



LOWTHER ENDOWED SCHOOL
& LITTLE VIPS DAY CARE



Application Pack

Job Description & Person Specification

INFORMATION FOR APPLICANTS 2026
Fixed Term Class Teacher

0.5 FTE

(Monday, Tuesday & Wednesday PM)

INFORMATION ABOUT THE SCHOOL

“At Lowther Endowed School and Little VIPs Day Care, there’s a special atmosphere – a close-knit community that feels like one big, happy family”.

At Lowther Endowed School & Little VIPs Day Care, we welcome children into our family from as young as 9 months old and guide them through to age 11. Throughout their journey with us, they are heard, nurtured, and supported to grow into healthy, responsible, creative, and well-rounded individuals with a genuine love for learning and the confidence to embrace challenges. We know we’ve fulfilled our role as educators when our children look back and recognise that Lowther Endowed was where their lifelong passion for learning first took root.

Achieving

Enabling all our children to develop to achieve their full potential through quality provision and a deep understanding of the needs of each individual child.

Caring

Providing the highest standards of care, modelling behaviours that show kindness to others, how to care for yourself and the world around us.

Enjoying

Engaging children and parents in learning, providing interesting resources which spark curiosity within a purposeful learning environment, making best use of our outdoor spaces.

We believe happy children thrive when they are given the space to grow in confidence. That is the foundation of any successful school. At Lowther Endowed, opportunities are plentiful – whether it is joining a sports team, taking part in school productions, singing at Young Voices or dancing at UDance. Every child is known, every voice is heard, and our dedicated teachers are passionate about making learning fun and engaging.

We are located between Penrith and Shap, in the village of Hackthorpe. Our catchment area consists of 6 villages and many rural hamlets and farms, but we welcome children from other areas too.

We have two mixed-age classes for children aged 5 – 11, as well as 3 rooms in our much-loved Little VIPs Day Care early years provision. Class sizes never exceed 25, ensuring each child gets the attention they deserve. We also offer well-established wraparound care, with before and after-school provision.

We are very fortunate to have excellent facilities, including a hall and large classrooms, along with excellent outdoor facilities such as a playing field, large wildlife area and playground. We also have the use of the local tennis courts, where we can play netball and football. We believe that learning beyond the classroom, appreciating the beautiful place we live and work in, is vital to our well-being and to develop a sense of belonging and community. Our children truly love the outdoors, keeping fit and healthy, and we really celebrate their positive attitude in being active.

VISION

We challenge our pupils to achieve their full potential, developing their confidence, resilience and self-belief. Our broad, exciting and outward-looking curriculum means that pupils are given every opportunity to shine and become enthusiastic lifelong learners. We make the most of our outdoors and bring learning to life whenever we can. We teach our pupils to value kindness, care for each other and be valued members of our community.

POST AVAILABLE

The Governing Body of Lowther Endowed School & Little VIPs Day Care is seeking to appoint an enthusiastic and committed class teacher to join our friendly, dedicated and supportive staff team for up to one year from 1st September 2026. This is an exciting opportunity to work in a small, nurturing primary school where exceptional care and high expectations ensure that every child thrives both academically and personally.

The successful candidate will teach the Key Stage 2 mixed-age class (Years 3 - 6) on Mondays, Tuesdays and Wednesday afternoons as part of an established job-share arrangement and will contribute positively to the wider life of the school. The role is for a temporary fixed term period of up to 12 months, from 1st September 2026 due to staff absence.

WHAT WE ARE LOOKING FOR

We are looking for a teacher who:

- Puts children's needs, wellbeing and outcomes at the heart of all decisions.
- Consistently delivers high-quality classroom practice.
- Maintains ambitious expectations and aspirations for every pupil.
- Uses adaptive teaching strategies to overcome barriers to learning while sustaining high expectations for all learners.
- Fosters an inclusive learning environment in which every child is supported to achieve success.
- Uses assessment purposefully to inform teaching, monitor progress and improve outcomes.
- Establishes strong, positive relationships with pupils, families and colleagues.
- Collaborates effectively with teaching assistants and other professionals to support pupil learning and development.
- Shows a strong commitment to ongoing professional development and the use of evidence-informed practice.

WHAT WE OFFER

We can offer:

- A welcoming and supportive school community.
- Enthusiastic children who enjoy learning.
- A strong culture of care, ambition and collaboration.
- Opportunities for professional development and growth.

- A chance to make a real difference in a small, caring school

OUR COMMITMENT TO INCLUSION

Inclusion is at the heart of our school ethos. We are committed to ensuring that every child has the opportunity to learn, achieve and feel a genuine sense of belonging. We hold high aspirations for all pupils, including those with SEND and other identified vulnerabilities.

We expect all staff to actively remove barriers to learning through high-quality inclusive practice, effective adaptive teaching and positive relationships. By working closely with families and external professionals, we ensure that every pupil receives the support, guidance and opportunities they need to flourish both academically and personally.

SAFEGUARDING

Lowther Endowed School and Little VIPs Day Care is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post is subject to satisfactory references and an enhanced DBS check in line with safer recruitment requirements.

THE APPLICATION AND SELECTION PROCESS

Visits to the school are strongly encouraged but must be booked prior to arrival. The following dates and times are available:

- 10am or 4pm on Wednesday, 10th June
- 10am on Friday, 12th June
- 4pm on Tuesday, 16th June

Please email the school office (admin@lowther.cumbria.sch.uk) to book your visit. We recommend that you visit our website www.lowther.cumbria.sch.uk to learn more about our school, curriculum, and culture.

All candidates must complete the Westmorland and Furness application form – CVs will not be accepted. Please return the completed application form to us, electronically to head@lowther.cumbria.sch.uk, including a letter (not exceeding 2 sides of A4) outlining how you meet the requirements of the job description and person specification.

The person specification criteria will be used to draw up the shortlist. Please show clearly how you meet the requirements, giving supporting evidence and examples wherever possible.

Closing date: Monday, 22nd June at 9am.

All email applications will be acknowledged.

Shortlisted candidates will be informed by Tuesday, 23rd June. Please note that we will be taking up references immediately after the shortlisting process, therefore it is important that you inform your referees of your application in advance to allow them time

to prepare a reference. It is essential that your current, or most recent, headteacher or mentor is a referee.

Only successful candidates will be informed of the outcome of the shortlisting process. If you are unsuccessful, we thank you for the time you have taken and your interest in the post.

Interview Date: Monday, 29th June 2026

Shortlisted candidates will be required to:

- Teach an observed lesson (further details given nearer the time).
- Meet with our Young Governors.
- Attend an interview.

JOB DESCRIPTION - TEMPORARY KS2 CLASS TEACHER

Period: 1st September 2026 – 31st August 2027

Job title: KS2 Class Teacher

Contract: Temporary Fixed Term 0.5

Scale: Main Pay Range/Upper Pay Scale

Main Purpose of the Role

As a Class Teacher at Lowther Endowed School & Little VIPs Day Care, you will play a pivotal role in inspiring and nurturing pupils aged 0 -11 within a close-knit, rural primary school community. Your main purpose is to deliver high-quality, well-structured teaching aligned with the Primary National Curriculum, ensuring every pupil is known, supported, and challenged to reach their full potential. You will contribute significantly to the school's vision of fostering confidence, happiness, and a love of learning through engaging and inclusive education.

This role demands a professional with excellent subject knowledge, leadership within the classroom, and a commitment to developing pupils' academic progress and personal development in a supportive and family-oriented environment.

Key Responsibilities and Duties

Teaching and Learning

- Plan, prepare, and deliver engaging, well-structured lessons across the primary curriculum, tailored to meet the diverse needs of pupils in mixed-age classes.
- Record, assess, and monitor each pupil's progress accurately, using assessment data to inform teaching and support targeted interventions.
- Develop and deliver the following subjects with expertise, ensuring curriculum coverage and progression: Key Stage 2
- Promote high standards of pupil achievement, behaviour, and well-being, setting clear expectations that inspire and motivate pupils.
- Participate actively in arrangements preparing pupils for external tests and assessments.

Classroom and Resource Management

- Manage and organise the classroom environment, including stock and materials for curriculum areas, liaising with the School Business Manager for ordering supplies.
- Maintain accurate pupil attendance records, following up on absences and ensuring safeguarding procedures are upheld.
- Carry out playground duties and supervise personal development time to ensure pupil safety and well-being.

Leadership and School Development

- Support the headteacher in monitoring pupil attainment and progress across the primary phase, contributing to high-quality teaching and learning strategies.
- Contribute to the school's self-evaluation, improvement planning, and the development and implementation of school policies and procedures aligned with the school's vision and values.

- Gather, analyse, and evaluate evidence of pupil progress across key stages to inform provision and teaching practice improvements.
- Foster a positive and inclusive school culture that supports the well-being and development of both pupils and staff.
- Act as a role model for colleagues by promoting excellent teaching standards and contributing to professional development activities.

Communication and Community Engagement

- Communicate effectively with parents and carers regarding pupil achievements and well-being through reports, parents' evenings, and informal discussions.
- Foster positive relationships with parents, the local community, and other stakeholders, embodying the school's ethos of inclusivity and community spirit.
- Respond promptly to parental concerns or queries requiring immediate attention, referring other matters to the headteacher as appropriate.

Safeguarding and Pupil Welfare

- Actively promote and model high standards in safeguarding and pupil welfare.
- Maintain a safe and orderly learning environment, managing behaviour effectively and following statutory safeguarding guidance.

Professional Responsibilities

- Follow the agreed hours allocation, including 10% Planning, Preparation, and Assessment (PPA) time.
- Participate fully in staff meetings, INSET days, and ongoing professional development opportunities.
- Support other teachers and support staff as appropriate.

Skills and Competencies

- Strong subject knowledge and expertise in the Primary National Curriculum, with the ability to plan and deliver lessons that engage and challenge pupils.
- Expertise in assessment, data analysis, and using evidence to drive pupil progress and improve teaching practises.
- Excellent classroom management skills, maintaining high standards of discipline and promoting a safe, inclusive learning environment.
- Effective communication and interpersonal skills to build positive relationships with pupils, parents, colleagues, and the wider community.
- Leadership skills to support school improvement initiatives and contribute to whole-school development.
- Ability to foster a positive culture within the school, promoting well-being and resilience in pupils and staff.
- Commitment to safeguarding and promoting the welfare of children, with understanding of statutory requirements and best practises.
- Organisational skills to manage classroom resources, pupil records, and administrative tasks efficiently.

Professional Development

Lowther Endowed School & Little VIPs Day Care is committed to the continuous professional growth of its staff. As a Class Teacher on the Upper Pay Scale, you will have access to:

- Regular opportunities for targeted professional development aligned with school priorities and your personal career goals.
- Leadership training and mentoring to enhance your role in supporting colleagues and contributing to school improvement.
- Participation in appraisal processes that support reflective practice and career progression.
- Engagement with external training providers and networks to keep abreast of the latest educational research and pedagogy.

This commitment aligns with our vision of fostering confident, happy learners and supporting a thriving professional community.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications and Professional Development		
• Qualified Teacher Status	✓	
• Experience of recent teaching	✓	
• A commitment to CPD and career development	✓	
Knowledge, skills and personal qualities		
Teaching and Learning		
• Knowledge of the National Curriculum	✓	
• Knowledge of effective teaching and learning strategies	✓	
• Experience of working in a mixed age classroom		✓
• A good understanding of how children learn	✓	
• Ability to adapt teaching to meet pupils' needs	✓	
• A sound grasp of inclusive practice for children of all abilities	✓	
• Experience of Letter Join		✓
• Experience of White Rose Maths		✓
• Ability to build effective working relationships with pupils	✓	
• Knowledge of guidance and requirements around safeguarding children	✓	
• Knowledge of effective behaviour management strategies	✓	
• Good ICT skills, particularly using ICT to support learning	✓	
• Ability to deploy support staff effectively	✓	
Personal Skills and Attributes		
• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	✓	
• To be able to inspire and motivate children to become resilient, independent and life-long learners	✓	
• High expectations for children's attainment and progress	✓	
• Ability to work under pressure and prioritise effectively	✓	
• Commitment to maintaining confidentiality at all times	✓	
• Ability to work as part of a team	✓	
• Commitment to safeguarding and equality	✓	