



Teacher

(0.6FTE)

(Wednesday to Friday in the first instance)

Permanent Position

To initially work in our Year 5 team

Start Date: As soon as possible after interview

Recruitment Pack (November 2024)

Dear Candidate,

I am delighted that you are interested in joining Northstead Community Primary School as a Teacher. You will be joining the team at a time of change and excitement as we build our school to be one of excellence that serves our community. A school where opportunities are endless and where every child leaves Northstead knowing they are responsible for themselves, for each other, for their community and for the world they are growing into.

We are in the enviable position of having a school environment that is a mix of traditional and modern, with an array of outdoor areas for children to learn in, as well as in our classrooms and other learning spaces. Our work with the Northstead curriculum means children have a wealth of opportunities during school time and we work tirelessly to provide children with opportunities outside of the school day through a wide and varied lunchtime and after school programme of clubs and events.

We believe that professional development is at the heart of creating excellence, as well as providing opportunities for individuals to progress in their careers. You will never feel unsupported or alone at Northstead.

Our staff are hardworking, energetic, creative and resilient and work together to enable every one of us to be the best that we can be. We are looking for a special person to join our team who believes that everyone can achieve excellence and that everyone deserves the best opportunities in life.

We are very proud of the progress we are making and welcome you to come and take a look for yourselves by booking an appointment for a tour of the school.

All posts at Northstead Community Primary School involve at all times, a view to further the mission, values and strategic aims of the school; accepting responsibility for the implementation of school policy, procedures and other guidance, as set out in the Staff Handbook and elsewhere; working positively, flexibly and co-operatively both with colleagues and as appropriate with those outside school; and the setting of high standards.

All roles involve responsibilities and expectations as set out in the appropriate national standards and in the school's role specifications and documentation.

All members of staff are expected to promote and safeguard the welfare of students in accordance with the Safeguarding Children in Education Act, including maintaining clear professional boundaries in all relationships; to promote an anti-racist, multi-cultural approach; in line with school policy.

Additional duties may be asked of members of staff by the Head teacher as occasion requires. The generic role specifications below are offered in good faith as a guide to professional practice in the expectation that staff will seek to approach them in a professional manner. All role specifications are subject to revision in the light of changing circumstances. Good luck with your application!

Shaun Hopper

Headteacher

Teacher (Initially in year 5)

Location: Northstead Community Primary School, Scarborough

Contract: Term-Time only - Permanent
Main Pay Range / Upper Pay Range

Closing Date: Midday, 26th November 2024

Shortlisting: Afternoon of Tuesday 26th November 2024

Interview date: Monday 2nd December 2024

Start Date: As soon as possible after the offer of employment but no later than Monday 19th February

Our Opportunity

We are looking for an incredible teacher to join our school.

Here at Northstead Community Primary school, we provide a welcoming, friendly and vibrant education setting for our staff and children. As a three-form primary school located on the north side of Scarborough, within walking distance of Peasholm Park and the magnificent North Bay, you will join a large staff team who will support and challenge you in your practice.

We welcomed our new Headteacher in September 2022 and since then, have revitalised our curriculum, improved our leadership structure, EYFS provision, and our learning environments. From our starting point in September 2022, we:

- Have continued to be above the national average for good level of development in EYFS
- Have improved Y1 and Y2 phonics outcomes to be above national average in 2023/2024
- Continue to be above national average on the multiplication tables check in year 4
- Have significantly closed the gap to national averages in all KS2 measures with some progress of 25 to 30%
- Have instilled in the children a belief and an understanding of how having excellent learning and social behaviour and a positive attitude towards learning will enable them to flourish at school and in society

We are looking to appoint an individual who is highly motivated to join our school, work with our children, and provide the guidance and support they need to be the best they can be. Each role is different in school and so the flexibility to be able to work across school is a necessity. The successful candidate will work initially in our year five team.

We encourage applications from candidates who have a passion for education and wish to work in a setting which offers reward and challenge. A resilient, robust and positive approach to working with children and adults is a must.

You will:

- Have previous experience of working with children and young people in an education setting as a class teacher, preferably with experience as a teacher in Year 4 to 6
- Be able to plan for and provide high-quality learning experiences for all pupils
- Be supportive, nurturing and understanding
- Seek to make learning an exciting and positive experience for all children
- Understand that working well as a team is not just about being at work together. At Northstead, we work as a team and we play as a team
- Demonstrate good communication skills both orally and in writing

We can offer you:

- A school with a renewed focus who puts pastoral and nurture provision at its heart and an aspirational outlook for all of our children
- Happy, enthusiastic children who are thriving, have a thirst for learning and consistently meet our CORE values
- Clear and tailored CPD for all staff which involves our ongoing investment in opportunities for all of staff to access
- An extensive research and lending library for professional development
- An allocated PPA room but also the opportunity to take PPA at home
- Additional PPA for additional tasks
- Clear support and guidance from experienced teachers and leaders
- Policies and practice to support workload and to increase wellbeing

Queries/visits

For queries, please contact Mr Shaun Hopper, Headteacher on 01723 362249 or email admin@northstead.n-yorks.sch.uk

Visits to school are welcomed and are available upon request.

Application forms must be completed in full – **CV's are not accepted**

We are committed to meeting the needs of our diverse community and aim to have a workforce reflecting this diversity. We are also committed to safeguarding and promoting the welfare of children, young people and adults. We expect all staff and volunteers to share this commitment.

This post is subject to satisfactory references and enhanced Disclosure and Barring Service criminal records check for work with children. An online search may be undertaken as part of the recruitment process on information available in the public domain. Candidates should disclose anything that may be relevant in line with Keeping Children Safe in Education

Personal Specification - Criteria	Essential	Desirable
Qualifications / Training		
Qualified Teacher Status	X	
Further training/professional development	X	
Knowledge and understanding		
Experience of teaching in key stage two	X	
Knowledge and experience of using 'The Literacy Tree' approach for reading, writing and spelling		X
Knowledge and experience of using 'White Rose Maths'		X
Effective strategies for school improvement	X	
Knowledge of the statutory National Curriculum requirements at the appropriate key stage	X	
Some knowledge of the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies)	X	
Knowledge and understanding of the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, Data Protection, SEN and Child Protection	X	
Understanding of monitoring, assessment, recording and reporting of pupils' progress	X	
Understanding the importance of establishing positive links within school and with all its stakeholders	X	
Skills		
Positive classroom management	X	
Plan, monitor, assess and review pupils' progress	X	
Willingness to share good practice with other staff	X	
Ability to analyse and use data to inform planning and match work to pupils' needs	X	
Ability to work collaboratively and effectively in a team with staff, governors and our community	X	
Good level of written and oral communication	X	
Personal Characteristics		
Positive approach to working in a school	X	
Organised and able to manage own workload	X	
Commitment to the ethos and culture of the school	X	
Resilient, adaptable, determined and focused on improving the lives of children	X	
Team Player	X	

Job Description

This role is to work under the direction of the leadership team of the school, in the planning, delivery and evaluation of the learning process across the school. The post holder will work in a Y5 class (or other classrooms if and when needed).

As a larger than average primary school, we have numerous opportunities for you to develop your teaching and leadership skills. With tailored support from our Headteacher, Deputy Headteacher, Assistant Heads and other skilled colleagues, we will further develop you and give you the skills, encouragement and experience within the profession.

We are looking for a person who has:

- A track record of excellent standards of teaching and learning which has impacted positively on the achievement and progress for all children.
- A strong vision and ethos that supports our C.O.R. E. values and culture
- The drive and ambition to make sure our children achieve their very best
- A track record of being able to deliver high-quality learning experiences for all pupils
- Someone who is eager to make a difference to the Northstead Community of children, families and staff

Duties of the role will include, but not be restricted to:

- Carrying out the role of a teacher with due consideration for Teacher Standards, and the policies and procedures of the school
- Planning, delivery, assessment and evaluation of learning
- Deliver learning for pupils, ensuring learning is differentiated and adapted to support the needs of all pupils, giving them the very best chance to succeed personally, academically, socially and emotionally
- Interact with pupils in ways that support the development of their ability to think and learn, including the use of careful questioning and exemplary use of assessment for learning strategies
- Ensuring a calm and purposeful environment which enables children to learn, to think, to communicate and to be successful academics
- Support pupils in their personal development journey through the design and delivery of an excellent PSHE programme and our focus on giving children opportunities to enable them to have an excellent knowledge of the world around them

COMMUNICATION

Establish rapport and respectful, trusting relationships and communicate effectively with pupils, their families and carers, and other agencies / professionals

Initiate appropriate and effective communication with support staff, and other professionals, forging and sustaining relationships across agencies

An ability to fulfil all spoken aspects of the role with confidence through the medium of English

SHARING INFORMATION

Assess, record and report on pupils' attainment and progress within assessment and reporting processes

Participate in meetings with other staff, external professionals and parents regarding pupils

Where needed, assist in the induction and development of classroom support staff, cascading information and good practice

Pay due regard to professional boundaries, maintaining appropriate levels of confidentiality

Participate in staff meetings

Share information confidentially about pupils with teachers and other professionals as required

SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN & YOUNG PEOPLE

Be responsible for promoting and safeguarding the welfare of pupils in line with policy and legislation, raising concerns as appropriate

ADMINISTRATION/OTHER

Use ICT where required to adhere to relevant policies

Supervise and provide access arrangement for pupils sitting internal and external examinations and tests, ensuring that examinations comply with Examination Board Regulations

Participate in appraisal, training and other learning activities

HEALTH & SAFETY

Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure

Work with colleagues and others to maintain health, safety and welfare within the working environment

EQUALITIES

Promote inclusion and acceptance of all pupils

Within own area of responsibility, work in accordance with the aims of the Equality policy, treating individuals with respect for their diversity, culture and values.

FLEXIBILITY

North Yorkshire County Council provides front line services, which recognises the need to respond flexibly to changing demands and circumstances. Whilst this job outline provides a summary of the post, this may need to be adapted or adjusted to meet changing circumstances. Such changes would be commensurate with the grading of the post and would be subject to consultation. All staff are required to comply with County Council Policies and Procedures.

CUSTOMER SERVICE

The County Council requires a commitment to equity of access and outcomes, this will include due regard to equality, diversity, dignity, respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment. The County Council requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture and values.