeing and social opportunities

Visiting our wonderful school is strongly encouraged. To book on to one of our tours, please email lucy.gaunt@stf.newlaithes.co.uk

We look forward to receiving your application!

Yours sincerely,

Marc Hayes
Headteacher

School Overview

Horsforth Newlaithes Primary School has been a central part of the community since its opening in 1973. It is located close to the A65/A6120 Leeds Ring Road and is accessible by public transport on a key bus route into Leeds city centre.

Our school site includes a large forest area which enables lots of opportunities for Forest School and outdoor learning.

Vision

Our vision for Newlaithes is for all children to feel that they **belong**, for them to **believe** in themselves and have hope, optimism and excitement for their future, and for them to **become** the best version of themselves.

Values

Our school values are:

Polite

Resilient

Aspirational

Independent

Safe

Empathetic

Reading

Reading is at the heart of our school development. We believe a love of reading is an entitlement for all children. Our children learn to read using Read, Write, Inc phonics and we use an evidence-based approach to developing fluency and comprehension in KS2.



Job Description

Class Teacher

Temporary, Full Time

MPS/UPR

Accountable to: Phase Leader, Headteacher

The responsibilities and professional duties of the post are to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and the Teachers' Standards Document.

Purpose of the Role To enable all pupils to achieve high standards of learning and well-being.

Main Duties and Responsibilities

1. Set high expectations which inspire, motivate and challenge pupils

- Establish a safe and stimulating environment for pupils, rooted in mutual respect.
- Set goals that stretch and challenge pupils of all backgrounds, abilities, and dispositions.
- Demonstrate consistently the positive attitudes, values, and behaviour expected of pupils.

2. Promote good progress and outcomes by pupils

- Be accountable for pupils' attainment, progress, and outcomes.
- Plan teaching to build on pupils' capabilities and prior knowledge.
- Guide pupils to reflect on the progress they have made and their emerging needs.
- Demonstrate knowledge of how pupils learn and how this impacts teaching.
- Encourage pupils to take a responsible and conscientious attitude to their own work.

3. Demonstrate good subject and curriculum knowledge

- Foster and maintain pupils' interest in subjects while addressing misunderstandings.
- Promote high standards of literacy, articulacy, and the correct use of standard English.
- Demonstrate a clear understanding of systematic synthetic phonics (if teaching early reading) or appropriate strategies (if teaching early mathematics).

4. Plan and teach well-structured lessons

- Impart knowledge and develop understanding through effective use of lesson time.
- Promote a love of learning and children's intellectual curiosity.
- Set homework and out-of-class activities to extend knowledge and understanding.
- Reflect systematically on the effectiveness of lessons and approaches.

5. Adapt teaching to respond to the strengths and needs of all pupils

- Differentiate appropriately to ensure all pupils are taught effectively.
- Understand factors that inhibit learning and how to overcome them.
- Adapt teaching for pupils with SEND, high ability, EAL, or disabilities.

6. Make accurate and productive use of assessment

- Use formative and summative assessment to secure pupil progress.
- Use data to monitor progress, set targets, and plan subsequent lessons.
- Give pupils regular oral and written feedback, encouraging them to respond.

7. Manage behaviour effectively to ensure a good and safe learning environment

- Establish clear rules and routines in accordance with the school's behaviour policy.
- Use a range of strategies including praise, sanctions, and rewards consistently and fairly.
- Maintain good relationships while exercising appropriate authority.

8. Fulfil wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the school.
- Deploy support staff effectively and develop professional relationships with colleagues.
- Communicate effectively with parents regarding pupil achievements and well-being.
- Work flexibly across departments to ensure the best provision for all pupils.

Person Specification

Mode of Assessment	A = Application I = Interview P = Presentation C = Certificate	Essential	Desirable
Qualifications			
A, I, C	<ul style="list-style-type: none"> Honours degree Qualified Teacher Status 	X	X
Special Knowledge			
A, I	<ul style="list-style-type: none"> Knowledge of the primary curriculum including a strong understanding of the teaching of reading 	X	
Skills			
A, I	<ul style="list-style-type: none"> Excellent written, oral and communication skills Ability to demonstrate high level ICT skills Ability to demonstrate a commitment to equality of opportunity for all pupils Ability to use own initiative and motivate others 	X X X X	
Experience			
A, I	<ul style="list-style-type: none"> Ability to teach across primary age range Experience of subject leadership Experience teaching pupils with additional needs in a mainstream setting and making curriculum adaptations 	X X	X
Attributes			
A, I	<ul style="list-style-type: none"> Excellent classroom management and organisational skills 	X	
Safeguarding Children			
	<ul style="list-style-type: none"> Ability to maintain appropriate relationships and personal boundaries with children and young people Emotional resilience when working with challenging behaviours and appropriate attitude to the use of authority to maintain discipline An understanding of statutory safeguarding responsibilities <p>Horsforth Newlaithes is committed to safeguarding and promoting the welfare of its pupils and expect all staff and volunteers to share the commitment. Appointments will be subject to an enhanced DBS check.</p>	X X X	