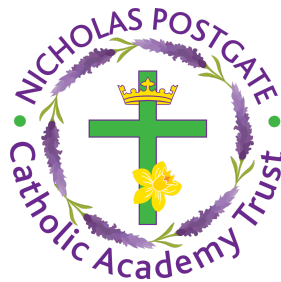




APPLICANT PACK

# EYFS Classroom Teacher 0.6FTE

*St Edward's Catholic Primary School, Middlesbrough*



# Letter to Applicants

Dear applicant,

We are delighted you have shown an interest in working within our Trust.

The Trust is looking to attract Teachers of the highest calibre who have a desire to lead on improving the quality of teaching, learning and outcomes across the Trust. This role is a crucial appointment for the Trust as we begin to add to our team of experienced and highly capable staff already in place across our 38 schools.

This is an exciting role for exceptional candidates with the drive to lead and to enhance standards across our schools. NPCAT is now one of the largest Multi Academy Trusts in the UK with a rich pool of school leaders, lead practitioners, curriculum leaders and a standards team who really know our schools and the steps required to lead and maintain outstanding provision. We have a commitment to our children and families to make outstanding appointments both within our schools at all levels and within the Trust central team. You will be part of this exciting team to help change the lives of the young people we serve.

We are looking for Teachers who can inspire children and demonstrate a record of delivering high pupil outcomes. We are also looking for Teachers who can adapt and be flexible with any challenges they may face.

In this role, you will be able to demonstrate your experience of implementing a range of effective improvement strategies to deliver positive outcomes and lasting impact. This is a wonderful opportunity for individuals with desires to develop and work with our wonderful pupils and influence change in a positive, collaborative way and the flexibility to model good practice in our schools. You will benefit from access to nationally leading CPD programmes through the Trust.

If your experience, energy, personal qualities and values support ours, then we look forward to receiving your application.

# Job Advert

<b>Required:</b>	September 2025
<b>Salary:</b>	MPS 3-6
<b>Hours:</b>	0.6 FTE, AM nursery
<b>Contract Type:</b>	Temporary Cover up to 1 year
<b>Location:</b>	St Edward's Catholic Primary School, Eastbourne Road, Linthorpe, Middlesbrough TS5 6QS

**This position is not suitable for ECTs.**

The Trust and Governors are seeking to appoint an experienced, enthusiastic and inspiring teacher to join our team of hardworking, dedicated and friendly staff in Nursery. The successful candidate will be passionate about teaching and learning and committed to driving high standards and expectations across the curriculum.

St Edward's Catholic Primary School is part of the Nicholas Postgate Catholic Academy Trust, a family of 38 schools, and a vibrant Sixth Form College. With 12,300 students and 1,500 staff, NPCAT is now one of the largest multi-academy trusts in the UK. As part of the Nicholas Postgate Catholic Academy Trust family of 38 schools, there is a vast array of professional opportunities to network and grow with colleagues across the Trust.

## **Applicants should:**

- Be committed to supporting the Catholic ethos of our school.
- Demonstrate outstanding practice in teaching & learning.
- Be able to work as part of a team and contribute to the wider school context.
- Have excellent interpersonal skills.
- Have high expectations of achievement and behaviour.

## **We can offer:**

- A welcoming school with very friendly, supportive and enthusiastic staff.
- Enthusiastic and happy children with very high standards of behaviour.
- An Executive Head and Leadership Team, with strong vision and determination to ensure the school continuously strives for excellence.
- A strong commitment to continual personalised professional development.
- Dedicated, supportive Governors, Parish and Parish Community.

**Closing date: Monday 30th June 2025 by 9am**  
**Interview: Week commencing 7th July 2025**

If you would like an informal discussion or to arrange a visit, please contact the school on 01642 819507.

Please refer to the back cover of the application pack for further details of how to apply for this position.

*Nicholas Postgate Catholic Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check along with other relevant employment checks.*

# Job Description

The job description adheres to the conditions laid down in the School Teacher's Pay and Conditions Document and Diocesan guidelines.

In addition to this, teachers undertake to develop the pupils in the understanding and knowledge of their faith. In all the undertakings, the Mission Statement of the trust should remain central.

The trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment.

**Post Title:** Classroom Teacher

**Responsible To:** Executive Headteacher

**Grade:** MPS

## Job 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.
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils.
- 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 and Teacher Standards (2012).
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

## Duties and Responsibilities

All teachers are required to carry out the duties of a teacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the Teacher Standards as part of the appraisal process as relevant to their role in the school.

### Teaching

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
- Be accountable for the attainment, progress and outcomes of pupils' you teach.
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn.
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject).
- 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.
- Make accurate and productive use of assessment to secure pupils' progress.
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study.



- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate.
- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document.

## Behaviour and Safety

- 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 and fairly.
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.
- Have high expectations of behaviour, promoting self-control and independence of all learners.
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document.
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.

## Team Working and Collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.

- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions 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 within the trust to develop effective professional relationships.
- Deploy support staff effectively as appropriate.
- Communicate effectively with parents/carers with regard to pupils' achievements and wellbeing using school systems/processes as appropriate.
- Communicate and cooperate with relevant external bodies.
- Make a positive contribution to the wider life and ethos of the school.

### 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 Development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, 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 2012.

### 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.

***These duties are neither exclusive nor exhaustive. Employees are expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this Job Description. Employees should be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.***

**PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL ACADEMY TRUST POLICIES.**

**THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO FULL ENHANCED DISCLOSURE CHECKS AND THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE**

# Person Specification

Criteria	Essential		Desirable	
<b>Qualifications</b>	E1	Qualified Teacher Status.	D1	Evidence of continuous INSET and commitment to further professional development.
	E2	Successfully completed relevant teaching practices.		
<b>Experience</b>	E3	Experience of Teaching at EYFS / Key Stage 1 and / or Key Stage 2.	D2	Experience of teaching across the whole primary age range including EYFS.
	E4	Evidence of working successfully and cooperatively as a member of a team in school.	D3	Experience of working with early reading and phonics.
<b>Knowledge and Understanding</b>	E5	Ability to demonstrate high standards of classroom practice.	D4	Use of intervention strategies and programmes.
	E6	Ability to foster an effective, stimulating learning environment.	D5	Experience of the preparation and administration of statutory National Curriculum tests.
	E7	Values the process of Assessment For Learning principles as an aid to raising standards.	D6	Proven track record in managing and promoting curriculum development.
	E8	Understands the theory and practice of providing effectively for the individual needs of all children (e.g., classroom organisation and learning strategies).	D7	An understanding of the EYFS curriculum
<b>Skills</b>	E9	Ability to promote the school's aims positively, and use effective strategies to monitor motivation and morale.	D8	A commitment to extracurricular activities / extended schools programmes.
	E10	Ability to develop good personal relationships within a team.		
	E11	Ability to establish and develop close relationships with parents, governors and the community.		

	E12	Ability to communicate effectively (both orally and in writing) to a variety of audiences.		
	E13	Good written, verbal and ICT skills.		
	E14	Ability to create a happy, challenging and effective learning environment.		
	E15	Experience of curriculum management, planning, delivery and assessment.		
<b>Personal Attributes</b>	E16	Committed, enthusiastic and hardworking disposition.	D9	Flexibility and adaptability in order to mix and work with a wide range of people.
	E17	Caring and sensitive attitude towards pupils and parents.		
<b>Special Requirements</b>	E18	Commitment to the Catholic ethos of the trust		
	E19	Ability to travel regularly between schools within the multi-academy trust and attend evening meetings as required		
	E20	A knowledge of safeguarding and child protection requirements		



*Forming lives ready to face the future*

## Why work for us?

**The Nicholas Postgate Catholic Academy Trust family of 32 primary schools, six secondary schools, promotes the dignity, self-esteem and development of every one of our pupils and staff.**

Situated in Teesside, North Yorkshire and the City of York within the northern area of the Roman Catholic Diocese of Middlesbrough, our schools offer high-quality education, with a curriculum that meets requirements of our young people and gives them every opportunity to succeed in adult life.

We are dedicated to academic excellence and the spiritual, physical and moral development of all our 12,300 pupils, as well as the ongoing development and fulfilment of every one of our 1,500 staff.

Our Trust is a faith-based community. We provide modern facilities and a safe and secure environment that reflects and supports family values, where standards of behaviour are excellent and parental engagement and collaboration is central to our success.

Learning takes place in an atmosphere inspired by the spirit of Jesus Christ, in which his commandment to love God and neighbour nurtures a caring ethos that is expressed in relationships within and beyond our schools.

We are inclusive and are respectful of and engage with people of all beliefs, encouraging a culture of tolerance where people of diverse identities are recognised, welcomed, respected and cherished.

We seek to make a difference to the lives of all groups of children, working to ensure especially that the most vulnerable in our society are not disadvantaged.

Each school aspires for excellence and is on a journey of continual year-on-year improvement. They work in partnership with families and parishes to promote strong, positive links and have clear strategic aims built on our mission and values.

We:

- Celebrate and share the practice of our outstanding schools, leaders and teachers
- Are committed to excellent governance that challenges, supports and holds to account
- Have strong leadership at all levels
- Ensure our pupils receive outstanding teaching
- Offer a wide range of curricular and extracurricular experiences
- Develop parents and carers as active partners in their child's progress.

We are a Trust where every child is at the heart of everything we do, where every child is valued, where every family is supported and where every aspiration and every dream can be realised.

*“True education enables us to love life and opens us to the fullness of life”*  
– **Pope Francis**

# Proud to Serve Teesside, North Yorkshire and the City of York



**The area we serve is one of the friendliest and most beautiful places you could choose to live and work in.**

With an international reputation for innovation and an exciting mix of modern, cosmopolitan and historic culture, the region includes vibrant cities, quaint villages, an outstanding coastline and stunning countryside. Here are just a few reasons you should live here:

## **Friendly people**

We are famous for our friendliness and hospitality. Wherever you go, you'll always find a warm welcome and ready smile.



### Arts and culture

Museums and galleries include Middlesbrough Institute of Modern Art (Mima), the Captain Cook Birthplace Museum, the Dorman Museum, with its collection of Christopher Dresser-designed Linthorpe Pottery, and Kirkleatham Museum, home to the superb Anglo-Saxon princess treasure exhibition. York is at the cutting edge of artistic innovation, creativity and media arts hosting the York art gallery, Castle Howard with its wonderful gardens to name but a few.

### Entertainment and leisure

The region boasts large venues, international music festivals, Michelin star restaurants and a vibrant nightlife. It is home to Middlesbrough Football Club and countless grassroots clubs for adults and children, cricket and rugby teams and world-class golf courses. Our coastline offers diving, sailing and some of the world's best surfing at Saltburn and you can enjoy watersports at Tees Barrage International White Water Course. In the centre of York is the magnificent Minster which is one of the UK's top 50 visitor attractions welcoming hundreds of thousand visitors each year.

### Outstanding countryside

We have some of the best countryside you'll find anywhere in the UK, including the stunning North York Moors and Dales. Even if you choose to live in one of our larger towns you can always be in the countryside or by the sea in less than half an hour.

### Excellence in education

The region boasts many great schools, including four NPCAT primaries that were named in the *Sunday Times* top 250, Teesside University is based in Middlesbrough, York and York St John Universities based in the centre of the city. Famous people educated in NPCAT schools include musicians Chris Rea and Paul Rodgers, Middlesbrough MP Andy McDonald, government advisor Sir Martin Narey, impressionist Kevin Connolly, TV personality Chris Kamara, Middlesbrough FC chairman Steve Gibson and Keith Houchen, who scored in the 1987 FA Cup final.

### Strong transport links

There are good road and rail links across the Teesside and York areas providing links to the rest of the country. Teesside, Leeds-Bradford and Newcastle airports are also close by with regular flights to Scotland, Jersey, Spain and many other popular holiday destinations across the world.



# The Diocese of Middlesbrough

**NPCAT is one of two multi-academy Trusts responsible for the running of schools within the Roman Catholic Diocese of Middlesbrough.**

The diocese was founded on December 20 1878 when the Diocese of Beverley, which had covered all of Yorkshire, was divided.

Today, the diocese covers an area of 4,000 sq km in the historic counties of North Yorkshire and the East Riding of Yorkshire, together with the city of York.

Bishop of Middlesbrough the Rt Rev Bishop Terence Patrick Drainey provides Catholic schools:

- To help him as first educator of the diocese in his mission of making Christ known to all people
- To support parents who at their child's baptism accepted the responsibility of raising their child in the Catholic faith
- To be at a service to their local church, parish and Christian home and to ensure our children give such service to the wider society.

NPCAT is responsible for schools in the boroughs of Middlesbrough, Redcar & Cleveland and parts of Stockton and the county of North Yorkshire.

It is our mission to contribute to the creation of a society that is highly educated, skilled and cultured.

Our schools must educate the whole child, ensuring they develop spiritually and also achieve their full academic potential.

We see parish and school partnership as fundamental to the missionary role of Catholic education. Each school has a central place in parish life and where a school serves more than one parish, chaplaincy work in school ensures that the appropriate steps are taken

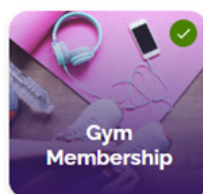
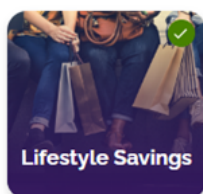
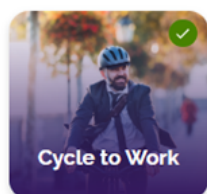
to have equal engagement across them all.

We ensure our schools come together to celebrate Mass, with the highlight of the year being the annual celebrations on feast days. We also come together as a Trust for carol services at St Mary's Cathedral in Middlesbrough during Advent.

Our schools serve the following parishes:

Brotton, St Anthony of Padua  
Catterick Garrison, St Joan of Arc Garrison  
Guisborough, St Paulinus  
Helmsley, St Mary's  
Ingleby Barwick, St Thérèse of Lisieux  
Leyburn, SS Peter & Paul  
Loftus, St Joseph and Cuthbert  
Malton, SS Leonard & Mary  
Marske-by-the-Sea, St Bede  
Middlesbrough, Corpus Christi  
Middlesbrough, Holy Name  
Middlesbrough, St Clare of Assisi  
Middlesbrough, St Francis of Assisi  
Middlesbrough, St Joseph  
Middlesbrough, St Mary's Cathedral  
Middlesbrough, St Patrick (Sacred Heart)  
Middlesbrough, St Thomas More  
North Ormesby, St Alphonsus  
Nunthorpe, St Bernadette  
Ormesby, St Gabriel  
Pickering, St Joseph's  
Redcar, Blessed Nicholas Postgate (Sacred Heart & St Augustine)  
Richmond, SS Joseph & Francis Xavier  
Saltburn, Our Lady of Lourdes  
Staithes, Our Lady Star of the Sea  
Teesville, St Andrew's Parish  
Thirsk, All Saints  
Thornaby, Christ The King  
Thornaby, St Patrick  
Ulshaw Bridge, SS Simon & Jude  
Wycliffe, St Mary's  
Yarm, St Mary and Romauld  
York, Our Lady's, Acomb & English Martyrs  
York, St Aelred's  
York, St George's  
York, St Wilfrid's York & St Joseph's Clifton

# Employee Benefits and Wellbeing



**NPCAT recognises the importance of staff welfare and a managed workload and this is reflected in the way we treat our people.**

As a responsible and caring employer, we appreciate and value each of our staff. Their holistic health and wellbeing are vital to enabling all of us to maintain the optimum work-life balance.

We see exceptional staff welfare as an essential element towards enabling us to develop a rich, nurturing climate for learning across all our schools.

We offer a broad package of emotional and practical support to our staff.

We are clear about our expectations of employees and offer a positive, transparent and supportive working culture in return.

## **We offer:**

- Competitive pay
- Defined benefit pensions
- Annual pay progression and recognition of additional responsibilities
- Annual cost of living adjustment
- On-site parking at our school premises
- Support with parking and subsistence costs where appropriate.

## **Additional benefits include access to:**

- Vivup - Lifestyle savings - store discounts
- Vivup - Discounted gym membership
- Vivup - Cycle scheme
- Full wellbeing package

NPCAT is committed to equality of opportunity and will not tolerate any harassment, intimidation, discrimination or victimisation.

# Training, Development and Progression



**We offer a comprehensive training package that caters for all staff from future Initial Teacher Training pupils through to chief executive officer, as well as non-teaching staff.**

This is delivered via our partnerships with national continuous professional development (CPD) trainers such as Best Practice Network.

Our evolving team of standards advisers support school leaders in providing individually tailored coaching and mentoring.

We also offer a range of appropriate courses for staff in a variety of roles, including business and school administrators, teaching assistants and pastoral support staff.

Early career teachers benefit from a comprehensive professional development programme delivered in collaboration with Best Practice Network.

A combination of face to face and remote sessions involving online training videos and materials cover the range of competencies in the Early Career Framework.

Teachers with between two and four years' experience currently have access to the Accelerate Programme, a Department for Education sponsored development course covering key aspects of pedagogy.

Aspiring middle leaders and aspiring senior leaders engage in National Professional Qualification for Middle Leadership (NPQML) and National Professional Qualification for Senior Leadership (NPQSL) courses through Inspiring Leader.

Leaders currently in post engage with Best Practice Network on, for example, Excellent Middle Leaders Courses or School Curriculum Leadership.

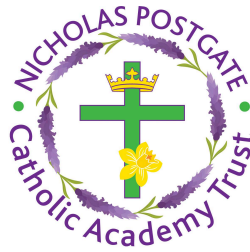
Aspiring headteachers undertake National Professional Qualification for Headship (NPQH) and existing headteachers can continue to progress through their National Professional Qualification for Executive Leadership (NPQEL) qualification.

All staff can access training relevant to current needs, through partnerships with organisations such as the Research School's Network and Leeds Carnegie Centre of Excellence for Mental Health.

In addition to face to face sessions, staff at all levels can undertake accredited courses from Level 1 upwards covering bespoke topics specific to their roles, such as Understanding Autism and Managing Challenging Behaviour.

Central Services and business and administrative staff receive training on key aspects of their roles identified in conjunction with their team leaders.





# How to Apply

Application form and further information is available from:  
[npcat.org.uk/current-vacancies](http://npcat.org.uk/current-vacancies)

Applicants should complete and return a **Teacher Application Form & Recruitment Monitoring Form** to:  
[enquiries@stedwards.npcat.org.uk](mailto:enquiries@stedwards.npcat.org.uk)

Should you be shortlisted for an interview, you will be required to complete a Rehabilitation of Offenders Disclosure Form.

**Job Description:** This informs you of the main responsibilities for the post and explains what we are looking for. It informs you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

**Person Specification:** This specification sets out which criteria will be used to shortlist candidates for interview.

If you require any additional information about this post, please contact Mary Brown, Executive Headteacher on 01642 819507.

Please note that If you do not hear from us within 2 weeks from the closing date you are to assume your application has been unsuccessful on this occasion. Thank you for your interest in NPCAT. We look forward to receiving your application.

