

## Class Teacher Application Pack

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## Class Teacher

### **Role: Class Teacher**

**Application closing date:** Wednesday 20<sup>th</sup> May 2026

**Job start:** September 2026

**Salary:** Main Pay Range - Upper Pay Range

**Contract type:** Full Time, Permanent. Suitable for ECTs.

Hugh Gaitskell Primary School is a large, three form entry primary school and nursery situated close to the centre of Leeds. Our motto, 'One World, One School', reflects our inclusive ethos and our desire to provide a high-quality and creative education that both challenges and inspires children of all abilities. The intake to the school is a wonderful mix of ethnicity, race, culture and socio-economic backgrounds. The children have a wide range of needs, including those with Special Educational Needs and English as an Additional Language.

We are seeking an enthusiastic, inspirational and motivated Class Teacher to join a supportive team of professionals who are committed to raising standards and using innovative ways of enhancing the learning experience of the pupils. The year groups in which this Class Teacher will work will depend on the skills and experience of the successful candidate.

The successful candidate will play a key role in contributing to the vision and the future achievements of Hugh Gaitskell Primary School.

### ***We can offer you:***

- Well-behaved children who care about each other and are enthusiastic about their learning
- A strong, positive and forward thinking leadership team
- Highly talented, motivated and hardworking staff
- An ambitious and supportive Governing Board and community
- An outstanding school environment and well-resourced school

### ***We are looking for someone who:***

- Is an excellent practitioner with a passion for teaching and learning
- Is an enthusiastic, inspirational and motivated
- Has the ability to inspire, motivate and support pupils
- Is excited about teaching in a culturally diverse environment
- Has resilience, emotional intelligence and excellent communication skills

We promote diversity and want a workforce which reflects the population of Leeds.

Visits to the school are warmly welcomed and actively encouraged but you will not be disadvantaged if you are unable to visit. If you would like to book a visit please contact us on [recruitment@hg-ps.org](mailto:recruitment@hg-ps.org).

Our school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful candidate will be subject to a Disclosure and Barring Service (DBS) check. The details of the DBS Code of Conduct can be found here: <https://www.gov.uk/government/publications/dbs-code-of-practice>

If shortlisted, you will be asked to complete a self-disclosure form which would be destroyed if you were unsuccessful. Further information can be found on our website.



## References

Please note if shortlisted, we will contact your referees.

### **Online search**

Please be aware that in line with Keeping Children Safe in Education (KCSIE) 2022 we will undertake an online search for all shortlisted candidates.

**This role is based in the UK. Employment is conditional on confirmation of the right to work in the UK - either as a UK or Irish citizen, under the EU Settlement scheme or having secured any other relevant work visa. If you do not have the right to work in the UK and the role does not meet eligibility for sponsorship, please consider carefully whether you meet the eligibility to apply.**

**If you are currently living overseas or have lived / worked overseas in the last five years please be aware that you will be required to provide an overseas criminal records check from the country/countries you have resided in, if you are the preferred candidate for the post.**

Regards,

Mrs. Kate McNulty  
Headteacher  
Hugh Gaitskell Primary School

## Our Vision & Values

### ***Together we will make the world a better place***

*Every child deserves a champion: an adult who will not give up on them, who understands the power of connection and insists they become the best they can possibly be.*

Alongside parents, we are that champion.

And it doesn't matter how much it takes, how easy or hard it might be because our passion is to champion every child that comes here.

We are their cheerleaders, their coaches, their biggest fans.

Our children live in a diverse world, a more connected world where they will meet people from all over the globe and speak different languages.

That world lives in our school.

We champion that diversity, we celebrate it, because it makes us all richer through new experiences, new adventures, new friends, but it also teaches tolerance, understanding and respect.

One world, one school.

Our children will have a voice and they will become the champions of others, their community and their world.

They will make the world a better place.

They will say:

I have things to do, people to impress and places to go. I will be a better person when I believe am powerful and I am strong.

Because we listen and celebrate what is both common and different, we have become a wiser, more inclusive school. Diversity is about all of us, and about us having to find a way to walk through this world together.

We provide our pupils with the skills, empathy and integrity needed to thrive in our vibrant and ever-changing society.

At Hugh Gaitskell Primary School, our children are inquisitive, imaginative and ambitious. We teach them to debate, compromise, and think creatively. They are confident learners and articulate speakers who stand up for equality and fairness. We nurture pupils and empower them to use their initiative, take risks, be self-sufficient and self-motivated. Our children are enthusiastic about the community they live in. They have a voice- they are powerful and they are strong.

We raise aspirations, open children's eyes to both their immediate environment and the world beyond and we enable our children to live happy, healthy and productive lives. We do this by supporting, nurturing and inspiring our children through quality-first teaching strategies and providing a wealth of opportunities to enrich their life experiences.

By working with our families, we create an inspirational environment where everyone is valued and successes are celebrated.

## Key Dates in the Recruitment Process:

**Application Closing Date**

**Wednesday 20<sup>th</sup> May at 12pm**



**Shortlisting**

**Thursday 21<sup>st</sup> May**



**Interview Day**

**Friday 22<sup>nd</sup> May**

**Hugh Gaitskell Primary School**  
**Class Teacher**  
**Person Specification**

	Essential	Desirable
<b>Qualifications</b>		
Educated to degree level	✓	
Qualified teacher status either in the UK or if not in own country combined with a desire to achieve English QTS	✓	
<b>Experience</b>		
Will have had some experience of teaching in a large, multicultural environment		✓
<b>Professional Knowledge and Understanding</b>		
Must have a good knowledge of the National Curriculum 2014 for all the subjects for the relevant Key Stage.	✓	
A sound knowledge and understanding of the Foundation Stage Curriculum		✓
An understanding of curriculum and pedagogical issues relating to learning and teaching,	✓	
Familiarity with KS1 and 2 Standardised Attainment Tests		✓
Understanding of and commitment to the school policies, in particular: <ul style="list-style-type: none"> <li>● Participation and implementation of the School Behaviour Policy</li> <li>● Awareness of Health and Safety implementation in the workplace</li> <li>● Implementation of the school Equal Opportunities Policy</li> </ul>	✓	
Knowledge of effective strategies to include, and meet the needs of, all pupils in particular underachieving groups of pupils, pupils with EAL and SEND	✓	
Familiarity with writing, and delivering, effective Individual Education Plans for pupils with SEND		✓
<b>Professional Skills and Abilities</b>		
A teacher with sound ICT knowledge and skills relating to the class teaching, able to demonstrate the effective use of ICT to enhance the learning and teaching	✓	
Must be able to plan lessons for all the pupils in a class, setting clear learning intentions and differentiated tasks	✓	
Must be able to keep records of pupil progress in line with school policy	✓	
Must be able to use assessments of pupils' learning to inform future planning	✓	
Ability to plan and work collaboratively with colleagues	✓	
<b>Personal Qualities</b>		

Must be willing and enjoy engaging parents in order to encourage their close involvement in the education of their children	✓	
A teacher with a flexible approach to work who enjoys being a good team member	✓	
Must have good communication skills both orally and in writing	✓	
Must be able to manage own work load effectively	✓	

Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships	✓	
Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit	✓	
To practice equal opportunities in all aspects of the role and around the work place in line with policy	✓	
To maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post	✓	



## Hugh Gaitskell Primary School

### Class Teacher

### Job Description

#### Planning, Teaching and Class Management

Teach allocated pupils by planning their teaching to achieve progression of learning through:

- identifying clear teaching objectives and specifying how they will be taught and assessed;
- setting tasks which challenge pupils and ensure high levels of interest;
- setting appropriate and demanding expectations;
- setting clear targets, building on prior attainment
- identifying SEND or very able pupils;
- providing clear structures for lessons maintaining pace, motivation and challenge;
- making effective use of assessment and ensure coverage of programmes of study;
- ensuring effective teaching and best use of available time;
- maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour,

standards of work and homework;

- using a variety of teaching methods to:
  - i. match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
  - ii. use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
  - ii. select appropriate learning resources and develop study skills through I.C.T. and other sources;
- ensuring pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
- evaluating own teaching critically to improve effectiveness;
- ensuring the effective and efficient deployment of classroom support
- taking account of pupils' needs by providing structured learning
- encouraging pupils to think and talk about their learning, develop self control and independence, concentrate and persevere, and listen attentively;
- using a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning
- Promoting the key principles of 'growth mindset' so that pupils are keen, resilient learners

#### Monitoring, Assessment, Recording, Reporting

- assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
- mark and monitor pupils' work and set targets for progress;
- assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving; ● prepare and present informative reports to parents.

#### Curriculum Development

- Have lead responsibility for a subject or play a key role as part of a curriculum team (if not an ECT) and develop plans which identify clear targets and success criteria for its development and / or maintenance; ● contribute to planning activities across the whole school



## Personal and Professional Conduct

- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This post is subject to the current conditions of employment for Teachers contained in the School Teachers' Pay and Conditions Document, the required standards for Qualified Teacher Status and Teachers and other current legislation.

This job description may be amended at any time following discussion between the Headteacher and member of staff, and will be reviewed annually.

### Other duties and responsibilities

#### EQUALITY AND DIVERSITY

We are committed to, and champion, equality and diversity in all aspects of employment within Leeds City Council. All employees are expected to understand and promote equality and diversity in the course of their work.

#### SAFEGUARDING CHILDREN

Hugh Gaitskell Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and uphold all relevant procedures.

### The job description and allocation of particular responsibilities may be amended through appropriate consultation from time to time

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description may be amended at any time following discussion between the Headteacher and member of staff, and will be reviewed annually.

**I have read the Job Description and agree to all the terms and conditions set out. I also agree to comply with all School Policies, Child Protection and Health and Safety regulations. I understand that this Job Description is not an exhaustive list and I agree, when required, to undertake any reasonable request made by the Leadership Team.**

**Name:**

**Signature:**

**Date:**