

**St Mary’s CE Primary School**



**Class Teacher Recruitment Pack**

**Advert**

|  |  |
| --- | --- |
| Title | Permanent Reception Class Teacher |
| Location | St Mary’s CE Primary School, Stocks Lane, Barnsley, S75 2DF |
| Days/Hours | 5 days until August 2026 then 4 days (Monday to Thursday) |
| Pay Range | Main Scale |
| Required from | January 2026 |

St Mary’s is a special place with a distinctive Christian ethos. We are looking for an experienced, dynamic, enthusiastic and committed class teacher to teach in Reception. This is a unique opportunity to work in a lovely school. We would like the successful candidate to work Monday to Friday in the first instance (until August 2026) and then Monday to Thursday from September 2026. This is a permanent position.

We are looking for someone who:

* Has high expectations and is committed to ensuring all children make excellent academic and social progress;
* Is a creative classroom practitioner;
* Has the ability to inspire and motivate;
* Has an excellent understanding of assessment for learning;
* Has a strong understanding of the EYFS Framework;
* Is able to communicate well with good interpersonal skills;
* Is committed to an inclusive ethos where every person matters;
* Has strong behaviour management skills;
* Has strong knowledge and experience in children with additional needs;
* Can work well as part of a team;
* Is willing to follow our Christian vision;
* Is warm, kind, caring, positive and has a sense of humour.

We can offer:

* A nurturing, caring and inclusive school;
* A forward-thinking Trust that takes professional development, workload and staff wellbeing seriously;
* A friendly, hard-working, professional and supportive team of staff and governors;
* Happy and enthusiastic children who enjoy learning and behave well;
* A commitment to your professional development.

We warmly encourage you to visit school before you apply. For further details about the role or to arrange a visit, please contact Sean Powell on [sean.powell@stmarys.enhanceacad.org.uk](mailto:sean.powell@stmarys.enhanceacad.org.uk) or telephone 01226 206422.

Enhance Academy Trust has an absolute commitment to safeguarding and promoting the welfare of children. The successful applicant will be required to undertake an enhanced criminal record check via the DBS. The Trust values the diversity of our workforce and welcomes applications from all.

Applicants will need to use the link below to complete online application form.

[**Recruitment**](https://accesspeople.accessacloud.com/EnhanceAcademyTrustRecruitment)

**Selection Timeline**

**Closing Date:** Friday 17th October at 9am

**Shortlisting:** Afternoon of 17th October

**Interviews:** W/c 20th October

**Enhance Academy Trust**

Enhance Academy Trust is a Church of England Multi-Academy Trust comprising of sixteen primary schools located across Wakefield and Kirklees and a post 16 performing arts free school.  The Trust was established in 2012 as a sponsor of Church of England and Community Schools.

The Trust works very closely with its academies and encourages them to help each other whilst at the same time allowing them a reasonable amount of earned autonomy.  We have kept to this model whilst expanding and want to continue to follow similar principles in the future.

***Our vision is to deliver improved educational outcomes and learning skills to enable our young people to live well in the world around them.  We also aim to allow our academy leaders and staff to develop the individual character of our academies so they can best serve their local communities.***

[**Enhance Academy Trust - Home**](https://www.enhanceacad.org.uk/)



**Our School Vision & Christian Values**

At St Mary’s, love is our foundation. We are warm and welcoming to all, providing our children and families a safe and secure space to learn and flourish. We equip our school community with the skills to succeed in the next chapter of their lives. We value and build life-long friendships. We guide pupils to learn from mistakes, develop resilience, foster empathy, and become well-rounded members of society.

Our vision is theologically rooted in John 13:34

‘Love one another as I have loved you.’

Our Christian Values that drive this are Community, Love, Compassion and Forgiveness.



**Our School**

St Mary’s is an average-sized school with 210 children on roll. We are a popular choice for families in the local area and have a good reputation.

In order for children to achieve high standards and make good progress throughout their school journey at St Mary’s, we are committed to providing a stimulating and engaging curriculum which extends far beyond the limitations of the classroom:

• We plan many opportunities for learning beyond the classroom including field trips, class trips and residentials.

• We pride ourselves on the large range of activities that are provided as part of our wider after school club offer. This enables children to find their passion and to continue to grow and develop as individuals.

We work in partnership with parents to ensure that our children develop essential skills and are well prepared for Secondary School. We aim for children to be aware of what they enjoy, to find their passion and their interests and to be kind, well-rounded individuals. Ultimately, we strive for our children to be compassionate, independent and responsible people who are prepared in every sense to embrace the next stage of their education.



**Our Curriculum**

Our curriculum is the means by which we ensure that our children receive their fair share of the rich cultural inheritance our nation and our world affords. It aims to empower children with the knowledge they are entitled to: knowledge that will nourish both them and the society of which they are members. This cultural inheritance includes the study and practice of artistic endeavour and social and physical skills as well as intellectual thought. Our intention is that our children are suitably equipped to contribute positively to their community and to wider society.

We have an obligation to our children – they are entitled to a world-class curriculum that offers them the best possible opportunity to succeed. The curriculum will be planned and sequenced so that the understanding of key concepts is deepened. Connections within and across subjects (vertical links which are ‘high yield’ concepts revisited in the same subject over years, horizontal links, which are made between different subjects in the same year and diagonal links, which makes links between different subjects in different year groups) will be made around a topic (schema-building) so that children understand their learning is inter-linked.

Teachers will be confident that their subject knowledge is strong enough to deliver a sequence of learning with precision and clarity. They will focus on developing the long-term learning of children, not just the here-and-now. With that in mind, retrieval practice will feature throughout the curriculum so that children are encouraged and supported in remembering what they have been taught. This will be supported by assessments that we ask the children to take part in.

To ensure all children are provided with these opportunities our curriculum drivers are:

#### Coherence

We have planned our knowledge-based curriculum extremely carefully to ensure that pupils achieve broad and deep subject expertise. Through our research and development projects, we aspire to widen our pupils’ knowledge-base through developing their ability to recall and build upon previous learning. Children love knowing ‘stuff’! Our schemes of learning are well structured and ensure opportunities are provided to our children to retrieve their knowledge, whilst challenging them with new, rich learning. These are accompanied by our knowledge organisers that are the core of subjects and provide high quality vocabulary and learning progression to all of our children.

#### Curiosity

St Mary’s children will be brave enough to ask the questions that matter. They will question the way of the world and think about issues globally. They will be expressive and creative in their nature and will value diversity and celebrate our rich heritage and culture.

#### Challenge

Each subject at St Mary’s is unique and offers both substantive and disciplinary knowledge. Substantive knowledge relates to the core facts, concepts and ideas that are core to a subject. Disciplinary knowledge relates to how scholars and academics arrive at this knowledge. Through our well-sequenced schemes of learning, our children will be exposed to high level of challenge using a wide range of vocabulary in which they are taught to use in order to deepen their understanding across the curriculum.

**MAIN PURPOSE**

To be responsible for achieving the best possible standards in work and conduct for all pupils in the class and to promote and safeguard the welfare of all pupils within the school.

**DUTIES AND RESPONSIBILITIES**

All Teachers are required to carry out the duties of a school teacher as set out in the current ‘School Teachers’ Pay and Conditions Document’ and all Teachers job descriptions are linked to the DfE Teachers’ Standards 2012. Teachers’ work performance will be assessed against the Teachers’ Standards as part of the performance management process.

The post holder shall:

Set high expectations which inspire motivate and challenge pupils

* Teach pupils across the age and ability range
* Establish clear targets for achievement and evaluate progress through the use of appropriate assessments and take into account analysis of these data
* Prepare, develop and deliver teaching programmes using materials and techniques which will engage and stimulate pupils of all abilities.
* Give pupils regular feedback, both orally and through accurate marking and encourage pupils to respond to the feedback, reflect on progress and take a responsible and conscientious attitude to their own work and study.

Promote good progress and outcomes by pupils

* Monitor the personal and social development, health and welfare of each pupil in the class
* Have a thorough knowledge of all pupils in the class through data provided, and contact with pupils, parents and staff colleagues as appropriate
* Be aware of the relevant curriculum for all pupils in the class and monitor the academic progress of pupils through their reports, studies, grades and contact with other teachers.
* Encourage and be aware of the involvement of pupils in the school’s extracurricular activities.
* Be aware of pupils’ capabilities and prior knowledge. Plan teaching to build on these, demonstrating knowledge and understanding of how pupils learn.
* 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 and to underpin good quality teaching and learning.

**Job Description**

**Job Description**

Demonstrate good subject and curriculum knowledge

* Maintain a secure up-to-date knowledge of relevant subject areas through participation in training and development opportunities identified by the school or as an outcome of the appraisal process.
* Deliver the curriculum as relevant to the age and ability of the pupils.
* Set appropriate homework in line with school policy and the homework timetable.
* Support the development the pupils’ reading, writing, mathematics and communication skills through the curriculum.
* Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English at all times.

Plan and teach well-structured lessons

* Contribute to the development of schemes of work.
* Engage in short, medium and long term planning of lessons and sequences of lessons.
* Demonstrate a clear understanding of appropriate teaching strategies relevant to the age and abilities within the group.
* Plan and undertake enrichment & extension activities where possible to consolidate and extend the knowledge and understanding pupils have acquired.

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

* Monitor the progress of groups to close any gaps between them.
* Teach lesson which meet the needs of all learners

Make accurate and productive use of assessment

* Use formative and summative assessment opportunities to maximise pupils’ progress.
* Use relevant data to monitor progress, set targets, set homework and plan subsequent lessons.

Manage behaviour effectively to ensure a good and safe learning environment

* Implement whole school strategies to support behaviour for learning.
* Carry out morning afternoon and break time duties as directed.
* Establish a framework for discipline with a range of strategies using praise, sanctions and rewards consistently and fairly.
* Maintain good relationships with pupils, exercise appropriate authority and act decisively as necessary.
* Be a positive role model and consistently demonstrate the positive attitudes, values and behaviour which are expected of pupils.
* Promote and safeguard the welfare of all pupils within the school, raising any concerns in accordance with the school’s protocols and procedures.

**Job Description**

Fulfil wider professional responsibilities

* Support the school’s Initial Teacher Training activity as appropriate.
* Take opportunities to develop professionally and share good practice to develop consistently high standards of teaching and learning.
* Work collaboratively with our partner schools to support pupils’ transition.
* Facilitate the work of support staff to enhance pupils’ progress.
* Work collaboratively with parents and carers to support pupils’ progress.
* Support pupils to develop wider key skills.
* Uphold all school and Enhance Academy Trust policies.
* Attend and actively participate in meetings.
* Make a positive contribution to the wider life and ethos of the school.

**Person Specification**

|  |  |  |
| --- | --- | --- |
| **Knowledge, Experience and Skills** | | |
|  | Essential (E) or Desirable (D) | How Identified |
| **Qualifications** | | |
| Qualified Teacher Status | E | A |
| Evidence of continuous professional development | E | A |
| Ambition to become a middle leader | D | A |
| **Experience** | | |
| Experience of teaching in Key Stage Two | E | A, I, R |
| Experience of teaching in more than one Key Stage | D | A, I, R |
| Experience of leading a subject | E | A, I, R |
| **Knowledge and Understanding** | | |
| Understanding of the National Curriculum | E | A, I, R |
| Ability to deliver well planned and stimulating lessons across the curriculum and ability range | E | A, I, R |
| Knowledge and understanding of effective behaviour management strategies and the ability to put these into practice | E | A, I, R |
| Knowledge of what constitutes effective teaching and learning | E | A, I, R |
| Knowledge of SEN Code of Practice | E | A, I, R |
| Knowledge of the teaching of phonics | E | A, I, R |
| Ability to use strategies needed to establish consistently high standards of behaviour | E | A, I, R |
| Ability to lead a subject throughout school | E | A, I, R |
| **Skills** | | |
| Able to play a full and active role in a team | E | A, R |
| Clear understanding of expectations, accountability and consistency | E | A, I, R |
| Aligned with the values of Enhance Academy Trust | E | A, I, R |
| Commitment to safeguarding and welfare of pupils | E | A, I, R |
| Excellent classroom practitioner | E | A, I, R |
| Effective and systematic behaviour management, with clear expectations and the consistent use of praise and consequences | E | A, I, R |
| Excellent communication, planning and organisational skills | E | A, I, R |
| **Fulfil Wider Professional Responsibilities** | | |
| Understand when and how to seek advice and support | E | A |
| Able to develop and maintain effective relationships with pupils, staff, parents, governors and the wider community | E | A, R |
| Committed to own professional development | E | A, I, R |
| Ability to reflect on own practice and identify areas for development | E | A, I, R |
| **Personal Qualities and Attributes** |  |  |
| Integrity | E | A, R |
| Warmth and humour | E | A, I, R |
| Self-motivated | E | A, R |
| Enjoys a challenge | E | A, R |
| Enthusiastic and optimistic | E | A, I, R |
| A team player with a can-do attitude | E | A, R |

**A = Application Form I = Interview Process R = Reference**

**Further Details**

We warmly encourage you to visit school before you apply. For further details about the role or to arrange a visit, please contact Sean Powell on

[sean.powell@stmarys.enhanceacad.org.uk](mailto:sean.powell@stmarys.enhanceacad.org.uk) or telephone 01226 206422.

**To Apply**

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**Next Steps**