



**We're
hiring!**

Worthinghead Primary School



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Wyke
Bradford
West Yorkshire
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Website: www.worthingheadprimary.com
Email: office@worthingheadprimary.com



Worthinghead
Primary School
Be Kind, Work Hard and Grow

Role: Class Teacher and Teaching and Learning Responsibility for Maths (year group to be discussed with Headteacher, but will play to the successful candidate's strengths)
Start date: 1st September 2026 (or as soon as possible afterwards)
Salary: MPS and TLR 2
Contract: Permanent (full time)

If you are an inclusive, forward-thinking **current or aspiring leader** who shares our ambition and values, and who is excited by the strategic opportunity to help shape the next chapter of our school's journey as a key member of our leadership team, we would love to hear from you.

The successful candidate will be someone who:

- **Is a dedicated, inspiring educator** who understands that the best classrooms and departments are built on a foundation of calm, purposeful environments and a whole-school culture of "excellence".
- **Is a passionate Inclusion Champion** with the classroom expertise to support SEND, Pupil Premium, and pastoral needs, ensuring every child feels supported, valued, and able to thrive.
- **Can work strategically alongside the Headteacher and staff team** to bring our new whole-school vision to life, attending weekly leadership meetings to actively help drive the strategic direction and whole-school improvement priorities of the school.
- **Is an exceptional practitioner** who models high-quality, research-led teaching in their own classroom, leads the strategic development, organisation, and evaluation of Mathematics across the school, and brings a unique skill, hobby, or personal passion to lead or support a foundation subject.
- **Can build strong, positive relationships** and communicate effectively across the school community, possessing the unique interpersonal skills required to support, coach, mentor, and inspire colleagues to deliver outstanding teaching and learning.
- **Is a resilient, proactive team player** who leads with integrity, creativity, a collaborative mindset, and a sense of humour.
- **Is ready to take the next step in their leadership journey**, holding a clear vision and unyielding enthusiasm for improving Maths outcomes across the school while staying up-to-date with national educational developments to lead high-impact staff CPD.

We can offer:

- **A seat at the leadership table**, with the opportunity to attend weekly leadership team meetings and directly influence the strategic direction of our school family.
- **Significant protected time**, providing you with **ample release time** to effectively discharge your subject leadership duties, conduct curriculum monitoring, and support staff.
- **A friendly, welcoming school** with a strong sense of community, enthusiastic, well-behaved children, and a new, ambitious vision for the future.
- **A committed, reflective, and ambitious staff team** who work collaboratively to achieve the best outcomes for all pupils.
- **Substantial opportunities for advanced professional development**, tailored specifically to elevate your leadership capabilities.
- **A highly supportive partnership** with the Headteacher and the Governing Body, where your initiative, classroom innovation, and strategic subject contributions are deeply valued.
- **A positive, nurturing environment** where your leadership will make a measurable, lasting difference as an agent of change across the whole school.

Visits to the school are strongly encouraged and warmly welcomed. Please see the dates in my letter on the next page and contact the school office via office@worthingheadprimary.com to book a visit to see our school in action and meet with the Headteacher.

Closing date: Monday 15th June 2026, 9:00am

Shortlisting: Monday 15th June 2026

Interviews: Thursday 18th June 2026 or Friday 19th June 2026

Welcome from our Headteacher



Dear Colleague,

Thank you for taking the time to explore the Class Teacher with TLR for Leading Maths vacancy here at Worthinghead Primary School. Whether you are an experienced subject leader looking for a dynamic new environment or a remarkably driven practitioner ready to take your first definitive step into school leadership, we appreciate your interest in joining our dedicated school family.

This information pack is structured to give you a clear insight into who we are, what we value, and the strategic leadership profile we are looking to welcome into our school. We don't view this as "just" a classroom post; our subject leaders are the heartbeat of our school development, the direct drivers of our curriculum innovation, and the absolute architects of our children's future success.

As our Maths Lead, you will become an integral part of our leadership team, attending weekly meetings to actively help shape the strategic direction and whole-school improvement priorities of Worthinghead Primary. To ensure you can drive this vision forward effectively as an agent of change, we are fully committed to providing you with ample release time alongside your TLR2 allowance so you can successfully support, coach, and mentor colleagues across the school.

We are looking for an excellent practitioner with a secure understanding of pedagogy who sets uncompromisingly high expectations for attainment and progress. You will have a clear vision and enthusiasm for elevating Maths outcomes across the entire school community. Crucially, as we expand our leadership framework, we want to find an individual who also brings a unique skill, hobby, or personal passion to our school to take on the leadership or support of a foundation subject. We want to know what makes you tick as an educational leader and how your broader talents can enrich our wider school culture.

You will be joining us to take on an exciting project to develop our use of the White Rose Maths resources and ensure that Quality First Teaching and Adaptive Teaching meet the needs of all of our children. We are prepared to invest in the right individual to make sure that they receive all the training they need to be a successful addition to our leadership team.

To see our school in action, meet our fantastic children, and discuss our vision for this leadership post, we strongly encourage you to visit us. Please email jobs@worthingheadprimary.com to book a school visit. Tours of the school will be taking place on the following dates:

- Wednesday 3rd June 2026, 4:00pm–5:00pm
- Thursday 4th June 2026, 10:00am–11:00am
- Friday 5th June 2026, 4:00pm–5:00pm
- Monday 8th June 2026, 10:00am–11:00am
- Wednesday 10th June 2026, 9:00am–10:00am

We recognise that high-calibre leaders are in demand and that this recruitment window falls around statutory summer resignation notice deadlines. Please rest assured that we are fully prepared to navigate contractual release flexibilities for the right candidate.

We look forward to receiving your application and, hopefully, welcoming you to Worthinghead Primary for a tour very soon.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'H. Naylor'. The signature is fluid and cursive, with a long horizontal stroke extending to the left.

Henry Naylor
Headteacher

WORTHINGHEAD PRIMARY SCHOOL

CLASS TEACHER JOB DESCRIPTION

POST TITLE:	CLASS TEACHER AND MATHS LEADER
GRADE:	MPS

Generic Introduction:

The following information is furnished to assist staff joining the school to understand and appreciate the work content of their post and the role they are to play in the organisation. The following points should be noted:

1. Whilst every endeavour has been made to outline the main duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings, therefore, may have been used below, in which case all the usual associated routines are naturally included in the job profile.
2. Employees should not refuse to undertake work, which is not specified on this form, but they should record any additional duties they are required to perform and these will be taken into account when the post is reviewed.
3. This school is an Equal Opportunities Employer and requires its employees to comply with all current equality policies in terms of equal opportunity for employment and access to the Council Services.
4. This school is committed, where possible, to making any necessary reasonable adjustments to the job role and the working environment that would enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Prime Objectives of the Post:

As a Primary school teacher, you will be an outstanding classroom practitioner who consistently demonstrates the highest standards of delivery. You should be fully committed to raising attainment across the whole school and across all subjects that you are required to teach. You will be acutely aware of the strategies required to achieve the highest standards within your specialist subject area and across the curriculum.

You may from time to time be required to undertake other duties commensurate with the grade and level of responsibility defined in this job description.

As a classroom teacher you will, at all times, be mindful of, and adhere to, the Professional Standards for Teachers and the Career Stage expectations negotiated and adopted by the school at any time.

In addition, for Teachers paid on the Upper Pay Range (UPR), your achievements and contribution to an educational setting should be substantial and sustained.

Knowledge and Skills:

- Ability to communicate effectively with a range of internal and external stakeholders
- Excellent literacy, numeracy and IT skills

Effort Demands:

- Will contribute to the overall ethos/work/aims of the school.
- Will appreciate and support the role of other professionals.
- Be vigilant and sensitive to any child protection/safeguarding concerns that arise, reporting any concerns to the designated officer in line with school policy and procedure.
- Will deal with any issues, immediate problems or emergencies that arise in line with school policies and procedures liaising with colleagues where necessary e.g., dealing with a sick, injured or distressed child.

Responsibilities:**Teaching:**

- To teach students according to their individual educational needs, including the appropriate setting and marking of work to be carried out by the students.
- Identifying effective intervention and mentoring strategies for students.
- To mark and grade students work in a way which enables you to give written/verbal and diagnostic feedback and maintain records of pupils' progress and development.
- To use a variety of delivery methods, which will stimulate learning appropriate to student needs and demands of the syllabus, for example, podcasts, interactive whiteboards etc.
- Prepare pupils for internal and external assessments and examinations.
- To undertake pastoral duties, such as taking on the role of form tutor, and supporting pupils on an individual basis through academic or personal difficulties.

Health, Safety and Discipline:

- To ensure a safe, secure and healthy environment for students
- To manage pupil behaviour in the classroom and on school premises, and apply appropriate and effective measures in cases of misbehaviour
- To actively encourage good practice with regard to punctuality, behaviour, standards of work and independent learning.

Whole school organisation and strategy:

- To participate in and organise extracurricular activities, such as outings, social activities and sporting events; including participation in occasional overnight visits.
- To contribute to the development, implementation and evaluation of school's policies, practices and procedures in such a way as to support the school's values and vision.
- Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
- Subject to the guidance relating to cover, supervise and teach any pupils where the person timetabled to take the class is not available to do so.

Management of staff and Resources:

- To prepare and regularly update subject materials including researching new topic areas and writing new curriculum materials.
- To supervise and support the work of classroom support, teaching assistants, trainee teachers and Early Career Teachers (ECTs).
- To efficiently deploy such resources as are allocated/delegated to you.
- Contribute to the recruitment, selection appointment and professional development of other teachers and support staff.

Professional Development:

- To under-go regular observations and participate in regular in-service training (INSET) as part of continuing professional development (CPD).
- Where appropriate, to participate in arrangements for the appraisal and review of other teachers and support staff.
- Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff.

Communication:

- To communicate with parents and carers over pupils' progress and participate in departmental meetings, parents' evenings and whole school training events.

Working with colleagues and other relevant professionals:

- To liaise with other professionals, such as learning mentors, careers advisers, educational psychologists, education welfare officers etc.

Environmental Demands/Working Conditions:

- Will have long periods of sitting or standing.
- Available to work during school hours during term time and a willingness to be flexible as may be required to attend staff meetings/training sessions outside of usual hours.
- Will have contact with members of the public/other professionals e.g., teaching staff, governors, parents/carers, community groups, local education authority, external providers etc.
- The post holder may occasionally be subjected to antisocial behaviour from members of the public/parents/site users.
- This post may include a degree of manual lifting and handling. You are expected to be aware of health and safety policies and procedures and frequently assess your ability to carry out the lifting tasks required of you.
- Report all concerns to an appropriate person.

Fluency Duty

In line with the Immigration Act 2016; the Government has created a duty to ensure that all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard.

Advanced Threshold Level

For this role the post holder is required to meet the Advanced Threshold Level. The post holder should demonstrate they can:

- Express themselves fluently and spontaneously at length effortlessly.
- Explain difficult concepts simply without hindering the natural smooth flow of language.
- Take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English in School.

Special Conditions of Service:

- No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance (An enhanced DBS check is required).

Other considerations

- To be aware of and comply with policies and procedures relating to child protection; being vigilant for signs that children may be being abused and to report any such suspicions to the school's nominated Child Protection Co-ordinator or the Headteacher.
- To act in accordance with the Data Protection Act and maintain confidentiality at all times e.g., access to staff/student/parent and carers files.
- Accept and commit to the principles underlying the Schools Equal Rights policies and practices.
- Be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act.
- Must be legally entitled to work in the UK.

The teacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

WORTHINGHEAD PRIMARY SCHOOL

CLASS TEACHER/MATS LEADER PERSON SPECIFICATION

Criteria Category	Specific Requirements & Qualities
Qualifications & Experience	<ul style="list-style-type: none"> * Qualified Teacher Status (QTS). (Essential) * Degree qualification. (Essential) * Successful primary classroom teaching experience including in teacher training. (Essential) * Experience in, or the willingness for, managing a subject such as Maths at whole school level (Desirable)
Skills & Knowledge	<ul style="list-style-type: none"> * Deep knowledge of the primary National Curriculum requirements. (Essential) * Comprehensive knowledge of effective, modern teaching and learning strategies. (Essential) * A thorough and accurate understanding of how children learn. (Essential) * Proven ability to adapt teaching and differentiate successfully to meet pupils' individual needs. (Essential) * Natural ability to build warm, effective, and professional working relationships with pupils. (Essential) * Thorough knowledge of statutory guidance and requirements around safeguarding children (Keeping Children Safe in Education). (Essential) * Knowledge and execution of effective, positive classroom behaviour management strategies that maintain a calm and purposeful environment. (Essential) * Good ICT skills, particularly using technology to enrich learning and track student data. (Essential) *Brings a unique skill, hobby, or personal passion to our school with the desire to eventually lead or support a foundation subject across the curriculum (e.g., History, Art, Music, Geography, or PE). (Desirable)
Personal Qualities	<ul style="list-style-type: none"> * A profound commitment to getting the best outcomes for all pupils and actively promoting the ethos, vision, and values of Worthinghead Primary School. (Essential) * Consistently high expectations for children's individual attainment, effort, and progress. (Essential) * Proven ability to work effectively under pressure, prioritise workloads, and manage time. (Essential) * Uncompromising commitment to maintaining professional confidentiality at all times. (Essential) * Absolute commitment to safeguarding child welfare and promoting equal opportunities. (Essential) * A resilient, proactive team player who collaborates closely with staff and approaches challenges with integrity, creativity, and a sense of humour. (Essential)