



## Maternity Cover Teacher Applicant Pack



May 2026





Principal: Mrs Kate Steward

**Ormiston South Parade Academy**

South Parade

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8<sup>th</sup> May 2026

Dear Applicant,

**Maternity Cover Class Teacher Post**

Thank you for your interest in applying for the Class Teacher Post at our academy. The year group is to be decided around the suitable candidate's strength. Within this application pack you will find the following documents:

- Job advertisement
- Job description
- Person specification for the post you are applying for

Ormiston South Parade Academy is a dynamic and forward-thinking establishment. Our staff are passionate about providing high quality academic and personal development opportunities to enrich the lives of all pupils. Our pupils are exceptionally well behaved and polite and demonstrate very positive learning behaviours. This was confirmed in our 2025 Ofsted in which we continued to be 'Good'

We pride ourselves on being an inclusive academy where everyone is welcome. We work hard to ensure that all pupils, whatever their starting points or personal challenges, achieve their very best. We have a strong culture of professional development and pride ourselves on the way we nurture and develop our staff in order to excel in their chosen careers.

Please take the time to visit our website [www.osparade.co.uk](http://www.osparade.co.uk) as this will give you more information about our values, ethos and provision. To discuss this exciting opportunity please contact Ruth Barber, Business Manager, via email on [barberr@osparade.co.uk](mailto:barberr@osparade.co.uk) or Telephone 01472 231659.

We look forward to receiving your application

Yours sincerely,

A handwritten signature in black ink, appearing to read 'K Steward', is written over a light grey rectangular background.

Kate Steward – Principal



## Advertisement

**Job Title**                    **Class Teacher**  
**Salary Grade**            **Main pay scale**



Are you ready for a new challenge in a highly successful large primary academy in the heart of Grimsby?  
Would you like to be part of a strong, happy and effective team?  
Are you committed to an ethos of inclusion and equality?

We are seeking to appoint an enthusiastic and committed teacher.

We are looking for an individual who:

- Is an inspirational teacher
- Can demonstrate outstanding impact on children's learning and on teaching standards
- Can act as a highly professional role model and inspire, motivate and develop children
- Is an enthusiastic, flexible, hardworking team member who has a passion and desire to make a difference

As a member of our team we can offer you:

- A "Good" school Ofsted, February 2025
- A welcoming academy environment with exceptionally well behaved children who are confident and eager to learn
- A commitment to staff wellbeing.
- Supportive parents who work with us as partners
- A forward-thinking, dynamic and fun staff team where colleagues share practice and learn from each other
- Excellent professional development opportunities and longer term possibilities for rapid career progression

To discuss this exciting opportunity please contact Ruth Barber, Business Manager, via email on [barberr@osparade.co.uk](mailto:barberr@osparade.co.uk) or Telephone 01472 231659.

*We are committed to safeguarding and promoting the welfare of children and young people and expect the same commitment from all staff and volunteers. The successful candidate will be expected to undertake an enhanced Disclosure Barring Service check.*

# Letter from the Principal

Dear Candidate,

Thank you for the interest you have shown in the position of Teacher at Ormiston South Parade Academy (OSPA). As the Principal of OSPA, I would like to extend a very warm welcome to you. I have had the privilege of working with the children, parents and staff of OSPA for over thirteen years and I am so proud of all that we have achieved together and all that we will achieve in the future.

I hope this information pack will be helpful to you and convey exactly what we are looking for – an exceptional teacher who shares our vision and ethos and who is fully committed to excellence in all aspects of teaching and learning for the benefit of our pupils and their families.

OSPA is based in Grimsby, North East Lincolnshire, 30 miles from the vibrant cathedral city of Lincoln and the 2017 'City of Culture', Hull. It is a large (591 NOR), flourishing and popular 2-11 co-educational academy, set in the heart of Grimsby town centre. Most pupils live in the local community and the majority are of white British heritage, although there is a growing population of pupils who speak English as an additional language. The number of pupils who have a special educational need/disability and who are supported at School Support or with an Education Health and Care Plan, is above the national average. There is a higher than average number of pupils eligible for the Pupil Premium grant. Pupils' ability on entry is significantly lower than average.

In the years before the pandemic, pupils made rapid and sustained progress and the academy went from strength to strength. In 2017 OSPA was placed in the top 1% of schools nationally for the progress that pupils make, and in 2018, in the top 3%. Attainment outcomes across all measures and throughout all key stages have been significantly above national figures over recent years (Pre-COVID). Disadvantaged pupils make at least as much progress, and frequently more, than other pupils and again this is the case in all key stages. The success of OSPA is not due to academic achievement alone and pupils benefit from multiple enrichment opportunities to develop key skills beyond the core curriculum. OSPA has received national recognition for this and in January 2019 the academy was awarded the UNICEF Gold Rights Respecting Schools Award.

This is a fantastic time to join the vibrant and caring learning community at OSPA. Since joining Ormiston Academies Trust (OAT) in September 2012, we have been on an incredible journey. Since we were graded as 'Good' by Ofsted in 2025, we have maintained our position as one of the top education providers nationally. The Real Schools Guide 2018, which uses 44 different data points, ranked us in the top 1% of primary schools in the country. We are now looking for an ambitious and driven Teacher who can assist me with leading the academy towards even greater achievements for pupils, staff and the local community.

I hope you enjoy finding out more about OSPA.

I look forward to hearing from you!

Mrs Kate Steward  
Principal – Ormiston South Parade Academy

**JOB DESCRIPTION**

**Maternity Cover Class Teacher**



The full range of duties and responsibilities for teachers is contained in the current addition of the Academy Teachers Pay and Conditions Document published in accordance with the Academy Teachers' Pay and Conditions Act 1991.

<b>Job Title</b>	<b>Maternity Cover Class Teacher</b>
<b>Salary Scale</b>	<b>Main pay scale</b>
<b>Responsible to</b>	<b>Principal</b>
<b>Line Managed by</b>	<b>Principal</b>

**PURPOSE OF JOB:**

**CLASS TEACHER**

- Be responsible for the learning and achievement of all pupils in the class/es 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*
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school

**GENERIC RESPONSIBILITY:**

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.

**Teaching**

- Plan work in accordance with EYFS/Primary National Curriculum schemes of work and programmes of study.
- Identify clear learning objectives and specify how they will be taught and assessed.
- Take account of pupils' prior levels of attainment and use them to set targets for future improvements.
- Provide clear structures for lessons maintaining pace, motivation and challenge.
- Ensure coverage of EYFS/Primary Curriculum
- Set appropriate and demanding expectations for pupils' learning, behaviour and presentation of work.
- Maintain good discipline by adherence to the advice given to staff in the staff handbook and elsewhere.
- Work in collaboration with Teaching Assistants attached to any teaching group.
- Set work for pupils absent from academy for health or disciplinary reasons.
- Evaluate own teaching to improve its effectiveness.

**Assessment, Recording and Reporting**

- Assess how well learning objectives have been achieved and use outcomes to adapt teaching accordingly;

- Provide Quality Marking feedback and identify clear targets for future learning as appropriate;
- Carry out assessment cycles (e.g. collection of effort and attainment assessments, reports) as agreed by the academy
- Attend the appropriate parents' consultation events to keep parents informed as to the progress of their child;
- Be familiar with the Code of Practice for identification and assessment of Special Educational Needs and keep appropriate records on Individual Education Plans for pupils.

**Pastoral Work**

- Be the first point of contact for parents of pupils
- Attend assemblies and actively assist in the supervision of pupils;
- Monitor (and set targets for) the social and academic progress of individuals in the class;
- Promote good attendance and monitor in accordance with the Academy's attendance policy.

**Professional Standards**

- Support the aims of the academy to promote a "learning community";
- Treat all members of the academy community, colleagues and pupils, with respect and consideration;
- Treat all pupils fairly, consistently and without prejudice;
- Set a good example to pupils in terms of appropriate dress, standards of punctuality and attendance;
- Promote the aims of the academy by attendance at and participation in events such as open evenings (as appropriate to individual responsibilities);
- Support the ethos of the academy by upholding the behaviour policy, uniform regulations etc.;
- Take responsibility for own professional development and participate in staff training when provided;
- Reflect on own practice as well as the practices of the academy with the aim of improving all that we do;
- Participate in the management of the academy by effective participation in various team and staff meetings;
- Undertake duties as prescribed within academy policies;
- Ensure that all deadlines are met as published in the academy calendar;
- Undertake professional duties that may be reasonably assigned by the Senior Leadership Team;
- Be proactive and take responsibility for matters relating to health and safety.

**All employees have a responsibility**

- to undertake training and development as required and to assist, where appropriate and necessary, with the training and development of colleagues;
- for their own and others' health and safety, and for adhering to guidelines for the safeguarding of children;
- to be an ambassador for the academy.

The above list is not exhaustive and other duties may be attached to the post from time to time. Variation may also occur to the duties and responsibilities without changing the general character of the post.

This job description will be reviewed on a regular basis and may be amended at any time after consultation with the Principal and post holder.

Signed by ..... Print name .....

**Employee**

Signed by



Kate Steward - **Principal**

**Ormiston South Parade Academy**  
**Person Specification**  
**Teacher**



	Essential	Desirable	How assessed
<b>Qualifications:</b>			
Degree	✓		Application form
Qualified Teacher Status (Primary)	✓		Application form
<b>Teaching Experience:</b>			
A proven track record of 'excellence' as a class teacher	✓		References
Successful promotion of positive behaviour management strategies	✓		References
Experience of teaching across the Primary range		✓	Application form References
Successful experience of accelerating rates of pupil progress through the use of accurate assessment of and for learning	✓		Application form References
<b>Personal and Professional Skills and Attributes:</b>			
High expectations of pupils in terms of learning and behaviour	✓		Application form Interview, References
Thorough knowledge of the whole primary curriculum its organisation and assessment for learning	✓		Application form Interview, References
Ability to inspire and motivate pupils	✓		Application form Interview, References
Ability to work as part of a team effectively	✓		Application form Interview, References
High professional standards	✓		Interview References
Willingness to offer a positive commitment to the life of the academy	✓		Interview
The ability to communicate effectively in a verbal and written form to a range of audiences.	✓		Application form Interview References
Demonstrate a commitment to and an understanding of the processes of inclusion and equal opportunities	✓		Application form Interview
<b>Other:</b>			
Must satisfy relevant employment checks, requirements from references			✓
Written references only			✓
Confirmation of professional and personal knowledge, skills and experiences			✓
Positive recommendation from current employer			✓
In addition to the above, Ormiston Academy Trust will require the appointed candidate to undertake a Disclosure Barring Service (DBS) Enhanced Disclosure in accordance with safer recruitment guidelines.			