




Thorntree
Academy


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APPLICANT INFORMATION CLASS TEACHER

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Middlesbrough, TS3 9NH 

EXTOL
TRUST 





Thorntree Academy

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Dear Applicant,

Thank you for taking the time to look through the following information about our school. We very much look forward to hearing from you as you progress your interest in the post to an application.

Thorntree Academy believes that every one connected with the school should Learn, Thrive & Celebrate, and as such, strive to fulfil the promise to be the following statements:

- Thorntree Academy is a school that makes you proud to be a part of it.
- Thorntree Academy is a school that continuously improves.
- Thorntree Academy is a school that provides an outstanding educational experience and is valued by the community.

To support you in your application process, we strongly urge interested applicants to arrange a visit to our school.

Kind regards,

Mr Paul Watson
Headteacher



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TRUST VISION & VALUES

Extol Trust is an ambitious and collaborative Trust based in the North East of England. The Trust's conception was driven by a passion and a moral belief that all pupils deserve to attend a 'stand out school', where they flourish personally, academically and socially.

We place children at the centre of all we do, aiming to create a climate where excellence flourishes as a result of outstanding leadership, engaging teaching and high quality learning. We are a Trust which works hard to be an employer of choice ; we know we can't have great schools without great staff and we work very hard to recruit, retain and develop our people to be the best they can be.

We place Extol Trust as both a system and civic leader, working with other organisations to advance education for the wider common good. Through the development of purposeful partnerships and true collaboration, we aim to impact not only on our school communities but the wider education landscape. We believe that strong collaborative Trusts should be at the front and centre of shaping education reform.



Mme. Julie Deville
CEO





TRUST VISION & VALUES

Our aims are reflected in our continual commitment to the 'levelling up' agenda within education and the North East communities that we serve. As a collective we are determined that all pupils, regardless of background or where they go to school, have equal access to a high-quality education which equips them with the knowledge, skills and understanding to realise their ambitions and attain their potential.

OUR CORE VALUES

Inspiration Extol is a Trust that inspires all of its schools to be that "stand out school". We constantly seek inspiration from local, national and international initiatives/research. We passionately believe that by investing in our workforce we develop an inspiring, committed and professional team within each school

Excellence Extol has a focus on excellence in all that we do. We strive to achieve the very best for our schools and their communities. We know that access to an excellent education opens opportunities for individuals and the community in which they live

Partnership Extol knows there is power within a partnership of schools. We believe that a true, inclusive partnership with people driven by the same 'why', allows our family of schools to learn with and from each other.



SCHOOL CONTEXT

Thorntree Academy is an average sized academy in Middlesbrough. We place great pride in our curriculum and development of pastoral care for children. We focus on real trauma informed approaches with training in attachment theory, adverse childhood experiences and restorative practice leading to notable improvement in behaviour and attitudes, particularly in lessons, across school.

As a school, we have developed our curriculum offer and continue to focus on developing practices:

- We offer a bespoke CPD package for teaching & learning through use of the Great Teaching Toolkit
- We have designed a sequential curriculum which is broad, engaging and relevant to our learners
- Our teachers understand the principles of planning, using effective instruction and responding to pupil needs
- We have robust assessment systems in place which have a direct impact on individual pupil performance

We are proud of **our** school.



ADVERTISEMENT

2 positions FTE

Fixed term for 1 year

Salary: MS1 - UPS3

We are looking to appoint for September 2025, inspiring and motivational teachers irrespective of their stage in their career.

We are looking for teachers who want to ensure that their talent is nurtured and developed or recently qualified teachers who are looking to be supported in furthering their career through an introduction to leadership or more experienced teachers who want to inspire and excite their professional colleagues.

The successful candidate will:

- Be highly motivated, inspirational and have the capacity to deliver exciting learning opportunities to meet the needs of all pupils;
- Have drive, vision and interpersonal skills to support the work with colleagues, pupils, parents and our partners;
- Want to be an influential member of an innovative academy Trust;
- Have a passion for working with children;
- Have a willingness to commit to the wider life of the academy.

We offer:

- A strong, supportive and inclusive school ethos;
- A talented and hardworking team of staff;
- A committed approach to school improvement and development of all staff;
- A supportive Senior Leadership Team and Local Governing Body;
- Engaged and passionate pupils;
- Opportunity to access Trust wide networks and career progression.

JOB DESCRIPTION

Post Title	Classroom Teacher
Overall Purpose	<p>To meet the requirements of:</p> <ul style="list-style-type: none"> A teacher as set out in the School Teachers Pay and Conditions Document. The Professional Standards for Teachers. To undertake responsibilities in addition to the duties of a classroom teacher.
Responsible to	Headteacher of the individual school.
General Professional Duties	<ul style="list-style-type: none"> To plan and deliver an appropriate, broad, balanced, relevant, differentiated and challenging curriculum which is matched to all pupils needs. To assess, record and report on all aspects of pupils' progress and development. Contribute to raising standards of pupil attainment. To provide or contribute to oral and written assessments relating to individual pupils or groups of pupils, internally, with parents and outside agencies. To ensure high standards of behaviour so effective learning can take place, and good relationships can be formed within the school community. To contribute to whole school planning activities, e.g. School Securing Improvement Plan.
General Professional Responsibilities	<ul style="list-style-type: none"> To play a full part in the life of the school community and support its ethos, values and aims. To uphold Extol Trust ethos and values. To contribute to, follow and actively promote the agreed policies of the school. To have high expectations and lead by example. To contribute to the evaluation and monitoring of the school curriculum and to assist in the process of development and change to ensure the continuing relevance of policies and procedures to the needs of the pupils. To work as a member of a team, promote collaboration and to contribute positively to effective working relations within the school and Trust. To have and share with colleagues extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise the learning experience to provide opportunities for all learners to achieve their potential. To comply with the schools and Trust's Health and Safety Policy and undertake risk assessments as appropriate. To engage actively in Appraisal and Continuing Professional Development. To share and support the school's responsibility to provide and monitor opportunities for academic and personal growth. To be aware of GDPR principles and follow agreed policies and procedures.
Main Duties – Particular curriculum area	<ul style="list-style-type: none"> To share the clear vision and purpose for the curriculum area. To improve standards of attainment and progress in subject area. To develop subject knowledge and expertise keeping up to date with national developments, teaching practice and methodology to support staff and pupils in achieving high standards. To support colleagues in ensuring effective curriculum coverage, continuity, progression and challenge. To assist in annually monitoring and evaluating subject delivery through School Self Evaluation activities and produce reports and improvement plans as required. To assist in ensuring appropriate resources are available to enable colleagues to teach the subject effectively within the constraints imposed by the subject budget allocation. To assist in ensuring resources are well organised, well maintained and accessible to colleagues. To offer guidance and support to colleagues in developing the subject/curriculum area.

The work of schools changes and develops continuously which in turn requires staff to adapt and adjust. Whilst the main duties and responsibilities of the post are set out above, the job description is not an exhaustive list of tasks and each individual task to be undertaken has not been identified. The duties and responsibilities above should not therefore be regarded as immutable but may change in line with national prescription on teachers' terms and conditions of employment and/or any relevant school improvement priorities set from time to time. Any major changes will involve discussion and consultation with you.

PERSON SPECIFICATION

PERSON SPECIFICATION FOR THE POST OF CLASSROOM TEACHER

ASPECT	ESSENTIAL	DESIRABLE
Application	1a. Engaging, well-written, well-structured application. (A)	
Qualifications	2a. Degree. (A) 2b. Qualified Teacher Status. (A) 2c. Evidence of commitment to Continuing Professional Development (CPD) (A)	2d. 1st Class or 2:1 Degree. (A)
Experience	3a. Proven good classroom practitioner (A) (R) 3b. Proven experience of teaching primary-aged children (A) (R) 3c. Proven experience of effective behaviour management. (A) (R) 3d. Proven experience of demonstrating high expectations about what children can achieve. (A) (R) 3e. Experience of teaching in more than one key stage. (R) (A)	3f. Experience of leading and/or supporting extra-curricular activities. (A) 3g. Experience of leading and/or supporting an area of responsibility in school. (R) (A) (I)
Professional Knowledge and Understanding	4a. Able to set high expectations, which inspire, motivate and challenge pupils. (A) (R) (I) 4b. Able to promote good progress and outcomes by pupils. (A) (R) 4c. Able to demonstrate good subject and curriculum knowledge. (A) (R) (I) 4d. Able to plan and teach well-structured lessons. (A) (R) (I) 4e. Able to adapt teaching to respond to the strengths and needs of all pupils. (A) (R) (I) 4f. Able to make accurate and productive use of assessment (both formative and summative). (A) (R) 4g. Able to manage behaviour effectively to ensure a happy, healthy and safe learning environment. (A) (R)	
Skills and Personal Qualities	5a. Ability to fulfil all spoken aspects of the role with confidence through the medium of English (I) 5b. Ability to communicate effectively in written and spoken form (A) (I) (R) 5c. Willingness to make a positive contribution to the wider life and ethos of the school. (A) 5d. Excellent inter-personal skills. (A) (I) 5e. Self-reflective and willingness to positively respond to and act on feedback. (A) (I) 5f. Excellent organisational skills. (A) 5g. High levels of enthusiasm, energy and resilience. (A) (I) 5h. Commitment to own physical health, mental health and wellbeing. (A) (I)	
Confidential references	6a. Recommendation from both referees. (R)	6b. Strong recommendation (R)

A – Application
I – Interview
R – Reference



APPLYING

Requesting an application form

Application form and further details are available via:

www.thorntreeacademy.co.uk/vacancies/

Personal information provided on application forms will be retained and used in accordance with the General Data Protection Regulations (GDPR) 2018 and other legislative provisions. Please review our Privacy Policy at www.thorntreeacademy.co.uk/vacancies/

Please email completed application forms to:

thorntree@thorntreeacademy.org.uk or post to Thorntree Academy by the closing date specified. Correct postage costs are the responsibility of the applicant.

Closing date for applications: Monday 12th May, 2025 at 11.00am

Shortlisting: Monday 12th May, 2025

Interviews will be held: Friday 16th May, 2025