



POCKLINGTON SCHOOL

Ages 0 to 18



Applicant Pack
Prep School Teacher
March 2026





School Information

Pocklington School was founded by John Dolman in 1514 as part of a guild whose aims encompassed support for the poor and sick or the parish as well as the foundation of a school “for bringing up the youth in virtue and learning”

The foundation was thus based on a commitment to the value of education and to the creation of opportunity for those who would take their place in a society which was finding itself increasingly in need of an expansion of education. Today there is, in the school, a similar commitment to quality of education and the upholding of high standards in all facets of life.

We value our Christian foundation: of course pupils and staff comprise individuals of different faiths and beliefs but there is a desire to aspire to Christian values.

The majority of students are day pupils but there are also boarding pupils across 2 boarding houses accommodating senior and junior boys and girls. The Senior School and the Prep School work closely together, with the facilities across the site available for all ages. The school is fortunate in having good playing fields and plenty of open space and gardens. There are excellent facilities, including a fine theatre, a sixth form centre, a superb library, an Art and Design Centre, a swimming pool and other sports facilities.

We have recently expanded our provision to include a brand new state of the art nursery accommodating babies up to 4 years.

Set in extensive grounds on the edge of Pocklington, 12 miles east of York, we offer a unique working environment based within a historic market town, but close to major cities and heritage coastlines. The East Riding of Yorkshire is a wonderful place to work and live, with one of the local villages, Bishop Wilton having recently featured at number 5 on the Sunday Times' best secret villages to live in list.

Staff are supported by approachable and knowledgeable colleagues. You will be encouraged to undertake development opportunities and will find a friendly and welcoming working environment. We offer a community and family feel, not just a workplace.

Strategic Education Vision 2020-2026



The Pocklington Values of Courage, Truth and Trust, along with the nine Virtues which underpin them, are embedded in every aspect of Pocklington School life to sustain, inspire and galvanise the whole School community

ETHOS AND VALUES

A Pocklington Education is:

Academically challenging, supportive and individually personalised

Holistic, broad and full of opportunity

Family and community focussed

Grounded in our Values and Virtues

One that embeds personal and social responsibility

Designed to ensure pupils are adaptable and future-world ready

Inclusive and caring with a Christian ethos that welcomes all faiths and none

AIMS

We aim to:

Uphold our Pocklington Values and Virtues in all that we do

Broaden our pupils' horizons and raise their ambitions

Work closely with families in educating their children

Nurture innovation and adaptability and be proud of our tradition

Be a great place to live and work

Ensure our Foundation's long-term future

STRATEGIC OBJECTIVES

Our strategic objectives are to:

Foster and deliver teaching and learning of the highest quality

Retain and develop our first-class teaching and support staff

Further improve our outstanding

- sport, music, drama and wider co-curricular program
- boarding, pastoral care and provision for wellbeing

Optimise our pupil recruitment

Cultivate a culture of giving back and increase accessibility to the school

Be sustainable and efficient

Inspire, support and celebrate equity, diversity and inclusion

Extend and deepen our links with our local, national and international community

Continue to grow a technologically capable community



Aspiration Resilience Integrity Enquiry Creativity Reflection Collaboration Compassion Commitment

Employee Benefits

The following are on offer as part of your employment with the Foundation. For further information on anything detailed here, please speak to the Human Resources Team.

Foundation Benefits:

Generous Pension Scheme – We offer competitive employer contribution rates for all staff

Death in Service Benefit – 3 times salary or last 12 months salary for casual workers

Discounted School Tuition Fees for permanent staff - with the option to spread payments over 12 months

Discounted Gym Membership - Francis Scaife Leisure Centre (Pocklington)

Employee Assistance Programme – offering a health, wellbeing and counselling service for staff and their families

Smart Health – Unlimited access to 24/7 online GP as well as a range of other health & wellbeing experts. Available to you and your immediate family.

On-site Gym and Swimming Pool

Free Lunch in term time

Free Staff Room Refreshments – in term time

Enhanced Maternity and Adoption Pay - see the policies on the Extranet under Bursarial, HR & Payroll, Policies

Enhanced Sick Pay Arrangements – detailed within the Absences from Work Policy, also to be found on the Extranet

Annualised Pay where possible – allowing for easy home budgeting

Winter car lights & tyre testing – organised by the Transport Team each January

Internet and e-mail access at work (subject to appropriate use in accordance with the school policies)

Free parking

Free library services – including holiday book loans

HMRC:

Cycle to Work scheme - This scheme is offered on a salary sacrifice basis, allowing staff benefit from reduced tax and NI payments.



Job Information

Role Title: Prep School Teacher

Responsible To: Head of Prep School

Staff Responsible For: N/A

Salary: To be discussed at interview, dependent upon skills and experience



Job Advert

Part Time Prep School Teacher 0.5 FTE, Monday – Friday mornings Required from September 2026

Pocklington Prep School is a wonderful place to work. We are a supportive, kind and caring team who enjoy what we do and seek to support all those around us. Our small class sizes and exceptional pastoral care create a positive, welcoming environment for both staff and pupils.

An enthusiastic and talented classroom practitioner is required to teach Key Stage 2 and join our family-focused and thriving Prep School, 12 miles East of York. With a strong sense of teamwork and common purpose, we seek to motivate and stretch all pupils, whilst allowing every child to achieve to the best of their ability.

This role involves teaching a variety of subjects, and we are looking for an outstanding practitioner with experience in a 4–11 school who is passionate about making a real difference in children's learning and development.

For further information please call 01759 322666 or email recruitment@pocklingtonschool.com

All our current vacancies can be found at: <https://www.pocklingtonschool.com/work-with-us> where you will be directed to apply via the MyNewTerm website.

Closing Date: 9am 17th April 2026

At Pocklington School we strive to inspire, support & celebrate equity, diversity & inclusion, indeed this is so fundamental that it is one of our core strategic objectives. As such we are committed to promoting equality and diversity within our workforce. As part of our recruitment process, we actively encourage applications from individuals of all backgrounds, experiences, and identities, including but not limited to race, ethnicity, gender, sexual orientation, disability and age. We recognise the value of diverse perspectives and believe that a diverse team enhances innovation, creativity and success. We strive to create an inclusive environment where all employees feel valued, respected and empowered to contribute their best.

Pocklington School Foundation is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The successful applicant will be required to undertake an enhanced disclosure via the DBS.

Job Description

PREP SCHOOL KS2 TEACHER

Reporting To:

Head of Prep School

Child Protection

The post holder is responsible for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact, and will adhere to and ensure compliance with the Foundation's Child Protection Policy Statement at all times.

If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the school they must report any concerns to the school's Designated Safeguarding Lead or to the Head.

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POCKLINGTON SCHOOL FOUNDATION

The post holder will take responsibility for a class of children determined on an annual basis by the Head and in accordance with the duties listed below.

Key Tasks and Responsibilities of a Teacher

Teaching

- Plan and teach challenging and engaging lessons to the classes they are assigned to teach within the context of the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
- Adhere to the school feedback and homework policies for all pupils.
- Have a secure knowledge of the school's 'Curiosity Project' programme.
- Motivate and encourage all pupils within a safe and purposeful learning environment.
- Look after and update displays within their teaching classroom and wider school as requested.
- Know when to draw on the expertise of colleagues for specialist support.

Whole School Organisation, Strategy and Development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.
- Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
- Supervise and so far as practicable teach any pupils where the person timetabled to take the class is not available to do so.

Health, Safety & Discipline

- Promote the safety and well-being of pupils by upholding the School Respect Code.
- Maintain good order and discipline among pupils.
- Promote pupils' self-control, independence and cooperation through development of their social, emotional and behavioural skills.
- Maintain an up-to-date knowledge of the requirements of school policies e.g. Child Protection Policy, Behaviour, Anti-Bullying, Use of Force (Restraint) and Physical Contact, ICT and Cyberbullying, Equality and Diversity.
- To carry out vigilant supervision duties as directed to ensure that pupil behaviour around the school is of the expected standard.
- All staff must be familiar with the required actions and responsibilities in terms of safeguarding children and should be prepared to question unauthorised adults on the school site.

Management of Staff and Resources

- Direct and supervise support staff assigned to them and, where appropriate, other teachers.
- Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- Deploy resources delegated to them

Professional Development

- Participate in arrangements for the appraisal and review of their own performance and, where appropriate, that of other teachers and support staff.
- Participate in arrangements for their own further training and professional development and, where appropriate, that of other teachers and support staff including induction.
- Review the effectiveness of their teaching, planning and assessment, refining approaches where necessary.
- To attend Staff Meetings and INSET training as required.

Communication

- Establish a fair, respectful and supportive relationship with pupils ensuring they achieve their potential.
- Communicate with pupils, parents and carers.
- Communicate effectively with, and be courteous towards, pupils, parents and colleagues.
- Provide students and parents/guardians with accurate and constructive feedback on attainment, progress and areas for future development through reports and parents' evenings.

The above main duties are not exhaustive and may vary without changing the character of the job or level of responsibility.

Person Specification

	Essential criteria	Desirable criteria	How measured
Experience	<ul style="list-style-type: none"> • Previous experience in a 4-11 school. • Work to a code of ethics of a professional body. • Track record in delivering pupil success. 		Application form and interview
Education and Training	<ul style="list-style-type: none"> • Graduate. • Qualified Teacher Status OR Prepared to undertake relevant qualification in post to reach QTS standard. • Commitment to ongoing personal development and training. 	<ul style="list-style-type: none"> • Awareness of National Curriculum requirements. • Awareness of current thinking in education. 	Application form
Skills and knowledge	<ul style="list-style-type: none"> • Outstanding primary practitioner. • Good communication skills. • Good organisational skills. • Ability to command respect of pupils. • Ability to work within a team as well as independently. 	<ul style="list-style-type: none"> • The ability to co-ordinate an academic subject. • The ability to teach and coach competitive sport. • Understanding of the school's 'Curiosity Project'. 	Application form and interview
Personal attributes	<ul style="list-style-type: none"> • Enthusiasm. • Caring and open personality. • Initiative, innovation and enthusiasm. • Honesty. • Willingness to be fully involved in the life of the school. 	<ul style="list-style-type: none"> • Willingness to be involved in the life of the boarding community. • Flexible approach to working environment. 	Application form and interview

Child Protection: this post is subject to acceptable references and clearance from the Data Barring Service as part of the Foundation's commitment to providing a safe environment for our pupils.

Recruitment Timetable

Closing Date: 9am 17th April 2026

Expected Interview Date: To be arranged

Expected Start Date: 1st September 2026

Please apply online using the MyNewTerm applicant tracking system
<https://mynewterm.com>

This can be accessed through <https://www.pocklingtonschool.com/work-with-us> where you can find out more about working at the Pocklington School Foundation.

Please ensure you read the following policies in the “related documents” section

- application process and safer recruitment guidance
- recruitment of ex-offenders policy statement
- policy regarding disclosure information
- GDPR privacy notice relating to the Recruitment Process

These policies are also available to view on the key recruitment policies page of our website along with our safeguarding children policy
<https://www.pocklingtonschool.com/work-with-us>

We can also send these to you as a hard copy if requested.

For further information please contact Abby Popely, HR & Recruitment Advisor:
PopelyA@pocklingtonschool.com 01759 322666

Thank you for your interest in working with us and we look forward to receiving your application.

