Dales Academies Trust
Together for Excellence

Oakbridge CofE
Primary School

Oakbridge Church of England Primary School
Year 2 Teacher
Required from September 2026

Candidate Information Pack

Closing Date: 18th March – 4pm
Interview Date: 24th March 2026
Start Date: September 2026

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Dales Academies Trust | Alvertune Road | Northallerton | DL6 2GD

Dales Academies Trust a charitable company limited by guarantee registered in England and Wales (Company number: 8372064), whose registered office is: c/o Oakbridge Church Of England Primary School, Alvertune Road, Northallerton, DL6 2GD

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Dales Academies Trust
Together for Excellence

Welcome from the CEO Trust Chair and LGB Chair

Dear Prospective Applicant

On behalf of the Dales Academies Trust and the Governors of Oakbridge CofE Primary School we would like to thank you for showing an interest in the above position.

This pack has been developed to provide you with a summary of all the information you need to consider when applying for a job within Dales Academies Trust.

Within the pack you will find a job description, a person specification, information about the school and the Trust, as well as details of how to apply for this post should you choose to make an application.

We wish you every success with your application and we look forward to meeting you in the near future.

Yours sincerely,

Judy Hooton
Chair of the Dales Trust Board

Damian Chubb
CEO Dales Trust

Lynn Wild
Chair of Governors

Oakbridge CofE Primary School

KS1 Teacher
Required September 2026

The Head Teacher and Governors of Oakbridge Church of England Primary School are seeking to appoint an experienced, enthusiastic and inspirational teacher.

Post	**KS1 (Year 2) Teacher**
Grade/Band	**MPS 3-6 £37,101 - £45,352**
Vacancy Hours	**1.0 FTE**
Contract Type	**Permanent**
Application Closing Date	**Wednesday 18th March 2026 – 4pm**
Interview Date	**Tuesday 24th March 2026**
Venue for Interview	**Oakbridge Church of England Primary**

Start date: September 2026

Advert details

The role is a permanent position and is an exciting opportunity for a teacher to join our relatively new, highly skilled and friendly team. We require a compassionate and dedicated person to teach, nurture and inspire our pupils. The person must be committed to inclusion and be someone who can motivate all children to fully achieve in line with our ambitious curriculum. This appointment would suit an ambitious individual who aspires to be a leader and would be keen to take on aspects of whole school leadership as our school grows. Please indicate your curriculum strengths in your application.
Our school environment is a very caring, nurturing one and we value and celebrate the achievements of every child. Any applicant must be able to fully support our Church School ethos.

The successful candidate will be:

- An exceptional key stage one classroom practitioner
- Experienced in and passionate about supporting children with a wide range of needs
- Committed to high-standards and expectations
- An enthusiastic and hard-working team member
- Energetic, motivated and positive
- Resilient and flexible to the changing life of a school
- Creative and open to new ideas
- Ambitious and keen to develop their leadership skills and/or lead a subject area

What we can offer:

- Happy and welcoming pupils, staff, governors and parents
- A warm, supportive environment in which to work, learn and develop
- High quality Continuous Professional Development and Leadership development opportunities
- Opportunity to work in collaboration with other schools and be part of a successful and supportive Trust
- A chance to be part of a caring, Christian environment with an aspirational vision for the future

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff and volunteers to share this commitment. The school is also committed to safer recruitment procedures. This post is subject to an Enhanced Disclosure and Barring Check.

In relation to Data Protection, Information Security and Confidentiality, all staff are required to comply with the school's policies and supporting documentation in respect of these issues.

We welcome visitors to our school and would really like to meet you prior to your application. If you would like to request an application pack or arrange a visit to the school, please contact the school office and speak to Mrs Deborah Smith 01609 561020 or email admin@oakbridge.dalesmat.org

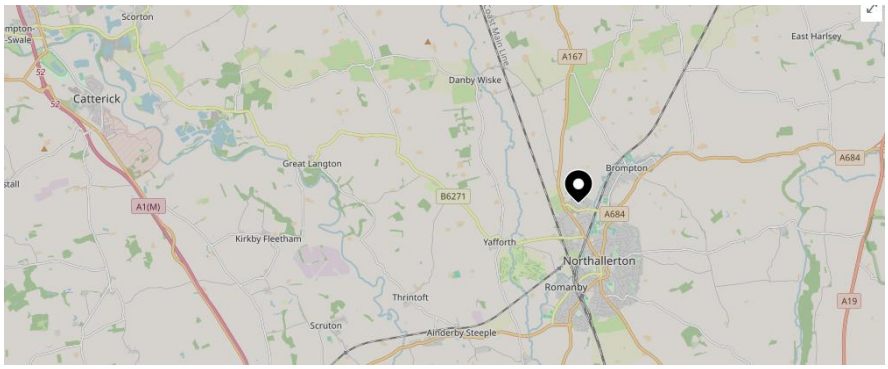
Terms and Conditions

The employer for this post is the Dales Academies Trust.

The post is based at Oakbridge Church of England School, Northallerton

If you would like to apply for this position, please complete the application form and submit it to admin@oakbridge.dalesmat.org

How to find us



Oakbridge CofE Primary School
Alvertune Road
Northallerton
DL6 2GD

About Oakbridge CofE Primary School

Our Vision and Values

Growing compassionate and courageous learners; building successful futures.

Vision Statement

With love and compassion, we nurture kind children who care deeply. Rooted in our community and valuing God's world, we share a responsibility to the world around us. Everything is possible through our courage and determination to learn and achieve excellence together.

Theological Underpinning: Wise and foolish builders Matthew 7:24-7

The Wise and Foolish Builders

24 "Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock. 25 The rain came down, the streams rose, and the winds blew and beat against that house; yet it did not fall, because it had its foundation on the rock. 26 But everyone who hears these words of mine and does not put them into practice is like a foolish man who built his house on sand. 27 The rain came down, the streams rose, and the winds blew and beat against that house, and it fell with a great crash."

Our School Values

Our school values are taken from our vision statement. They are love, compassion, community and courage.

Love: We value love at Oakbridge and are committed to a loving and nurturing ethos where pupils feel safe, loved and valued.

Compassion: We value compassion and will model and develop compassion in our children for each other, their adults, the wider community and the world around them.

Community: We value community as we are part of building a new community in North Northallerton. Our school is a hub for the local community, including for worship, community use and support. We aim to develop a sense of responsibility in our pupils to contribute to their community.

Courage: We value courage in our pupils and will encourage them to take risks in their learning and have courage to make the right choices in their behaviour in school and beyond.

These values will allow us to put God's words into practice, like the wise man who built his house on the rock.

Our School

Oakbridge CofE Primary School is a one form entry school in the North of Northallerton. Currently there are 28 children in Reception and 19 Year 1 children on roll. The school will admit a new Reception intake each year until our original cohort are in Year 6. The building is brand new and has been carefully designed to meet the needs of our local community.

The school includes seven classrooms, an atelier (art studio), a well-stocked library, SEND spaces and a large multi-use hall. The design of the spaces, furniture and displays in school have been well-considered. We have exceptionally high expectations for our pupils, and the learning environment reflects this.

Oakbridge CofE Primary School is a warm, welcoming school. There is a sense of calm in the school as well as an already embedded culture of nurture.

For further details please visit our school website: Here

About Dales Academies Trust

'Together for Excellence'

Dales Academies Trust (Dales) was established in 2017 as a Multi Academy Trust (MAT), with sponsor status, for the northern church schools of the Church of England dioceses of Leeds and York.

As with the other church MATs across both dioceses, the Trust is open to church and non-church schools with a core purpose of providing an inclusive education for children of any ability, culture, gender, sexuality, faith or no faith. The ethos is derived from, and informed by, the Church of England's commitment to education and schooling over more than 200 years.

Dales welcomed its first community school into the Trust in 2020 when Carnagill Community Primary School became the fourteenth setting to join our family of schools. To date Dales consists of the following schools:

School	Date of joining the Trust
All Saints CE Academy (Secondary)	September 2017
Eppleby Forcett CofE Primary School	November 2017
Middleton Tyas CofE Primary School	November 2017
Trinity Academy Richmond	November 2017
East Cowton CofE Primary School	November 2017
Barton CofE Primary School	December 2017
Ravensworth CofE Primary School	December 2017
South Otterington CofE Primary School	January 2018
Croft CofE Primary School	January 2018
Ainderby Steeple CofE Primary School	January 2019
Thornaby CofE Primary School	July 2019
St Francis CofE Primary School	August 2019
Carnagill Community Primary School	April 2020
Great Smeaton Primary School	April 2024
Oakbridge CofE Primary School	September 2024

Oakbridge CofE Primary School is the Trust's first Free School, with Dales being named as the sponsor after a competitive process in April 2021; it opened with a cohort of Reception children in September 2024.

Everything we do is informed by our Vision that 'Working together for excellence, and rooted in quality, collaboration and care, we deliver exceptional learning experiences through inspirational teaching and nurturing a love of life-long learning. We dare greatly, travel hopefully and enable each other to flourish'.

In practice, for example, we have established a range of networks within the Trust, including the Primary Headteacher Partnership, which has at its heart, a focus on school improvement, as well as subject partnerships, Early Years, SENDCo, Mental Health groups and a Chair of Governor's Forum. In addition to this, all schools continue to play

an active role in partnerships beyond the Trust with settings being part of their local networks, senior MAT leaders linking with Teaching School Hubs and the CEO sitting on the Hambleton & Richmond Locality Board. We are committed to working in partnership to ensure the best possible outcomes for all pupils in Trust schools.

The Trust 5-Year Strategic Plan was published in January 2021; it focuses on three key areas, namely:

1. Ensure the best possible outcomes for all pupils	2. Recruit and retain the best staff	3. Grow appropriately, becoming a sustainable, viable organisation
through timely, intelligence led, research informed school improvement activities utilising high quality support and effective collaboration within a supportive accountability framework.	through establishing Dales as an employer of choice, committed to the ongoing development of its staff through rigorous, personalised, evidence based CPD and effective talent management at all levels of the organisation.	through optimisation of financial efficiencies, infrastructure and processes, to ensure fitness for purpose, and further informed by relationships with networks and organisations beyond the Trust.

Further details about the Trust can be obtained by visiting our website www.dalesmat.org and the Safeguarding & Child Protection Policy can be viewed via this link.

Oakbridge CofE Primary School

Job Description

JOB TITLE: Key Stage 1 Teacher Year 2, 1 FTE

GRADE: MPS 3-6

RESPONSIBLE TO: Headteacher

RESPONSIBLE FOR: Deployment of allocated support staff

JOB PURPOSE: Promote effective learning, appropriate achievement and educational, social and personal progress of all pupils for whom the teacher is designated as being responsible, consistent with the aims of the school and the unique needs of each individual.

JOB CONTEXT: This school is committed to safeguarding and promoting the welfare of our pupils and young people. We have a robust Child Protection Policy and all staff will receive training relevant to their role at induction and throughout employment at the School. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children.

KEY RESPONSIBILITIES:

1. Develop and maintain an up-to-date knowledge and understanding of the areas of teaching and pupil support for which post-holder is responsible

2. Plan work to meet the learning needs of allocated pupils in a consistent and effective way

3. Use appropriate teaching and classroom management strategies to motivate pupils and enable each to progress

4. Monitor the progress of pupils for whom the postholder is responsible to set expectations and give constructive feedback

5. Maintain appropriate records to demonstrate progress made by pupils

6. Participate fully in professional development activities to develop practice further, sharing the learning from these as appropriate

7. Make an active contribution to the policies and aspirations of the school

To fulfil all the requirements and duties set out in the current Pay and Conditions Documents relating to the conditions of employment of teachers.

To fulfil all the responsibilities and duties required by the school's policies on teaching and learning.

To achieve any performance criteria or targets arising from the School's Performance Management arrangements

This job description will be reviewed annually.

Oakbridge CofE Primary School

Person Specification Key Stage 1 Teacher

Oakbridge Church of England Primary School

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	**Essential on appointment**	**Desirable on appointment** (if not attained, development may be provided for successful candidate)
Qualified Teacher status	**x**	
Evidence of continuous professional development	**x**	
EXPERIENCE AND SKILLS	**Essential on appointment**	**Desirable on appointment**
Experience of Key Stage 1 teaching	**x**	
Experience in leading at least one curriculum area		**x**
Skills in setting high expectations, which inspire, motivate and challenge	**x**	
PROFESSIONAL KNOWLEDGE AND UNDERSTANDING	**Essential on appointment**	**Desirable on appointment**
Knowledge of the National Curriculum for Key Stage 1	**x**	
Experience in working with pupils with Special Educational Needs, leading to positive outcomes	**x**	
Experience of using Little Wandle SSP		**x**
Thorough knowledge of assessment and tracking procedures to accelerate learning and inform next steps	**x**	
PERSONAL SKILLS AND ATTRIBUTES	**Essential on appointment**	**Desirable on appointment**
Ability to use and act on initiative whilst being a team player	**x**	
Able to establish excellent relationships with pupils, parents, staff, external agencies & governors	**x**	
Flexible, enthusiastic and motivated.	**x**	
Willingness to participate in extra-curricular activities		**x**
OTHER REQUIREMENTS	**Essential on appointment**	**Desirable on appointment**
Able to promote high standards of behaviour	**x**	
Able to promote the Church School ethos	**x**	
Equal Opportunities: to assist in ensuring that Dales equalities policies are	**x**	

considered within the school's working practices in terms of both employment and delivery		
SAFEGUARDING These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure		**Essential on appointment**
Demonstrate a commitment to safeguarding and the welfare of children and young people		**x**
Able to form and maintain appropriate relationships and personal boundaries		**x**
Appropriate use of authority and discipline		**x**

Selection Process Guidance

Our aim is to ensure that we recruit the right person for the job. We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, sex, marital status, or sexual orientation. The person specification sets out the criteria used to assess candidates through the selection process.

We are committed to safeguarding our pupils and will assess the candidate's suitability for working with pupils as part of the selection process. We will check the accuracy of all information and investigate any perceived anomalies. We take up references prior to interview and use these to verify the information you have given us. Firm offers of employment are never made without satisfactory references. All potential employees are subject to an enhanced disclosure form the Disclosure and Barring Service.

Visits to the School

Visits to the school are warmly welcomed by prior arrangement, you will not be disadvantaged if you are unable to visit; we recognise that on this occasion there is a very limited timescale in which to undertake a visit. Please contact us on 01609623020 to arrange an appointment. The visit will give you an opportunity to ask questions about the role and the school to assess if this is somewhere you would like to work.

Applications

Please ensure that all parts of the application are completed. We do not accept CVs as part of the selection process. Please ensure that you demonstrate how your experience and skills make you suitable for the position. Applications can be submitted online, via email or via paper copy.

Shortlisting

We assess all applications against the person 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.

Candidates who best meet the person 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 three days of the shortlisting 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 process will consist of a number of tasks and activities including a formal interview. These are designed to allow you to demonstrate your skills and abilities. You will be asked to bring proof of qualifications and identity.

Final Selection
Following the tasks and formal interview, we will use the person specification as a guide to select the most suitable candidate for our school. We will then telephone each candidate to inform them of the outcome. We will give brief feedback during this telephone conversation.

Offer of Employment
We will make a verbal offer of employment by telephone on the day of the interview and this will be confirmed in writing. Any offer is made subject to:

- References satisfactory to us
- A satisfactory DBS/online checks
- Provision of proof of identity and qualifications

Timeline

Closing Date: 18th March 4pm
Interview Date: 24th March 2026
Start Date: September 2026

We very much look forward to receiving your application.

Yours sincerely

Amy Ross

Mrs Amy Ross
Headteacher