

**STOUR VALE  
ACADEMY  
TRUST**



# **KS1 CLASS TEACHER M1-M6/UPS1-3 PLUS TLR 2A FOR ENGLISH LEAD**

**RECRUITMENT PACK**

# **Class Teacher (KS1)**

## **Full-time and Permanent**

### **Main Scale 1 – 6 / UPS 1 – 3**

### **With TLR 2A for English Lead**

We are seeking an enthusiastic and motivated KS1 Class Teacher to take on a TLR with strategic responsibility for English across the school, starting in September 2026.

At Northfield Road, we are on an exciting journey of improvement, recently achieving the 'Expected Standard' in all areas of our Ofsted inspection and are committed to providing a supportive, inclusive, and inspiring learning environment for all our pupils.

We are looking for a teacher who is not only passionate about English, but who is driven by the belief that every child can become a confident reader, writer and communicator. You will be someone who is curious, reflective, and ambitious.

This role would suit someone ready to step into leadership or an existing leader looking to deepen their impact. You will join a supportive and forward-thinking leadership team, where professional dialogue, high expectations, and a shared moral purpose are at the center of what we do.

We need a leader who can inspire others through clarity, credibility and example – someone who can bring energy and direction to English across the school, while supporting colleagues with care and challenge in equal measure. You will have a strong understanding of how children learn to read and write, and the ability to translate this into consistently high-quality classroom practice.

As English Lead, you will:

- Champion a love of reading, writing and language across the school, ensuring that English is a strength and a driver of wider curriculum success
- Lead the development of a coherent, ambitious English curriculum that builds strong foundations in early reading (including phonics), writing and oracy
- Use evidence-informed practice, to refine teaching approaches and secure strong outcomes for all pupils, particularly those who need it most
- Work alongside colleagues to develop practice through coaching, modelling and professional development, creating a culture of continual improvement
- Monitor and evaluate the impact of English provision with precision, using assessment intelligently to identify trends, close gaps and inform next steps

This is a fantastic opportunity for a teacher who is passionate about helping children achieve their full potential and who is eager to contribute to the wider life of the school.

# About Northfield Road Primary School

At Northfield Road Primary School, we are committed to fostering a nurturing and inclusive environment where every child is encouraged to reach their full potential. Following our recent Ofsted inspection in November 2025, in which we were judged to be 'Expected Standard' in all areas, you would be joining our school at a fantastic point in our improvement journey. Our report identifies that, "In this nurturing and caring environment, where pupils are at the heart of every decision, pupils thrive."

Our vibrant two-form entry school is located in the heart of Netherton, proudly anchored in the area's rich industrial and cultural heritage. As a key part of this close-knit community, we are passionate about offering an education that celebrates our past while preparing our pupils for a successful and fulfilling future.

Our school motto, '**Anchoring our future**', is both a nod to where we come from and a promise to equip every child with the skills, knowledge and values they need for the wider world. We believe that every child is capable of success and happiness, and our dedicated staff go above and beyond—every single day—to ensure each child feels supported, inspired, and empowered to thrive. Through a broad and engaging curriculum, a rich variety of extracurricular activities, and strong pastoral care, we strive to create the conditions for our pupils to become confident, compassionate, and resilient individuals by teaching them that we are, '**caring together, linked together, stronger together**'.

Our staff are the heart of our successful committed, enthusiastic, and supportive team who work collaboratively to provide the highest quality education. We are deeply invested in staff development, offering meaningful professional growth opportunities while also prioritising wellbeing and reflective practice.

## **The role offers the opportunity to:**

- Be part of a professional, dedicated, and friendly team.
- Work with amazing, diverse, and enthusiastic pupils.
- Develop your career in teaching within a supportive, friendly, and vibrant school.
- Be part of a collaborative trust
- Be part of our journey to become the best school we can be for our children and families.

Visits to the school are encouraged, and we welcome you to look around our school prior to shortlisting. Visits will be conducted by the headteacher.

**For an informal conversation to discuss the role, please speak to:**

Mr Gareth Ludlam  
Headteacher  
Northfield Road Primary School  
Stour Vale Academy Trust

Please call the school to book an appointment:

Telephone Number: 01384 989027

Email: [info@northfield.dudley.sch.uk](mailto:info@northfield.dudley.sch.uk)

**Closing date:** Friday 15<sup>th</sup> May 2026 at Midday

**Interviews:** Week Beginning 18<sup>th</sup> May 2026

Please Complete Your Application Form Via My New Term – CV's Will Not Be Accepted

Northfield Road Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We will carry out pre-appointment checks including DBS and will disqualify any applicant where we consider the outcomes to be unsatisfactory. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974.

We are equally committed to ensuring that no applicant will be disadvantaged or discriminated against because of their protected characteristics under the Equality Act 2010.

# ABOUT STOUR VALE ACADEMY TRUST

Our multi-academy trust was founded in 2017 and developed from collaboration between schools, the significant positive impact of which convinced three schools, two secondary and one primary, that together we would have much greater capacity to continuously improve. Over time, Stour Vale has steadily grown. We began as a cross-phase multi-academy trust and as we have grown, both secondary and primary schools have joined us. There are currently thirteen member schools, six primary, one junior, one infant with day nursery and five secondaries.

As a successful family of schools, delivering high-quality education for the communities we serve, Stour Vale values its diversity. Each school brings their own distinct character, community, history and identity. We celebrate the uniqueness of member schools, recognising that there is a great deal to learn from education in different contexts. This is also the reason why we remain outward-looking, committed to learning from research and excellent practice across the education system.

## OUR VISION AND VALUES

Stour Vale Academy Trust holds children and young people at the heart of all that we do. We recognise that as a multi-academy trust we exist in order to advance education for the public good. Our mission, therefore, is to improve life opportunities for children and young people by both providing the best possible education and care to pupils in Stour Vale member schools and by having a positive impact across the wider education system. Our values are encapsulated in four words:

## OUR VALUES



### INTEGRITY

By always acting with integrity we will deploy our resources appropriately to provide the very best education and care for pupils. This approach will enable us to recruit and retain the best staff who share our values.

We recognise our responsibility to support and challenge member schools to have a positive impact on the lives of children and young people, our communities and the wider educational system.

### RESPECT

We are committed to treating everyone with respect and promoting equality.

Stour Vale member schools are safe and inclusive schools. We value and celebrate the diversity of pupils, colleagues and the communities we serve. We believe that developing pupils' character and their own commitment to treating others with respect must sit alongside the pursuit of academic excellence.

### COLLABORATION

Stour Vale Academy Trust exists because we believe that effective collaboration has a positive impact on the life opportunities of children and young people.

We believe that working collaboratively together we have much greater capacity to realise continuous improvement in all member schools. Therefore, we seek to actively promote positive, impactful collaboration, most often with school-based staff taking the lead.

### EXCELLENCE

We are committed to constantly pursuing excellence and improving all aspects of our work as a trust.

Excellence in teaching and learning, curriculum and character development is our primary focus. This will be achieved by realising our ambition to provide top-level professional learning for all colleagues, developing leadership in every role and providing exceptional back-office services such as HR and finance.

[SVAT.ORG.UK](http://SVAT.ORG.UK)

We describe our shared approach to school improvement as 'secure autonomy'. Headteachers, with school leadership teams and staff, have an autonomy to lead school improvement in their own schools, responsively and in collaboration with others within and beyond our trust. We believe that this approach enables us to grow, attract and retain excellent school leaders and to develop the most innovative and impactful school improvement strategies. We recognise that this autonomy must be secured within the structure of the multi-academy trust, and our model of challenge and support for impact, underpinned by our shared values, ensures sustained school improvement and a sharp focus on outcomes for pupils. This in turn realises our ambition that **Stour Vale** member schools will ***create the difference together.***

# **Job Description**

## **Class Teacher Plus TLR 2A**

### **Full time and Permanent**

### **M1 -M6 / UPS 1 - 3**

#### **Legal Requirements**

The class teacher's professional duties must be carried out in accordance with the subject to:

- The Stour Vale Academy Trust Scheme of Delegation
- The provisions of all applicable legislation
- The School Teachers' Pay and Conditions Document
- The Funding Agreement of the School and the Academies Financial Handbook

#### **Core Purpose**

In line with the values, ethos and strategic direction of Stour Vale Academy Trust and under the overall direction of the Head Teacher, Deputy Head, the Assistant Head Teachers and teaching and learning responsibility holders, the Class Teacher will:

- Work collaboratively with all other staff to ensure high quality education and care for all pupils leading to academic achievement, character development and an embedded culture of safeguarding.
- Act professionally
- Uphold the values and ethos of the school and of Stour Vale Academy Trust
- Be supportive of the school and of Stour Vale Academy Trust, consistently seeking to present a positive image of the school and trust.
- Be a class teacher for a class of pupils within the school or be timetabled to teach a number of classes across the week.
- Set clear targets for all pupils, building on prior attainment, and setting high expectations.
- Plan and deliver lessons and sequences of lessons to achieve progression in learning; setting tasks that challenge pupils and ensure high levels of interest.
- Encourage pupils to think and talk about their learning and to develop independence.
- Make effective use of resources so that they have a positive impact on learning.
- Teach responsively, assessing pupils in order to adjust teaching, giving effective feedback, addressing misconceptions, planning future lessons, and match teaching to individual needs.
- Record pupils' progress systematically and keep appropriate records in line with school procedures.
- Provide accurate and up-to-date information on pupil progress to the school's leadership team.
- Work effectively with school staff, other professionals, and parents to ensure that pupils make the best possible progress.
- In line with school policies and procedures, have a positive approach to pupils' behaviour, creating a positive, purposeful, and productive learning environment

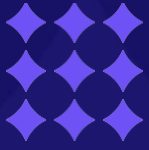
- Undertake professional learning and seek to continually improve the quality of teaching.
- Carry out teaching duties in accordance with Stour Vale and the member of the school's policies and procedures.
- Contribute to the development, organisation, and implementation of the school's curriculum.
- Attend and participate in team and staff meetings.
- Report to parents, attend and participate in parent teacher consultations and other meetings for parents.
- Make a positive contribution to the wider life of the school.
- Develop links with the community and partnership working with other schools.
- Undertake other duties and responsibilities identified by the headteacher and deputy headteacher to commensurate with this role.

## Person Specification

### Class Teacher Plus TLR 2A

No	Categories	Essential	Desirable
<b>QUALIFICATIONS &amp; EXPERIENCE</b>			
1.	A first degree or equivalent	◆	
2.	Qualified Teacher Status	◆	
3.	Successful teaching experience	◆	
4.	Recent relevant professional development		◆
5.	Experience of managing behaviour positively and effectively as a class teacher or a trainee teacher	◆	
6.	Experience of developing the teaching skills of colleagues or trainee teachers	◆	
7.	Experience of communicating effectively with a range of audiences	◆	
<b>KNOWLEDGE AND SKILLS</b>			
8.	Effective classroom practitioner	◆	
9.	Understanding of what makes 'quality first' teaching, and of effective intervention strategies	◆	

10.	Effective communication and interpersonal skills	◆	
11.	Knowledge of the primary curriculum		
12.	Ability to build effective working relationships	◆	
13.	Knowledge of safeguarding	◆	
14.	Good record-keeping skills	◆	
15.	Ability to work under pressure and prioritise effectively	◆	
<b>PERSONAL QUALITIES</b>			
16.	Committed to working collaboratively to improve outcomes for pupils and promoting the ethos and values of the school	◆	
17.	Commitment to safeguarding and promoting the welfare of children and young people	◆	
18.	Genuine respect for others and desire for equality of opportunity and diversity	◆	
19.	Ability to work as part of a team understanding Trust roles and responsibilities and your own position within these	◆	
20.	Can-do attitude and solution focused approach with an ability to manage expectations and not over promise	◆	
21.	Have a willingness to demonstrate commitment to the values and ethos of Stour Vale Academy Trust	◆	
22.	Be committed to innovation, learning from research and the best current practice	◆	
23.	Committed to building positive and effective relationships, based on trust and transparency, with children, staff, parents, governors, other schools and the wider community	◆	
24.	Commitment to maintaining confidentiality at all times	◆	



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# CONTACT US

For informal talks please contact:

Mr Gareth Ludlam  
Headteacher  
Telephone: 01384 989027

Please visit our website: <https://www.northfield.dudley.sch.uk/>