



Class Teacher

Recruitment Brochure



Candidate Information Pack



Proud to be part of

Welcome from Headteacher

Dear Candidate,

A very warm welcome to Aspire Schools Trust. I am delighted that you are considering applying for a position at Bassingham Primary School. As Headteacher, I am excited to share with you the opportunity to be part of our exceptional team.

Bassingham Primary School is a highly successful school catering to children from the age of 4 to 11 years of age. It is well known for being a happy and caring village school where children come first.

The school achieves its outstanding reputation thanks to the hard work of a dedicated staff team, the superb attitude of the pupils and our supportive parents/carers and governors. We also have a wonderful preschool on site called Tree Tops which provides wrap-around care both before and after the school day.

Our goal is to develop the skills, concepts, attitudes and moral values necessary for each child to take their place in the world as an active and responsible member of society, capable of achieving as much independence and wellbeing as possible.

We firmly believe that knowing every child as an individual is vital to success. We are a family and are justifiably proud of our very high standards and outcomes. As a learning community, we aim for excellence and recognise that every member of the school can make a difference to those around them. We aim to provide learners with the firm foundations needed to underpin lifelong learning.

If this sounds like something you would be part to be part of please read the rest of this information pack and apply to join our wonderful school.

Mr Sam Betts
Headteacher



The Role, The Person

Job Title: Teacher, Bassingham Primary School

Salary range / job grade: £34,069 - £52,835 FTE, Actual Salary, £13627.60 - £21,134

Working pattern: 0.4 FTE, Job Share

Responsible to: Headteacher

Responsible for: Providing inspirational teaching and learning at KS1 (initially - post may be directed to KS2 as the requirements of the school change)

Purpose

We are seeking a committed and inspirational teacher. To work collaboratively with a job-share partner to provide high-quality teaching and learning initially for a KS1 class, ensuring continuity, consistency and progression for all pupils. The post holder will be jointly responsible for pupil achievement, behaviour, wellbeing and safeguarding in the class, and will contribute fully to the wider life and development of the school.

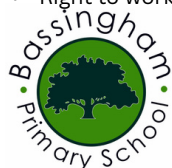
Principle Accountabilities:

To achieve success, the post holder will, in collaboration with their job share:

- Plan, prepare and deliver high-quality lessons in line with the National Curriculum
- Differentiate learning to meet the needs of all pupils.
- Create a stimulating and inclusive classroom environment that promotes engagement and achievement
- Assess, record and monitor pupil progress accurately
- Prepare reports and communicate progress to parents and carers
- Contribute to pupil progress meetings and intervention planning
- Establish and maintain positive standards of behaviour
- Implement the school's behaviour, safeguarding and attendance policies
- Promote pupils' personal development, wellbeing and safety
- Support wider curriculum initiatives and enrichment activities
- Foster an environment where pupils feel safe, valued and respected
- Build positive relationships with parents and carers

Other:

- Enhanced DBS clearance (process lead by the Trust).
- Ability to work accurately with attention to detail.
- To display integrity and confidentiality.
- Ability to work on own initiative and organise own workload.
- To be able to prioritise effectively.
- Right to work in the UK.



The Role, The Person

The Person Specification

	Criteria	Essential	Desirable	Application	Certificates	Selection	References
Qualifications	Qualified Teacher Status	✓		✓	✓		
	Degree	✓		✓	✓		
	Relevant Continuous Professional Development		✓	✓			
	Higher degree qualification/post graduate qualification		✓	✓	✓		
	Experience of working with and supporting children with an EHCP		✓	✓		✓	
Skills and Experience	Experience working with pupils in a school or other relevant setting	✓		✓			✓
	Experience or knowledge of statutory assessment	✓		✓		✓	
	Knowledge of Read, Write Inc. linked to phonics and spelling		✓	✓		✓	
	Experience working with pupils in KS1/KS2		✓	✓			
	Experience of leading a core subject, such as Maths		✓	✓			
	Proven ability to communicate and engage effectively with all stakeholders, including TAs	✓		✓		✓	
	Understanding of SEND and inclusive classroom strategies		✓	✓			
	Knowledge of behaviour management approaches	✓		✓			
	Proven ability to lead subject improvements		✓	✓		✓	
	Ability to build positive relationships with students and staff	✓		✓			
	Ability to work both independantly and as part of a team	✓		✓			
	Ability to support literacy and numeracy development		✓	✓		✓	
	Confident using a range of IT to support learning	✓		✓			

The Role, The Person

The Person Specification

	Criteria	Essential	Desirable	Application	Certificates	Selection	References
Personal Qualities	Is a passionate advocate of the pupils, School and Trust	✓				✓	✓
	Is able to remain calm under pressure	✓				✓	
	Is passionately committed to getting the best possible outcomes for all pupils, promoting the ethos and values of the School and Trust	✓		✓		✓	
	Is resilient and can receive and act upon personal feedback to improve personal performance	✓				✓	
	An energetic and enthusiastic presence	✓				✓	
	Integrity, respect for other and a commitment to safeguarding, inclusion and equality	✓				✓	
	Self-motivated, organised and ambition for self and others	✓		✓		✓	
	Positive, patient, and approachable manner	✓				✓	

Professional Teacher Standards

Set high expectations which inspire, motivate and challenge pupils

- Establish a safe and stimulating environment for pupils, rooted in mutual respect
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

Promote good progress and outcomes by pupils

- Be accountable for pupils' attainment, progress and outcomes
- Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- Guide pupils to reflect on the progress they have made and their emerging needs
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- Encourage pupils to take a responsible and conscientious attitude to their own work and study.

Demonstrate good subject and curriculum knowledge

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

Professional Teacher Standards

Plan and teach well structured lessons

- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and children's intellectual curiosity
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- Reflect systematically on the effectiveness of lessons and approaches to teaching
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

Adapt teaching to respond to the strengths and needs of all pupils

- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

Make accurate and productive use of assessment

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- Make use of formative and summative assessment to secure pupils' progress
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

Professional Teacher Standards

Manage behaviour effectively to ensure a good and safe learning environment

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- Have high expectations of behaviour, 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 involve and motivate them • maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

Fulfil wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the school
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- Deploy support staff effectively
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- Communicate effectively with parents with regard to pupils' achievements and well-being.



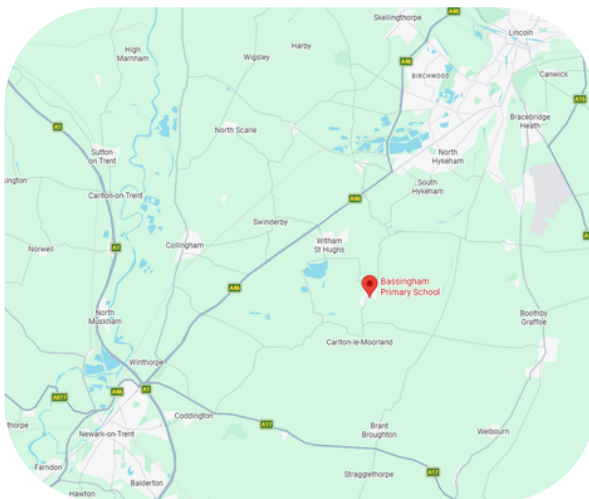
Benefits of working for Aspire Schools Trust

Why work with us?

- Competitive salary, following STPCD or NJC guidance
- Enrolment to Local Authority Pension Scheme
- Cash Healthcare Plan
 - Claim up to 100% of the cost of Dental visit, Optical costs, Prescription Charges, Inoculations and Flu Vaccinations
 - Digital dentist
 - Digital eye screening
 - 24/7 access to GP
 - Employee Assistance Helpline - 24/7 Counselling and support helpline
 - Discounted Gym membership, plus much more
- Robust CPD opportunities
- Cycle to Work scheme
- Staff wellbeing day
- Staff wellbeing week



Bassingham Primary School, located in the village of Bassingham in the North Kesteven district of Lincolnshire, England. The village is situated on the River Witham and is surrounded by beautiful countryside. The village has a rich history dating back to the Roman times, and there are many historical landmarks and buildings in the area. The school is ideally located within easy commuting distance of the City of Lincoln, and market towns of Sleaford and Newark.



You can learn more about the village of Bassingham at <https://townandvillageguide.com/Lincolnshire/Bassingham.html> and living and working in Lincolnshire at <https://investlincolnshire.co.uk/living-and-working/>



Equality, Diversity & Inclusion, Safeguarding, Disability & Accessibility, Data Protection

Equality, Diversity & Inclusion

As an equal opportunities employer, Aspire Schools Trust is committed to creating a diverse and inclusive workplace where everyone is treated with respect and dignity. We welcome applications from all suitably qualified persons. We are committed to providing equal opportunities in recruitment, promotion, training, and all other aspects of employment.

Safeguarding

Aspire Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service (DBS) checks along with other relevant employment checks.

This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974. The amendments to the ROA 1974 (Exceptions Order 1975 (amended 2013 and 2020)) provide that when applying for certain jobs and activities, certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. More information can be found on www.gov.uk

The Trust is committed to attracting, selecting and retaining employees who will successfully and positively contribute to providing a valuable service. A motivated and committed workforce with appropriate knowledge, skills, experience and ability to do the job is critical to the Trust's performance and fundamental to the delivery of a high quality service within each of its schools.

Disability & Accessibility

The Trust is committed to ensuring that applicants with disabilities or impairment receive equal opportunities and treatment. If you have a disability or impairment and would like Aspire Schools Trust to make adjustments or arrangement to assist you if you are called for interview, please state the arrangements you require when responding to the invitation.

Data Protection and Privacy

We will comply with the data protection principles when gathering and using personal information, as set out in our data protection policy.

Aspire Schools Trust is a "data controller" of personal data and gathers and uses certain information about you. This means that we are responsible for deciding how we hold and use personal information about you.

Full details about how we manage your data can be found at <https://www.aspireschoolstrust.org> and by following Key Information > Data Protection

Fluency Duty

In accordance with Part 7 of the Immigration Act 2016 (Fluency Duty), the ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post. Further information about the Code of Practice on the English language requirements for public sector workers can be found at www.gov.uk

Application Procedure

For a confidential discussion, to arrange a tour or for more information about the role, please contact Mrs Jen Setterfield on jennifer.setterfield@bassingshamschool.org

Please complete the Trust's application form, on My New Term. In compliance with Safer Recruitment Guidelines CV's will not be accepted.

Dates and Timeframes

Closing date: Sunday 27th September 2026*

Shortlisting: Week Commencing, Monday 28th September 2026

Interview Dates: Monday 5th October 2026



* The School and Trust reserve the right to withdraw the job advert if sufficient applications are received, therefore early applications are encouraged