



**St Ann's Primary School**  
St Leonard's Road, Eastwood, Rotherham, S Yorkshire

**Class Teacher**

**Application Pack**

## Class Teacher

### Purpose of the Role

To provide high-quality teaching and learning that secures strong outcomes for all pupils and contributes positively to the wider life and ethos of the school and Trust.

To carry out the professional duties of a qualified teacher in line with the Teachers' Standards (2012) and Trust policies.

### Key Responsibilities

#### Teaching and Learning

The postholder will:

- Deliver well-planned, engaging and appropriately sequenced lessons that meet the needs of all learners.
- Maintain high expectations of pupils' behaviour, learning and attainment.
- Create a safe, positive and inclusive classroom environment that supports learning.
- Use a range of teaching strategies to motivate, challenge and inspire pupils.
- Promote a love of learning and foster pupils' curiosity and independence.

#### Curriculum and Subject Knowledge

The postholder will:

- Demonstrate strong subject and curriculum knowledge.
- Contribute to the design, development and evaluation of the curriculum as required.
- Keep up to date with national developments relevant to their teaching.
- Promote high standards of literacy, numeracy and language regardless of subject specialism.

## Assessment and Progress

The postholder will:

- Use a range of assessment strategies to monitor learning and secure progress.
- Provide clear, timely and constructive feedback to pupils.
- Use assessment information to inform planning and next steps in teaching.
- Meet statutory assessment requirements where applicable.

## Inclusion and Adaptation

The postholder will:

- Adapt teaching to meet the needs of all pupils, including those with SEND, EAL, high prior attainment, or other specific needs.
- Work effectively with support staff, specialists and external agencies where appropriate.
- Ensure all pupils have equitable access to high-quality learning.

## Behaviour, Safety and Conduct

The postholder will:

- Uphold high standards of behaviour, following Trust and school policies.
- Establish positive, respectful relationships with pupils.
- Safeguard the wellbeing of pupils in line with statutory requirements and Trust policies.
- Model professional behaviour and uphold Trust values at all times.

## Wider Professional Responsibilities

The postholder will:

- Contribute to the wider life of the school and Trust (e.g. clubs, events, enrichment).
- Build positive and effective relationships with colleagues, parents and professionals.
- Take responsibility for their own professional learning and development.
- Contribute to collaborative planning and professional dialogue.
- Participate in performance management and respond constructively to feedback.

## UPS Teachers (where applicable)

Teachers on UPS are additionally expected to:

- Make a significant contribution to the development of teaching and learning within the school or Trust.
- Support the development of colleagues through modelling, mentoring or coaching.
- Demonstrate sustained and substantial impact on pupil outcomes and school improvement priorities.

The post holder's duties must be carried out in compliance with the school's Safeguarding Policies, Equality Policies, Information Security Policies, Financial Regulations, Health & Safety at Work Act and all other school policies. These duties and responsibilities should not be regarded as exhaustive or exclusive as the post holder may be required to undertake other reasonably determined duties within the school, commensurate with the grading of the post, without changing the general character of the post. The Job Description and allocation of particular responsibilities will be reviewed on a yearly basis and may be amended by the Headteacher at any time after consultation.

**The post holder must always comply with the school's code of conduct.**

# Person Specification

James Montgomery Academy Trust, Brampton Road, Wath Upon Dearne, Rotherham, S636BB

EDUCATION AND QUALIFICATIONS	Essential	Desirable	Source A- application I - interview R - references
Qualified Teacher Status	✓		A
Degree	✓		A
Evidence of continuous professional development	✓		A, I
Additional qualifications relevant to teaching		✓	A
Training in specific curriculum or intervention approaches		✓	A

EXPERIENCE	Essential	Desirable	Source A- application I - interview R - references
Strong classroom practice demonstrating effective teaching and learning	✓		A, I, R
Experience of planning teaching and assessing in a primary context	✓		A, I, R
Experience of EYFS, KS1 and KS2		✓	A
Experience of working with a wide range of pupil needs		✓	A, I
Experience of contributing to curriculum development		✓	A, I

PERSONAL AND PROFESSIONAL ATTRIBUTES	Essential	Desirable	Source A- application I - interview R - references
Resilience and ability to work under pressure	✓		A, I
A collaborative team player	✓		A
Professional integrity, honesty and reliability	✓		A, I
Commitment to promoting pupil wellbeing and safety	✓		A, I
Commitment to equality, diversity and inclusion	✓		A, I, R
Passion for teaching and a commitment to high standards	✓		A, I, R
Reflective, proactive and open to professional learning	✓		A, I
Commitment to the wider life of the school	✓		A, I, R

KNOWLEDGE AND SKILLS	Essential	Desirable	Source A- application I - interview R - references
Secure understanding of effective teaching, learning and assessment	✓		A, I
Ability to plan and adapt teaching to meet diverse pupil needs	✓		A
Understanding of safeguarding and child protection responsibilities	✓		A, I
Competent and confident use of IT to enhance learning	✓		A, I
Effective communication skills (written and verbal)	✓		A, I, R
Strong organisational and time-management skills	✓		A, I, R
Ability to build positive relationships with pupils, colleagues and families	✓		A, I
Ability to use a positive approach to promote learning and excellent behaviour	✓		A, I, R
Expertise in one or more curriculum specialisms		✓	A, I
Understanding of statutory assessment		✓	A

## Additional Requirements

- Enhanced DBS clearance
- Fully supportive references
- Commitment to safe working practices in line with Trust policies

James Montgomery Academy Trust is dedicated to appointing the best possible candidates.

The successful candidate for this position will make the education of their pupils their first concern, will be accountable for achieving the highest possible standards in work and conduct. Act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as up-to-date and will be self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

We are delighted that you are considering applying for a position at our school. We aim to ensure that our recruitment process is fair, transparent and supportive for all candidates.

## How to Apply

Candidates should complete the official application form in full, ensuring that all sections are accurate and up-to-date. Your supporting statement should clearly demonstrate how your skills, experience, and personal qualities meet the requirements outlined in the job description and person specification.

## Submission of Applications

Completed applications must be submitted by the stated closing date. Applications should be sent via the secure portal within My New Term.

## Shortlisting

All applications will be assessed against the person specification for the role. Shortlisted candidates will be contacted directly with details of the next stage of the selection process.

## Interview and Selection

The selection process may include a combination of interviews, practical tasks, lesson observations, or assessments relevant to the role. Candidates will be given advance notice of the format and requirements of the day. If you have any specific access or support needs, please inform us so reasonable adjustments can be made.

## Pre-Employment Checks

All offers of employment are conditional and subject to the following:

- Satisfactory references
- Verification of identity and right to work in the UK
- Enhanced Disclosure and Barring Service (DBS) check, including checks against the Children's Barred List
- Verification of qualifications and professional status where applicable
- Completion of a health declaration
- Any further safeguarding checks deemed necessary in line with statutory guidance

## Safeguarding Statement

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Recruitment processes follow safer recruitment guidelines and Keeping Children Safe in Education (KCSIE) statutory requirements.

## Data Protection

Personal data provided during the recruitment process will be processed in accordance with current data protection legislation. Information will be used solely for recruitment purposes.