

Heathfield Primary School

Classroom Teacher (Maternity Cover)



Pay Scale: M1 – M3

Contract: Full time - Fixed Term Contract for 1 year

Required: Monday 4th January 2027

Heathfield Primary School
The Broadway
Darlington
DL1 1EJ

www.heathfieldprimary.com

Telephone 01325 252144

We are looking to appoint a Classroom Teacher to support our established team here at Heathfield Primary School.

We are a large primary school, which is part of Lingfield Education Trust. We are looking for someone to join our fantastic team who is willing to fully commit to the improvement journey that we are currently embarking upon.

We are seeking a teacher who:

- Is an excellent practitioner with high expectations of learning and behavior
- Has a good understanding of how young children learn
- Has a professional and welcoming approach to parents
- Is an excellent team player and is committed to their own professional development

We can offer:

A friendly, welcoming working environment

Enthusiastic, polite children

A supportive team

Good professional development opportunities enhanced by being part of a multi-academy trust

Visits to school are strongly encouraged. Application forms and further details are available from the school office (email: admin@heathfield.lingfieldtrust.org.uk) or phone 01325 252144. All completed application packs must be returned directly to the school or emailed and marked for the attention of Charlotte Mackenzie.

The post will be based in Heathfield Primary School, however the Trust reserves the right to require you to work at such other schools in the Trust.

The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS clearance (certificate of disclosure form from the Disclosure and Barring Service). Pre-employment checks including an online and social media search (KCSIE 2022) will be undertaken before an appointment is confirmed.

Closing date for applications – Wednesday 4th November 2026 at 9am

Interviews – Thursday 12th November 2026

JOB DESCRIPTION

POST TITLE:

Class Teacher

GRADE:

Main scale 1 – 3

REPORTING RELATIONSHIP:

To the Headteacher

POST NO:

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 Headteacher, with agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

To carry out such appropriate duties as may be reasonably directed by your Headteacher, from those described in part XII of the School Teachers' Pay and Conditions Document, 2006, or the equivalent provisions of successor documents. All paragraphs, 76.1 to 76.12 apply, however.

OTHER DUTIES/RESPONSIBILITIES:

1. To have a commitment to the agreed whole school vision and values as published on the school website. To positively promote and contribute to the team ethos of the Academy.
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, Trust, Local 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 each child develops through praise and encouragement.
9. To relay any concern to the Headteacher .
10. To continue personal and professional development.
11. This post has a high level of contact with, and responsibility for, children.
12. 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.
13. Any other tasks as may be reasonably requested by the Headteacher .
14. To carry out your duties with full regard to the Academy's Equality Policy.
15. 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 APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL TRUST POLICIES.

The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS clearance (certificate of disclosure form from the Disclosure and Barring Service). Pre-employment checks including an online and social media search (KCSIE 2022) will be undertaken before an appointment is confirmed.

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

PERSON SPECIFICATION – CLASSROOM TEACHER

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Qualifications & Education	E1	Qualified Teacher Status (QTS)	AF/C			
Experience & Knowledge	E2	Knowledge of structure and content of National Curriculum	AF//R	D1	Class teaching experience across the primary age-range	AF//R
	E3	Understanding & knowledge of current educational issues	AF//R			
	E4	A clear vision and understanding of the needs of Primary pupils including special needs	AF//R			
	E5	Experience of working successfully and co-operatively as a member of a team in a school	AF//R			
	E6	Evidence of commitment to raising achievement	AF//R			
Professional Development	E7	Evidence of recent and relevant training	AF//R	D2	An active interest in staff development and willing to fully participate	AF//R
Skills	E8	Ability to communicate both orally and in writing to a wide range of audiences	AF//R			
	E9	IT Literate, capable of using MS Word/Excel and office packages	AF//R			
	E10	Ability to communicate effectively in Curriculum management – planning, delivery and assessment	AF//R			

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
	E11	Ability to demonstrate an understanding of curriculum planning, delivery and assessment	AF/I/R			
Personal Attributes	E12	A committed, enthusiastic and hard working disposition	I/R	D3	Flexibility and adaptability in order to be able to work across age ranges and to mix and work with a wide range of people	AF/R/I
	E13	A caring and sensitive attitude towards pupils and parents	I/R			
	E14	High expectations of pupil's achievements	I			
	E15	Fully supportive reference	R			
	E16	Interest in working with children to promote their development and educational needs	AF/I/R			
	E17	Ability to form and maintain appropriate relationships and personal boundaries with children	AF/I/R			
	E18	Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community	AF/I/R			
Special Requirements	E19	Strategies, understanding and knowledge of current issues in education.	AF/I/R			
	E20	Well structured supporting letter	AF/C			
	E21	Suitability to work with children / Satisfactory Enhanced Disclosure	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.