

ECT Classroom Teacher (Temporary)

Whinstone Primary School

Candidate Information Pack

Closing Date: **12.00pm, Friday 13 June 2025**



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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 newly 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 in 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 of ECT Classroom Teacher (Temporary) at Whinstone Primary School.

Whinstone Primary School is situated in Ingleby Barwick in the south of Stockton-on-Tees. Our intake is wide ranging by nature, and we are proud of our very inclusive philosophy.

We are determined to have the very best practice in teaching and learning and to create inspirational learning experiences for all of our children. To be an effective part of this journey it will be essential that the successful candidate believes passionately that every child can make excellent academic, social and personal progress.

At Whinstone we aim to create a warm, safe and happy environment where all children feel valued and inspired. We are a friendly school; our children are happy, well behaved, enthusiastic and enjoy learning. Staff are well supported and offer support to each other as we help each other to be the best we can be.

This pack should provide sufficient information to make a full application for this post. Prospective candidates are welcome to visit us to see for themselves the high standards that we expect from children and staff.

Yours sincerely,

Lorraine Batty

Headteacher



ECT Classroom Teacher (Temporary)

Job Title: ECT Classroom Teacher (Temporary)
Location: Whinstone Primary School (Ingleby Barwick)
Start Date: September 2025
Actual Salary: MPS 1 to MPS 2 (£31,650 to £33,483)
Hours of Work: 1FTE
Contract Type: Temporary until 31 August 2026
Closing Date: 12.00pm, Friday 13 June 2025
Interviews: W/C Monday 16 June 2025

About the Role

We are currently seeking to employ a highly motivated and enthusiastic early career teacher, who is:

- Supportive of our inclusive ethos.
- A team player.
- Committed to enhancing the current offer we give to pupils.
- Proficient in planning, assessment and target setting so that all children make good or better progress.
- Able to motivate and inspire our pupils to achieve their full potential.

About Us

We are a newly 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](#).

How to Apply

Please make sure that the completed application form is returned via email to vacancies@sparkeducation.org.uk addressed to Mrs L Batty, 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.

Job Description

Job Title: ECT Classroom Teacher

Scale: Main scale

Responsible to: The Head teacher 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 there is communication with parents as needed.
20. To ensure completion of mandatory training.

Person Specification

<p style="text-align: center;">Essential</p> <p style="text-align: center;">The criteria used should be kept to a reasonable number</p>	<p style="text-align: center;">Source of Evidence</p>
<p>1. Qualifications and Training</p> <p>Qualification Teacher Status (QTS)</p> <p>DBS clearance.</p> <p>Evidence of continued career development</p>	<p>Application Form/ Written Reference</p>
<p>2. Experience</p> <p>Experience of teaching in Key Stage 1 with evidence of having achieved successful pupil outcomes</p> <ul style="list-style-type: none"> • 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 	<p>Application Form/Written Reference/Selection Activity/Formal Interview</p>
<p>3. Professional Knowledge</p> <p>A clear and good understanding of current educational issues, theory and practice, about:</p> <ul style="list-style-type: none"> • The National Curriculum; Statutory Frameworks relating to designated Key Stages • Subject Specialism • Equality and issues relating to pupils' access to teaching • Classroom organisation and class management 	<p>Letter of Application Formal Interview Selection Activity</p>
<p>4. Professional Skills</p> <p>The ability to create a safe and rich learning environment involving:</p> <ul style="list-style-type: none"> • 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 	<p>Letter of Application Formal Interview Selection Activity</p>

<p style="text-align: center;">Essential</p> <p style="text-align: center;">The criteria used should be kept to a reasonable number</p>	<p style="text-align: center;">Source of Evidence</p>
<p>5. Personal Attributes</p> <ul style="list-style-type: none"> • Good written and oral communication skills • Flexibility and willingness to be involved in the school and see the school as a community • High degree of motivation for working with children and young people and share enthusiasm for the subject 	<p>Letter of Application</p> <p>Formal Interview</p> <p>Selection Activity</p>
<p>6. Personal</p> <p>Able to demonstrate a commitment to:</p> <ul style="list-style-type: none"> • Equal opportunity for all school users • Encouraging children to develop self-esteem and tolerance of others • Furthering your own professional knowledge, skills and experience 	<p>Letter of Application</p> <p>Formal Interview</p> <p>Selection Activity</p>
<p>7. Safeguarding Children</p> <ul style="list-style-type: none"> • Able to form and maintain appropriate relationships and personal boundaries with children • Has appropriate motivation to work with children and young people • Has the ability to maintain appropriate relationships and personal boundaries with children and young people • Has emotional resilience in working with challenging behaviours; and appropriate attitudes to the use of authority and maintaining discipline • Demonstrate commitment to safeguarding and promoting the welfare of children and young people 	<p>Selection Activity</p> <p>Written Reference</p> <p>Formal Interview</p>

How to Apply

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

sparkeducationtrust.org.uk

Please return your completed application form to vacancies@sparkeducation.org.uk addressed to Mrs L Batty, 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, Friday 13 June 2025

Interviews to be held: W/C Monday 16 June 2025

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.