



CLASS TEACHER

**Permanent Full Time (M1 – UPS3)
Required September 2026**

Sandal Primary School is seeking a dynamic, enthusiastic, and committed teacher to join our dedicated team. This is a unique opportunity for a talented professional to make a genuine impact in a nurturing learning environment. We welcome applications from both Early Career Teachers (ECTs) looking for the perfect place to start their journey and experienced practitioners ready to broaden their expertise.

We are looking for an inspirational teacher who is ready to help us shape the future. The successful candidate will:

- **Champion Our Ethos:** Be dedicated to fostering a nurture-based learning environment where every child feels safe, supported, and ready to thrive.
- **Be a Collaborative Partner:** Thrive in a team setting, contributing positively to a culture of mutual respect and shared goals.
- **Inspire Excellence:** Bring a creative and curious mindset to the curriculum, helping our pupils develop a lifelong love of learning.

At Sandal, we are wholeheartedly dedicated to empowering both our children and our staff to achieve their best. Our unique location on the edge of Baildon Moor is the perfect classroom for inquisitive minds. Our location and facilities provide an exceptional backdrop for creative exploration and immersive outdoor learning, encouraging children to explore the world around them.

Why join Sandal?

- Our school is a happy, welcoming place where kindness and respect are everything. We encourage our children to do their best and make positive choices, helping them grow together in a friendly and supportive environment.
- We operate with a clear, nurturing ethos that permeates everything we do. This is made possible by our dedicated and experienced staff team, who work with integrity alongside our supportive Governors and parents to ensure every child feels safe and valued.
- We believe in empowering our people. Whether it is the opportunity for staff to make a significant contribution to our school's ongoing improvements, or our unwavering commitment to your professional development, we ensure everyone at Sandal has the tools to grow and succeed.

Closing Date: 09.00am, Monday 20th April 2026

Interviews: w/c 27th April 2026

Visits to the school are warmly welcomed and can be arranged by contacting the School Office.

Email: office@sandalprimaryschool.co.uk or telephone 01274 598115.

Interested candidates are requested to apply online for this post. To download the job details and

apply, please visit www.prospectsonline.co.uk.

Sandal Primary School is committed to safeguarding and promoting the welfare of all our children. All posts are subject to an Enhanced DBS check and references.

Applicants will be subject to an online search if shortlisted.

Proof of eligibility to work in the UK will be required.

Please note: CVs are not accepted for this post.



Job Description

Post Title	Class Teacher
School	Sandal Primary School
Pay grade	MPS/UPS

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.
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 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:

(See Personnel Specification)

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 newly qualified 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 – 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 adjustments, where appropriate, in accordance with the Equality Act.
- Must be legally entitled to work in the UK.

Application & Selection Guidance

Safeguarding

We are committed to safeguarding and promoting the welfare of young people and we expect all staff to share this commitment. All posts are subject to the safer recruitment process including an enhanced Disclosure and Barring Service Check.

Inclusion

We welcome applications from candidates of all backgrounds, faith, ethnicities or with any protected characteristics. We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, gender, religious beliefs, marital status, or sexual orientation. The personnel specification sets out the criteria used to assess candidates through the selection process. We ask all applicants to complete the Equal Opportunities monitor section of the application form so that we can continue to monitor and improve our recruitment process.

How to Apply

Vacancies are advertised on our website and Prospects Online. Please complete the application form in full, ensuring you have provided full and accurate information including your education and employment history and any unpaid or voluntary work. Where there are gaps in your employment history, please explain why (e.g. gap year, career break). Use the job description and person specification as a guide and give specific examples to demonstrate how your experience and skills make you suitable for the position. Please ensure that all parts of the application are completed. We do not accept CVs as part of the selection process. Applications should be submitted via the Prospects website.

Shortlisting

We assess all applications against the specification criteria using the evidence you provide in your application. This is done by a panel of senior staff and governors. We carefully check all applications for anomalies. In line with Keeping Children Safe in Education (KCSIE) 2022 we will be carrying out online checks. Candidates who best meet the personnel specification will be invited to an interview. We will notify you by telephone with e-mail confirmation to follow. If you have not heard from us within 3 days of the closing date, you have not been successful at this stage.

References

We request references for all candidates who are invited to interview. Requests will be made at the same time that candidates are invited to interview. Your first referee should be your current or last employer.

Interview Process

The interview day will consist of a task and a formal interview. This is designed to allow you to demonstrate your skills and abilities and share your experiences. You will be asked to bring proof of qualifications and identity on the day.

Appointment and Pre-employment Checks

Successful candidates will receive a conditional offer of appointment and will be subject to satisfactory pre-employment checks.

Sandal Primary School

Class Teacher



PERSONNEL SPECIFICATION

Summary of post as outlined in attached Job Specification

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
QUALIFICATION	Honours degree or equivalent in relevant subject Qualified Teacher Status	Evidence of any further relevant training Commitment to CPD	Application form References Interview
EXPERIENCE	Proven successful record of outstanding teaching experience/teaching practice An understanding and demonstration of barriers to learning and how those may be overcome Experience of managing pupil performance and intervention strategies to raise performance Experience of safeguarding and additional educational needs Provide evidence of having previously spoken fluently to customers at an Advanced Threshold Level	Teaching experience across the primary age range Experience of working alongside employer partners to achieve learning objectives	Application form Interview References Letter of application
DISPOSITION & ATTITUDE	Enjoys being with children Openness, sense of humour, energy and enthusiasm, ability to inspire confidence in others A positive outlook and respect for all members of the school and wider community Commitment to working co-operatively with staff, pupils, parents, governors and outside agencies	Dynamic and vigorous approach to children's learning. Willingness to offer extra-curricular activities. Evidence of outside interests	Application form Interview References Letter of application

SKILLS & KNOWLEDGE	<p>Ability to communicate effectively with a range of internal and external stakeholders</p> <p>Excellent literacy, numeracy and IT skills</p> <p>Excellent and enthusiastic classroom teaching and effective monitoring of pupils' progress</p> <p>Evidence of good planning and organisational skills</p> <p>Understanding of and sympathy with children and their individual needs</p> <p>In line with the Immigration Act 2016; you should be able to demonstrate fluency of the English Language at an Advanced Threshold Level.</p> <p>Positive attitude towards parental involvement in school</p>	Confidence in using ICT as an integral part of learning	<p>Application form</p> <p>Interview</p> <p>References</p>
PHYSICAL	Strength and mobility to operate in a primary school classroom		<p>Application form</p> <p>References</p> <p>Interview</p>
PERSONAL CIRCUMSTANCES	Flexibility of circumstances to meet the requirements of the job.	<p>Willing to participate in local community activities</p> <p>Commitment to taking part in out of school activities.</p> <p>Commitment to contribute to the full life of the school</p>	<p>Application form</p> <p>Interview</p>

Bradford is an equal opportunities employer and requires its employees to carry out its policies concerning racial and sex equality and the right of people with disabilities both in terms of equal opportunity for employment and access to the Council's services.

The School is committed to safeguarding and promoting the welfare of children.

Successful applicants will be required to undertake enhanced DBS checking.