



**Heighington CE Primary School**  
**Hopelands**  
**Heighington**  
**Darlington**  
**Telephone: 01325 300326**



**Headteacher: Miss C Spence**

**Classroom Teacher**  
**Salary: MPR £24,373 to £28,413 (Band1)**  
**Hours: Full Time**  
**Initially one year fixed term contract with the possibility of extension**

**Required for September 2020**

**Post 1: Early Years (Reception)**  
**Post 2: Lower Key Stage 2**

Heighington CE Primary School is a village primary school situated between Darlington and Newton Aycliffe and part of the Durham Diocesan MAT. We are currently looking to appoint two Classroom Teachers to join our team in September 2020.

We are looking for teachers who are passionate about offering children an environment that encourages them to love learning and promotes our Christian ethos.

We would welcome applications from NQTs or teachers who are in their first few years of teaching who can deliver good quality classroom experiences, set high standards and enable our children to achieve at a level beyond their expectations.

For Post 1, a working knowledge of the EYFS curriculum and assessment is desirable.

This is an exciting opportunity for a teacher to gain experience in a high performing school that believes it can continue to develop and evolve.

Visits to the school are strongly encouraged. In the current Covid-19 situation, however, these will need to be carefully managed to ensure everyone's safety. Please contact the school office to arrange.

**Application forms and further details are available from the school website <https://www.heighingtonceprimary.org.uk> in the 'School Life' tab, under 'Vacancies'. All completed application forms should be returned directly to the school at the above address, marked for the attention of Mrs J Pearson.**

All completed application forms must be returned to the School at the above address marked for the attention of Mrs Pearson, or sent via email to [jacqueline.pearson@heighingtonprimary.org.uk](mailto:jacqueline.pearson@heighingtonprimary.org.uk)

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

**Closing Date:** Friday, 3<sup>rd</sup> July 2020  
**Interviews:** Friday, 10<sup>th</sup> July 2020

## **JOB DESCRIPTION**

**POST TITLE:**

**TEACHER**

**GRADE:**

**Mainscale**

**REPORTING  
RELATIONSHIP:**

**To the Headteacher**

**JOB PURPOSE:**

To carry out the duties of a teacher set out in the statutory conditions of employment for teachers as defined in the School Teachers' Pay and Conditions Document

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below.

Each **class teacher** is responsible for carrying out the duties of a teacher as set out in the current copy of The School Teachers' Pay and Conditions Document. This job description may be modified by the Head Teacher, with agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title. Specific duties of a teacher are detailed below:

### **MAIN DUTIES/RESPONSIBILITIES**

1. To have a commitment to the agreed whole school vision and values as published in the school prospectus. To positively promote and contribute to the Christian ethos of the school.
2. To plan, prepare and implement an appropriate programme of work for the children which:
  - takes account of each child's individual needs through differentiation of expectations/task.
  - considers the needs of the child in all aspects of development.
  - fulfils the National Curriculum requirements.
  - is in line with whole school policies.
  - motivates the children to learn independence and self confidence.
  - have an awareness of decisions made by the Government, LA, Governing Body and Support Agencies.
  - has a commitment to first hand experience/curriculum enrichment and the celebration of children's contributions.
3. To assess and evaluate the children's work and provide pupil profiles/records of achievement which:
  - are in line with the National Curriculum requirements.
  - enable the tracking and monitoring of progress and inform the setting of annual targets.
  - form the basis of professional dialogue with: Colleagues; Parents; Support Agencies; Link Schools etc.
  - are filed and available (on request) to parents.
4. To ensure that all the children within the class have equal access to the experiences and opportunities provided.

5. To take an active part in meetings/working groups relevant to the age range that you are teaching.
6. To actively promote and implement whole school policies.
7. To have high expectations of the children in work, attitude and behaviour.
8. To have pastoral care of the teaching group, within the school ethos, by:
  - being a good role model for the children in all personal qualities.
  - fostering the positive self-image of each child through praise and encouragement.
  - respecting each child and ensuring that the child through praise and encouragement.
8. To continue personal and professional development.
9. This post has a high level of contact with, and responsibility for, children.
10. To safeguard and promote the welfare of children for whom you have responsibility or come into contact with, to include adhering to all specified procedures.
11. Any other tasks as may be reasonably requested by the Head of School/ Executive Head Teacher from time to time.
12. To carry out your duties with full regard to the School's Equality Policy and Race Equality Scheme.
13. To comply with Health and Safety policies, organisations statements and procedures, report any incidents/accidents/hazards and take pro-active approach to health and safety matters in order to protect both yourself and others.

PLEASE NOTE THAT SUCCESSFUL APPLICANT WILL BE REQUIRED TO COMPLY WITH ALL ACADEMY POLICIES.

*THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS, INCLUDING A SUCCESSFUL DBS CHECK BEFORE AN OFFER OF APPOINTMENT IS CONFIRMED. FOLLOWING APPOINTMENT, THE EMPLOYEE WILL BE SUBJECT TO RECHECKING AS REQUIRED FROM TIME TO TIME BY THE AUTHORITY.*

Heighington CE Primary School are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

June 2020

## Heighington CE Primary School

### PERSON SPECIFICATION – CLASSROOM TEACHER

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
<b>Qualifications &amp; Education</b>	E1	Qualified Teacher Status	AF/C	D1	Degree or equivalent	AF
<b>Experience &amp; Knowledge</b>	E2	Knowledge of structure and content of teaching in different age groups across a primary school.	AF/I/R	D2	Qualified class teaching experience in Primary School	AF/I
	E3	Understanding & knowledge of current educational issues	AF/I/R	D3	Knowledge and experience of the EYFS curriculum and assessment (Post 1)	AF/I
	E4	A clear vision and understanding of the needs of primary age pupils including special needs.	AF/I/R			
	E5	Experience of working successfully and co-operatively as a member of a team in a school.	AF/I/R			
	E6	Evidence of commitment to raising achievement.	AF/I/R			
<b>Professional Development</b>	E7	Attendance at recent and relevant training within the last two years.	AF/I			
<b>Skills</b>	E8	Good written, verbal and ICT skills and the ability to communicate effectively in a variety of situation	AF/I/R			
	E9	Curriculum management – planning, delivery and assessment	AF/I/R			
<b>Personal Attributes</b>	E10	A committed, enthusiastic and hard working disposition	I/R	D4	Flexibility and adaptability in order to be able to work across age ranges and to mix and work with	R/I

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
	E11	A caring and sensitive attitude towards pupils and parents	I/R	D5	Supportive of the denominational character of the schools	AF/I
	E12	High expectations for all pupil's	I	D6	Evidence of at least "good" teaching and knows what to do to become an outstanding teacher	AF/I
	E13	An effective team member	AF/I			
	E14	Able to show initiative and sensitivity	AF/I			
	E15	Fully supportive references	R			
	E16	Interest in working with children to promote their development and educational needs	AF/I/R			
	E17	Able to form positive relationships with parents to support the children's development.	AF/I/R			
	E18	Suitability to work with children	D			

Key – Stage identified	
AF	Application Form
C	Certificates
T	Tests
P	Presentation
I	Interview
R	References
D	Disclosure

Issues arising from references will be taken up at interview. All appointments are subject to satisfactory references.