



APPLICANT PACK

# Classroom Teacher

*St Therese of Lisieux Catholic Primary School, Stockton-on-Tees*



# Letter to Applicants

Dear applicant,

We are delighted you have shown an interest in working within our Trust.

The Trust is looking to attract Teachers of the highest calibre who have a desire to lead on improving the quality of teaching, learning and outcomes across the Trust. This role is a crucial appointment for the Trust as we begin to add to our team of experienced and highly capable staff already in place across our 38 schools.



This is an exciting role for exceptional candidates with the drive to lead and to enhance standards across our schools. NPCAT is now one of the largest Multi Academy Trusts in the UK with a rich pool of school leaders, lead practitioners, curriculum leaders and a standards team who really know our schools and the steps required to lead and maintain outstanding provision. We have a commitment to our children and families to make outstanding appointments both within our schools at all levels and within the Trust central team. You will be part of this exciting team to help change the lives of the young people we serve.

We are looking for Teachers who can inspire children and demonstrate a record of delivering high pupil outcomes. We are also looking for Teachers who can adapt and be flexible with any challenges they may face.

In this role, you will be able to demonstrate your experience of implementing a range of effective improvement strategies to deliver positive outcomes and lasting impact. This is a wonderful opportunity for individuals with desires to develop and work with our wonderful pupils and influence change in a positive, collaborative way and the flexibility to model good practice in our schools. You will benefit from access to nationally leading CPD programmes through the Trust.

If your experience, energy, personal qualities and values support ours, then we look forward to receiving your application.

**Hugh Hegarty CEO**  
**NPQH | MSc | PGCCGC | BEd Hons | CTC**

# Job Advert

**Required:** September 2024

**Salary:** MPS

**Hours:** 1 FTE

**Contract Type:** Permanent

**Location:** St Therese of Lisieux Catholic Primary School, Lamb Lane, Ingleby Barwick, Stockton-on-Tees, TS17 0QP

St Therese of Lisieux Catholic Primary School is looking to appoint an enthusiastic, hard-working and highly skilled teaching practitioner to join our Team who are committed to self-improvement and maintaining high standards. We provide a caring, Catholic ethos and a supportive and friendly community, committed to nurturing and developing each child.

St Therese of Lisieux Catholic Primary School is part of Nicholas Postgate Catholic Academy Trust, a family of 32 primary schools, and 6 secondary schools. With more than 12,300 pupils and 1,500 plus staff, the Trust is now one of the largest Catholic Multi Academy Trust in the UK. As part of the Nicholas Postgate Catholic Academy Trust family of 38 schools, there is a vast array of professional opportunities to network and grow with colleagues across the Trust. This post is suitable for an excellent classroom practitioner.

**The successful candidate will:**

- Be fully committed to supporting and promoting the strong Catholic ethos and values of the school.
- Show a strong commitment to the wider life of the school.
- Be able to demonstrate the highest standards of teaching, learning and behaviour and have high expectations of all children and themselves.
- Be driven by a strong moral purpose to inspire, motivate and empower children to make the best possible progress.
- Love to learn and be dedicated to their own professional development.
- Be open to reflective practice and able to work as part of a team committed to excellence and continuous school improvement.
- Demonstrate strong communication and interpersonal skills to engage with pupils, staff, parents and the wider community.
- Be able to show a commitment to innovation, creativity and inclusion.

**We can offer:**

- A welcoming school with a strong Catholic ethos where everyone is valued;
- A positive environment for learning throughout the school, where pupils enjoy and achieve;
- Enthusiastic, considerate and well behaved children who love to learn;
- An ambitious curriculum;
- A dedicated and enthusiastic staff team;
- Supportive parents, parish and governors;
- Opportunities for Continued Professional Development.

**Closing date: Wednesday 8th May 2024, 12 noon**  
**Interview date: Friday 10th May 2024**

Visits to the school are welcome.

Please refer to the back cover of the application pack for details of how to apply for this position.

*Nicholas Postgate Catholic Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check along with other relevant employment checks. The successful candidate will be required to sign a Catholic Education Service contract*

# Job Description

The job description adheres to the conditions laid down in the School Teacher's Pay and Conditions Document and Diocesan guidelines.

In addition to this, teachers undertake to develop the pupils in the understanding and knowledge of their faith. In all the undertakings, the Mission Statement of the Trust should remain central.

The Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment.

**Post Title:** Classroom Teacher

**Grade:** MPS

**Responsible to:** Executive Head of School

**Responsible for:** The provision of a full learning experience and support for pupils

## Job Purpose

- To contribute to the distinctive nature of our Catholic Academy and help promote the Catholic ethos
- To ensure the dignity of all members of the community is preserved
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support one or more designated curriculum areas as appropriate
- To monitor and support the overall progress and development of pupils as a teacher
- To facilitate and encourage an inclusive learning experience which provides all pupils with the opportunity to achieve their full potential e.g. SEN and more able.
- To contribute to raising standards of pupil outcomes

## Duties and responsibilities

All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

## Operational / Strategic Planning

- To assist in the development of appropriate subject specifications, resources, schemes of work, marking policies and teaching strategies
- To contribute to the subject development plan and its implementation
- To plan and prepare courses and lessons
- To contribute to whole Trust planning activities

## Curriculum Provision

- To assist the Subject Leader, the Deputy Head/Assistant Head – Curriculum/Teaching & Learning, to ensure that the curriculum area provides a range of teaching which complements the Academy's strategic objectives

## Curriculum Development

- To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of pupils, examining and awarding bodies and the Academy's mission and strategic objectives

## Staffing

- To take part in the Academy's staff development programme by participating in arrangements for further training and professional development
- To continue personal development in the relevant areas including subject knowledge and teaching methods
- To engage actively in the Performance Management process
- To ensure the effective/efficient deployment of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the Academy

## Quality Assurance

- To help implement academy quality procedures and to adhere to those
- To contribute to the process of monitoring and evaluation of the curriculum area/department in line with whole academy procedures, including evaluation against quality standards and performance criteria
- To seek/ implement modification and improvement when and where required
- To review methods of teaching and programmes of work

- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the Academy

## Management Information

- To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers etc.
- To complete the relevant documentation to assist in the tracking of pupils
- To track pupil progress and use such information to inform teaching & learning

## Communications

- To communicate effectively with the parents of pupils as appropriate
- Where appropriate, to communicate and cooperate with persons or bodies outside the Academy
- To follow agreed policies for communications in the Academy

## Marketing and Liaison

- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings, Review Days and liaison events with partner academies/schools
- To contribute to the development of effective subject links with external agencies

## Management of Resources

- To contribute to the process of ordering and allocation of equipment and materials
- To assist the Subject Leader to identify resource needs and to contribute to the efficient/effective use of physical resources
- To cooperate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy and the pupils

## Pastoral System

- To encourage and help provide for the spiritual, moral, emotional and social development of the pupils
- To be a Form Tutor to an assigned group of pupils

- To promote the general progress and well-being of individual pupils and of the Form Group as a whole
- To ensure the implementation of the Academy's Pastoral System
- To register pupils, accompany them to and supervise them during assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life
- To evaluate and monitor the progress of pupils and to keep up-to-date pupil records as may be required
- To contribute to the preparation of Action Plans and Progress Files and other reports
- To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved
- To communicate, as appropriate, with the parents of pupils and with persons or bodies outside the Academy concerned with the welfare of individual pupils, after consultation with the appropriate staff
- To take an active and positive role in all PSHCCE according to the Academy's policy
- To apply the Behaviour Management Systems so that effective learning can take place

## Teaching

- To plan effectively in the short, medium and long term and to prepare lessons to ensure coverage of the curriculum and the differentiated needs of learners are met
- To teach pupils, according to their educational needs, including the setting and marking of work to be carried out by the pupil in the Academy and elsewhere
- To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required
- To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils
- To ensure that ICT, Literacy, Numeracy and academy subject specialism(s) are reflected in the teaching and learning of pupils
- To undertake a designated programme of teaching
- To ensure a high quality learning experience for pupils which meets internal and external quality standards
- To prepare and update subject materials
- To use a variety of delivery methods which will stimulate learning appropriate to pupil needs and the demands of the syllabus
- To maintain discipline in accordance with the Academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework

- To personalise the learning; this includes planning and delivering objective led lessons with clear, differentiated outcomes; the use of AfL strategies e.g. mini-plenaries and using the Academy Assessment and marking policy
- To undertake assessment of pupils as requested by external examination bodies, departmental and academy procedures
- To mark, grade and give written/verbal and diagnostic feedback as required
- To evaluate pupil progress, ensure the use of agreed intervention strategies to help those pupils in need of additional support in the context of their agreed target grades or levels
- To ensure that all Teaching Assistants receive clear guidance and, where appropriate, direction with regard to classroom intervention
- To maintain an orderly, safe climate for learning
- To support the development of pupil and parent access to learning materials and achievement reports

### Other Specific Duties

- To play a full part in the life of the Academy community, to support its distinctive ethos and mission and to encourage staff and pupils to follow this example
- To actively promote and support the Academy in meeting its legal requirements for worship
- To actively promote the Trust and/or Academy's corporate policies
- To continue personal development as agreed
- To comply with the Trust and/or Academy's Health & Safety policies and undertake risk assessments as appropriate
- To comply with policies and procedures relating to child protection, welfare, security, confidentiality and data protection. Reporting any concerns to the appropriate person.
- To recognise and carry out own responsibilities identified in the Government Guidance Document "Keeping Children Safe in Education"
- To undertake any other duty as specified by STPCD not mentioned in the above
- To have a portfolio of work prepared for use in the event of a short term absence

### Note

This job description is not your contract of employment or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation.

**These duties are neither exclusive nor exhaustive and the post holder will be required to undertake other duties and responsibilities, which the Headteacher / Line Manager may determine.**

**PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL SCHOOL AND TRUST POLICIES.**

**THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO FULL ENHANCED DISCLOSURE CHECKS. THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE.**

# Person Specification

Criteria	Essential		Desirable	
<b>Qualifications</b>	E1	Qualified Teacher Status		
	E2	Honours Degree in an appropriate discipline		
<b>Experience</b>	E3	Primary age experience		
<b>Skills and Knowledge</b>	E4	Excellent subject knowledge	D1	Ability to use own initiative
	E5	Outstanding classroom practitioner	D2	Vision to promote effective learning in exciting and innovative ways
	E6	Understanding and knowledge of the KS1 and KS2 Curriculum requirements	D3	Dedication to raising standards and securing achievement
	E7	Adaptable, creative and dynamic subject specialist		
	E8	Ability to use a variety of strategies in order to achieve high levels of achievement		
	E9	Ability to motivate pupils		
	E10	Ability to initiate projects to achieve specific objectives and complete tasks successfully		
<b>Personal Qualities</b>	E11	Able to develop positive relationships for learning with both staff and pupils		
	E12	Excellent organisational skills - effective organiser of time and resources		
	E13	ICT literate		
	E14	Passionate about teaching and learning		
	E15	'Team player' who is highly self-motivated		

	E16	Good oral and written communication skills		
	E17	Ability to exercise authority		
	E18	Adaptable, reliable and committed		
	E19	Excellent interpersonal skills		
	E20	Creative and innovative approach		
	E21	Ability to embrace and promote change		
<b>Special Requirements</b>	E22	A committed, enthusiastic and hardworking disposition	D4	Participate in the extracurricular life of the School
	E23	A caring and sensitive attitude towards pupils and parents	D5	Contribute to wider Trust/School developments
	E24	High expectations of pupils' achievements		
	E25	Committed to safeguarding and promoting the welfare of pupils		
	E26	A commitment to uphold and actively support the Catholic ethos of the School		



*Forming lives ready to face the future*

## Why work for us?

**The Nicholas Postgate Catholic Academy Trust family of 32 primary schools, six secondary schools, promotes the dignity, self-esteem and development of every one of our pupils and staff.**

Situated in Teesside, North Yorkshire and the City of York within the northern area of the Roman Catholic Diocese of Middlesbrough, our schools offer high-quality education, with a curriculum that meets requirements of our young people and gives them every opportunity to succeed in adult life.

We are dedicated to academic excellence and the spiritual, physical and moral development of all our 12,300 pupils, as well as the ongoing development and fulfilment of every one of our 1,500 staff.

Our Trust is a faith-based community. We provide modern facilities and a safe and secure environment that reflects and supports family values, where standards of behaviour are excellent and parental engagement and collaboration is central to our success.

Learning takes place in an atmosphere inspired by the spirit of Jesus Christ, in which his commandment to love God and neighbour nurtures a caring ethos that is expressed in relationships within and beyond our schools.

We are inclusive and are respectful of and engage with people of all beliefs, encouraging a culture of tolerance where people of diverse identities are recognised, welcomed, respected and cherished.

We seek to make a difference to the lives of all groups of children, working to ensure especially that the most vulnerable in our society are not disadvantaged.

Each school aspires for excellence and is on a journey of continual year-on-year improvement. They work in partnership with families and parishes to promote strong, positive links and have clear strategic aims built on our mission and values.

We:

- Celebrate and share the practice of our outstanding schools, leaders and teachers
- Are committed to excellent governance that challenges, supports and holds to account
- Have strong leadership at all levels
- Ensure our pupils receive outstanding teaching
- Offer a wide range of curricular and extracurricular experiences
- Develop parents and carers as active partners in their child's progress.

We are a Trust where every child is at the heart of everything we do, where every child is valued, where every family is supported and where every aspiration and every dream can be realised.

*“True education enables us to love life and opens us to the fullness of life”*

**– Pope Francis**

# Proud to Serve

## Teesside, North Yorkshire and the City of York



**The area we serve is one of the friendliest and most beautiful places you could choose to live and work in.**

With an international reputation for innovation and an exciting mix of modern, cosmopolitan and historic culture, the region includes vibrant cities, quaint villages, an outstanding coastline and stunning countryside. Here are just a few reasons you should live here:

### **Friendly people**

We are famous for our friendliness and hospitality. Wherever you go, you'll always find a warm welcome and ready smile.

### **Arts and culture**

Museums and galleries include Middlesbrough Institute of Modern Art (Mima), the

Captain Cook Birthplace Museum, the Dorman Museum, with its collection of Christopher Dresser-designed Linthorpe Pottery, and Kirkleatham Museum, home to the superb Anglo-Saxon princess treasure exhibition. York is at the cutting edge of artistic innovation, creativity and media arts hosting the York art gallery, Castle Howard with its wonderful gardens to name but a few.

### Entertainment and leisure

The region boasts large venues, international music festivals, Michelin star restaurants and a vibrant nightlife. It is home to Middlesbrough Football Club and countless grassroots clubs for adults and children, cricket and rugby teams and world-class golf courses. Our coastline offers diving, sailing and some of the world's best surfing at Saltburn and you can enjoy watersports at Tees Barrage International White Water Course. In the centre of York is the magnificent Minster which is one of the UK's top 50 visitor attractions welcoming hundreds of thousand visitors each year.

### Outstanding countryside

We have some of the best countryside you'll find anywhere in the UK, including the stunning North York Moors and Dales. Even if you choose to live in one of our larger towns you can always be in the countryside or by the sea in less than half an hour.

### Excellence in education

The region boasts many great schools, including four NPCAT primaries that were named in the *Sunday Times* top 250, Teesside University is based in Middlesbrough, York and York St John Universities based in the centre of the city. Famous people educated in NPCAT schools include musicians Chris Rea and Paul Rodgers, Middlesbrough MP Andy McDonald, government advisor Sir Martin Narey, impressionist Kevin Connolly, TV personality Chris Kamara, Middlesbrough FC chairman Steve Gibson and Keith Houchen, who scored in the 1987 FA Cup final.

### Strong transport links

There are good road and rail links across the Teesside and York areas providing links to the rest of the country. Teesside, Leeds-Bradford and Newcastle airports are also close by with regular flights to Scotland, Jersey, Spain and many other popular holiday destinations across the world.



# The Diocese of Middlesbrough

**NPCAT is one of two multi-academy Trusts responsible for the running of schools within the Roman Catholic Diocese of Middlesbrough.**

The diocese was founded on December 20 1878 when the Diocese of Beverley, which had covered all of Yorkshire, was divided.

Today, the diocese covers an area of 4,000 sq km in the historic counties of North Yorkshire and the East Riding of Yorkshire, together with the city of York.

Bishop of Middlesbrough the Rt Rev Bishop Terence Patrick Draine provides Catholic schools:

- To help him as first educator of the diocese in his mission of making Christ known to all people
- To support parents who at their child's baptism accepted the responsibility of raising their child in the Catholic faith
- To be at a service to their local church, parish and Christian home and to ensure our children give such service to the wider society.

NPCAT is responsible for schools in the boroughs of Middlesbrough, Redcar & Cleveland and parts of Stockton and the county of North Yorkshire.

It is our mission to contribute to the creation of a society that is highly educated, skilled and cultured.

Our schools must educate the whole child, ensuring they develop spiritually and also achieve their full academic potential.

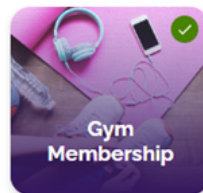
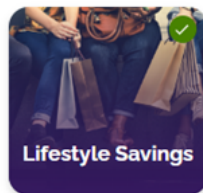
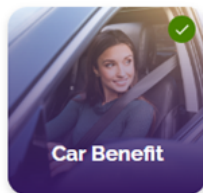
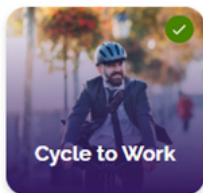
We see parish and school partnership as fundamental to the missionary role of Catholic education. Each school has a central place in parish life and where a school serves more than one parish, chaplaincy work in school ensures that the appropriate steps are taken to have equal engagement across them all.

We ensure our schools come together to celebrate Mass, with the highlight of the year being the annual celebrations on feast days. We also come together as a Trust for carol services at St Mary's Cathedral in Middlesbrough during Advent.

Our schools serve the following parishes:

Brotton, St Anthony of Padua  
Catterick Garrison, St Joan of Arc Garrison  
Guisborough, St Paulinus  
Helmsley, St Mary's  
Ingleby Barwick, St Thérèse of Lisieux  
Leyburn, SS Peter & Paul  
Loftus, St Joseph and Cuthbert  
Malton, SS Leonard & Mary  
Marske-by-the-Sea, St Bede  
Middlesbrough, Corpus Christi  
Middlesbrough, Holy Name  
Middlesbrough, St Clare of Assisi  
Middlesbrough, St Francis of Assisi  
Middlesbrough, St Joseph  
Middlesbrough, St Mary's Cathedral  
Middlesbrough, St Patrick (Sacred Heart)  
Middlesbrough, St Thomas More  
North Ormesby, St Alphonsus  
Nunthorpe, St Bernadette  
Ormesby, St Gabriel  
Pickering, St Joseph's  
Redcar, Blessed Nicholas Postgate (Sacred Heart & St Augustine)  
Richmond, SS Joseph & Francis Xavier  
Saltburn, Our Lady of Lourdes  
Staithes, Our Lady Star of the Sea  
Teesville, St Andrew's Parish  
Thirsk, All Saints  
Thornaby, Christ The King  
Thornaby, St Patrick  
Ulshaw Bridge, SS Simon & Jude  
Wycliffe, St Mary's  
Yarm, St Mary and Romauld  
York, Our Lady's, Acomb & English Martyrs  
York, St Aelred's  
York, St George's  
York, St Wilfrid's York & St Joseph's Clifton

# Employee Benefits and Wellbeing



NPCAT recognises the importance of staff welfare and a managed workload and this is reflected in the way we treat our people.

As a responsible and caring employer, we appreciate and value each of our staff. Their holistic health and wellbeing are vital to enabling all of us to maintain the optimum work-life balance.

We see exceptional staff welfare as an essential element towards enabling us to develop a rich, nurturing climate for learning across all our schools.

We offer a broad package of emotional and practical support to our staff.

We are clear about our expectations of employees and offer a positive, transparent and supportive working culture in return.

## **We offer:**

- Competitive pay
- Defined benefit pensions
- Annual pay progression and recognition of additional responsibilities
- Annual cost of living adjustment
- On-site parking at our school premises
- Support with parking and subsistence costs where appropriate.

## **Additional benefits include access to:**

- Vivup - Lifestyle savings - store discounts
- Vivup - Discounted gym membership
- Vivup - Cycle scheme
- Tusker Car Salary Sacrifice Scheme
- Health Cash Plan
- SMART Clinic - full wellbeing package

NPCAT is committed to equality of opportunity and will not tolerate any harassment, intimidation, discrimination or victimisation.

# Training, Development and Progression



**We offer a comprehensive training package that caters for all staff from future Initial Teacher Training pupils through to chief executive officer, as well as non-teaching staff.**

This is delivered via our partnerships with national continuous professional development (CPD) trainers such as Best Practice Network.

Our evolving team of standards advisers support school leaders in providing individually tailored coaching and mentoring.

We also offer a range of appropriate courses for staff in a variety of roles, including business and school administrators, teaching assistants and pastoral support staff.

Early career teachers benefit from a comprehensive professional development programme delivered in collaboration with Best Practice Network.

A combination of face to face and remote sessions involving online training videos and materials cover the range of competencies in the Early Career Framework.

Teachers with between two and four years' experience currently have access to the Accelerate Programme, a Department for Education sponsored development course covering key aspects of pedagogy.

Aspiring middle leaders and aspiring senior leaders engage in National Professional Qualification for Middle Leadership (NPQML) and National Professional Qualification for Senior Leadership (NPQSL) courses through Inspiring Leader.

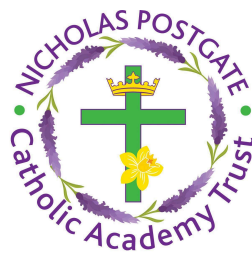
Leaders currently in post engage with Best Practice Network on, for example, Excellent Middle Leaders Courses or School Curriculum Leadership.

Aspiring headteachers undertake National Professional Qualification for Headship (NPQH) and existing headteachers can continue to progress through their National Professional Qualification for Executive Leadership (NPQEL) qualification.

All staff can access training relevant to current needs, through partnerships with organisations such as the Research School's Network and Leeds Carnegie Centre of Excellence for Mental Health.

In addition to face to face sessions, staff at all levels can undertake accredited courses from Level 1 upwards covering bespoke topics specific to their roles, such as Understanding Autism and Managing Challenging Behaviour.

Central Services and business and administrative staff receive training on key aspects of their roles identified in conjunction with their team leaders.



## How to Apply

Application form and further information is available from:  
[npcat.org.uk/current-vacancies](http://npcat.org.uk/current-vacancies)

Applicants should complete and return a **Teacher Application Form and Recruitment Monitoring Form** to: [enquiries@sttherese.npcat.org.uk](mailto:enquiries@sttherese.npcat.org.uk)

Should you be shortlisted for an interview, you will be required to complete a Rehabilitation of Offenders Disclosure Form.

**Job Description:** This informs you of the main responsibilities for the post and explains what we are looking for. It informs you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

**Person Specification:** This specification sets out which criteria will be used to shortlist candidates for interview.

If you require any additional information about this post, please contact Helen Lickess, Executive Head of School on 01642 863623.

Please note that If you do not hear from us within 2 weeks from the closing date you are to assume your application has been unsuccessful on this occasion.

Thank you for your interest in NPCAT. We look forward to receiving your application.

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