



Firthmoor Primary School
Ingleby Moor Crescent, Darlington, DL1 4RW
Tel: 01325 244001 • Fax: 01325 244555
Email : admin@firthmoor.darlington.sch.uk
Website : <https://www.firthmoor.darlington.sch.uk>

EARLY YEARS TEACHER
(LOCATED IN OUR NURSERY PROVISION, IN THE FIRST INSTANCE)

Salary: MPS3 – UPS3 (£29,664 – £41,604, FTE)
Hours: Part Time (0.6) (Full Time considered)

Permanent
Commencing April 2022 (Summer Term 2022)

The governors are seeking to appoint a suitably experienced, excellent class teacher to join our friendly, enthusiastic team. We are looking for a teacher who has secure knowledge of the Primary and Early Years curriculum and experience of raising the attainment of pupils who are working below national expectations.

The post will be part time to operate our morning only Nursery, 5 days per week, however the potential of a full-time position to support our Early Years class on the afternoon will be considered.

We encourage applicants who:

- are committed to outstanding teaching and learning, accelerating progress and raising attainment
- are passionate about developing effective working relationships with parents to provide the very best support for all children
- are flexible in their approach and can use ICT effectively to impact on teaching and learning
- understand the needs of all pupils in order to ensure that all gaps in learning are addressed
- have recent experience of delivering phonics in the Early Years

In return we can offer:

Enthusiastic children who enjoy learning

Dedicated, friendly and supportive colleagues and highly skilled teaching assistants

The chance to make a real difference to the lives of our pupils and their families

A commitment to continued professional development

The school is committed to safeguarding and promoting the welfare of children and young people.

The offer of a post will be conditional upon a successful DBS clearance, satisfactory references and pre-employment checks.

We encourage all applicants to visit our school. If you are interested and would like further information about the post, please contact Mrs Ann Dixon, Headteacher, on 01325 244001.

Application packs are available from the school office and school website. Please return all completed forms to the Headteacher via email to admin@firthmoor.darlington.sch.uk. Completed application forms must be submitted by 12 noon on the closing date.

Closing date: **Friday 28th January 2022**

Interviews: **W/C 7th February 2022**

JOB DESCRIPTION

POST TITLE:

CLASS TEACHER – EARLY YEARS

GRADE:

Main Pay Scale

REPORTING RELATIONSHIP

To the Head Teacher

Each **class teacher** is responsible for carrying out the duties of a teacher as set out in the current copy of The School Teachers' Pay and Conditions Document. This job description may be modified by the Head Teacher, with agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

To carry out such appropriate duties as may be reasonably directed by your Head Teacher, from those described in the School Teachers' Pay and Conditions Document, 2018, or the equivalent provisions of successor documents. All paragraphs, 76.1 to 76.12 apply, however.

OTHER DUTIES/RESPONSIBILITIES:

1. To have a commitment to the agreed whole school vision and values as published in the school prospectus. To positively promote and contribute to the team ethos of the Academy.
2. To plan, prepare and implement an appropriate programme of work for the children which:
 - takes account of each child's individual needs through differentiation of expectations/task.
 - considers the needs of the child in all aspects of development.
 - fulfils the National Curriculum requirements.
 - is in line with whole school policies.
 - motivates the children to learn independence and self confidence
 - have an awareness of decisions made by the Government, LA, Governing Body and Support Agencies
 - has a commitment to first hand experience/curriculum enrichment and the celebration of children's contributions.
3. To assess and evaluate the children's work and provide pupil profiles/records of achievement which:
 - are in line with the National Curriculum requirements.
 - enable the tracking and monitoring of progress and inform the setting of annual targets.
 - form the basis of professional dialogue with: Colleagues; Parents; Support Agencies; Link Schools etc.
 - are filed and available (on request) to parents.
4. To ensure that all the children within the class have equal access to the experiences and opportunities provided.

5. To take an active part in meetings/working groups relevant to the age range that you are teaching.
6. To actively promote and implement whole school policies.
7. To have high expectations of the children in work, attitude and behaviour.
8. To have pastoral care of the teaching group, within the school ethos, by:
 - being a good role model for the children in all personal qualities.
 - fostering the positive self-image of each child through praise and encouragement.
 - respecting each child and ensuring that each child develops through praise and encouragement.
9. To relay any concern to the Deputy Head Teacher and the Head Teacher.
10. To continue personal and professional development.
11. This post has a high level of contact with, and responsibility for, children.
12. To safeguard and promote the welfare of children for whom you have responsibility or come into contact with, to include adhering to all specified procedures.
13. Any other tasks as may be reasonably requested by the Head Teacher.
14. To carry out your duties with full regard to the Academy's Equality Policy and Race Equality Scheme.
15. To comply with all Academy policies including Health and Safety policies, organisations statements and procedures, report any incidents/accidents/hazards and take pro-active approach to health and safety matters in order to protect both yourself and others.

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL ACADEMY POLICIES, INCLUDING THE NO SMOKING POLICY.

THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS, INCLUDING A SATISFACTORY **ENHANCED** DISCLOSURE BEFORE AN OFFER OF APPOINTMENT IS CONFIRMED. FOLLOWING APPOINTMENT, THE EMPLOYEE WILL BE SUBJECT TO RECHECKING AS REQUIRED FROM TIME TO TIME BY THE ACADEMY.

Firthmoor Primary School are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.



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CLASS TEACHER - PERSON SPECIFICATION

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Qualifications & Education	E1	Qualified Teacher Status (QTS)	AF/C			
Experience & Knowledge	E2	Evidence of teaching which has ensured good progress of pupils	AF/R/I	D1	Experience of managing a Nursery setting	AF/R/I
	E3	A minimum of two year's recent teaching experience in Early Years	AF/R/I	D2	Experience of developing outdoor provision for Early Years	AF/I
	E4	Knowledge of structure and content of the Early Years Curriculum	AF/R/I			
	E5	A clear vision and understanding of the needs of Primary pupils including special needs	AF/R/I			
	E6	Experience of working successfully and co-operatively as a member of a team within the whole school community	AF/R/I			
	E7	Recent experience of delivering phonics within the Early Years	AF/I/R/T			

Firthmoor Primary School is an exempt charity. It is a company limited by guarantee.
 Registered in England and Wales with company number 8027879. Registered office as above.

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	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Professional Development	E8	Attendance at recent and relevant training within the last two years	AF/I	D3	An active interest in staff development and willing to fully participate	AF/R/I
Skills	E9	Ability to communicate both orally and in writing to a wide range of audiences	AF/I/R/T			
	E10	IT Literate, capable of using MS Word/Excel and office packages	AF/I/R			
	E11	Ability to demonstrate understanding and communicate effectively in Curriculum management – planning, delivery and assessment	AF/I/R			
Personal Attributes	E12	A committed, enthusiastic and hardworking disposition	I/R	D4	Flexibility and adaptability in order to be able to work across age ranges and to mix and work with a wide range of people	AF/R/I
	E13	A caring and sensitive attitude towards pupils and parents	I/R			
	E14	High expectations of pupil's achievements	I			
	E15	Interest is working with children to promote their development and educational needs	AF/I/R			

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	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
	E16	Ability to form and maintain appropriate relationships and personal boundaries with children	AF/I/R			
Special Requirements	E17	Strategies understanding and knowledge of current issues in education.	AF/I/R			
	E18	Well structured supporting letter	AF/C			
	E19	Suitability to work with children / Satisfactory Enhanced Disclosure	D			

Key – Stage identified	
AF	Application Form
C	Certificates
T	Tests
P	Presentation
I	Interview
R	References
D	Disclosure

Issues arising from references will be taken up at interview. All appointments are subject to satisfactory references.

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