Job Advert

Required:	January 2027
Salary:	MPS
Hours:	1 FTE
Contract Type:	Permanent
Location:	St Augustine's Catholic Primary School, Gunnergate Lane, Coulby Newham, Middlesbrough, TS8 0TE

St Augustine's Catholic Primary School is proud to be part of the Nicholas Postgate Catholic Academy Trust (NPCAT), a family of 38 schools that offers excellent opportunities for collaboration, support and professional growth.

We are a welcoming and caring school where children are known as individuals and nurtured to flourish. Our school provides a strong sense of community and ambitious learning where pupils take pride in their achievements. Parents describe St Augustine's as 'a wonderful school where the children are nurtured and feel part of a family'.

We are looking to appoint an enthusiastic, talented, highly motivated and dedicated class teacher to join our hardworking and passionate team. The candidate should have the vision and desire to make a positive impact in school and be committed to making a difference to the lives of our children.

The successful candidate will:

- Be an excellent classroom practitioner;
- Have high expectations of pupils' achievement and behaviour;
- Be fully committed to upholding and promoting the Catholic ethos of the school in all aspects;
- Inspire, challenge and motivate children within a creative curriculum;
- Be an excellent communicator, with good organisational and interpersonal skills;
- Be determined to enable children to fulfil their potential;

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.

Visits to the school are very welcome and strongly encouraged. Please call 01642 599001 or email the school at enquiries@staugustines.npcat.org.uk to arrange a visit or for further information.

Closing date: Friday 20th November 2026 by 9am
Interview: To Be Confirmed

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. This appointment will be subject to an Enhanced DBS check.

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

Job Purpose:

- Be responsible for the learning and achievement of all pupils in the class ensuring equality of opportunity for all.
- Be responsible and accountable for achieving the highest possible standards in work and conduct.
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils.
- Act within the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards (2012).
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

Duties and Responsibilities

All teachers are required to carry out the duties of a teacher 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.

Teaching

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
- Be accountable for the attainment, progress and outcomes of pupils' you teach.
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn.
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject).
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment.
- Make accurate and productive use of assessment to secure pupils' progress.
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate.
- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document.

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.

- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.
- Have high expectations of behaviour, promoting self-control and independence of all learners.
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document.
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.

Team Working and Collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school.
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document.

Fulfil Wider Professional Responsibilities

- Work collaboratively with others within the trust to develop effective professional relationships.
- Deploy support staff effectively as appropriate.
- Communicate effectively with parents/carers with regard to pupils' achievements and wellbeing using school systems/processes as appropriate.
- Communicate and cooperate with relevant external bodies.
- Make a positive contribution to the wider life and ethos of the school.

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate.
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document.

Professional Development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary, responding to advice and feedback from colleagues.
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal.
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012.

Other

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality.
- Perform any reasonable duties as requested by the Headteacher.

These duties are neither exclusive nor exhaustive. Employees are expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this Job Description. Employees should be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

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

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

Person Specification

Criteria	Essential		Desirable	
Qualifications	E1	Qualified Teacher Status		
Experience	E2	Primary age experience		
Skills and Knowledge	E3	Excellent subject knowledge	D1	Ability to use own initiative
	E4	Outstanding classroom practitioner	D2	Vision to promote effective learning in exciting and innovative ways
	E5	Understanding and knowledge of the KS1 and KS2 Curriculum requirements	D3	Dedication to raising standards and securing achievement
	E6	Adaptable, creative and dynamic subject specialist		
	E7	Ability to use a variety of strategies in order to achieve high levels of achievement		
	E8	Ability to motivate pupils		
	E9	Ability to initiate projects to achieve specific objectives and complete tasks successfully		
Personal Qualities	E10	Able to develop positive relationships for learning with both staff and pupils		
	E11	Excellent organisational skills - effective organiser of time and resources		
	E12	ICT literate		
	E13	Passionate about teaching and learning		
	E14	'Team player' who is highly self-motivated		
	E15	Good oral and written communication skills		
	E16	Ability to exercise authority		

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