Thank you for your interest in the role of Year 6 Class Teacher at Hayfield Cross Church of England School. This is a fantastic opportunity to be a part of our team and we hope you will feel inspired to apply. We are seeking two new teachers for our growing school as we open two new classes.

We are looking for an experienced Year 6 teacher to take our first Year 6 class successfully through their last year in primary school. For the right candidate there is the possibility of taking on the role as Key Stage 2 Phase leader as part of our Senior Leadership Team (with a TLR responsibility point or UPS) for a candidate with the right skills, experience and drive to lead in our school.

We have an amazing staff team who work very hard to provide an exceptional learning experience for the children at Hayfield Cross. We are looking for a real team player who wants to be part of a team that has incredible team spirit. We expect everyone to be totally committed and willing to go the extra mile every day to make our school a success and be actively involved in all aspects of school life. We are proud to be a Church of England School and this is reflected through our Christian Values of Joy, Integrity and Fellowship which are upheld by everyone in our school community. In return you will be joining an exceptional team who enjoy working in a positive school and share many social events together.

Since opening in September 2015, Hayfield Cross Church of England School has grown significantly and we now have 250 children across nine classes. Next year we will increase to 11 classes with two form entry through to Year 3 as well as single classes in Year 4,5 and 6. Our school will continue to grow over the coming years and once full will have 420 children on roll (as a full 2FE primary school).

For more information about our school please visit our school website http://hayfieldcross.org.uk. Please email all enquiries and questions to the school office bursar@hayfieldcross.org.uk and follow the instructions in the application pack on how to apply.

We hope you will be excited about this opportunity to join us and be a part of something special. We look forward to meeting you soon. We strongly recommend arranging a visit to our school which you can arrange through the school office.
How to Apply

Applications should all be made electronically via the Teach Northamptonshire website: www.teachnorthamptonshire.com

Please do not upload a separate CV and letter of application onto the website. Instead, complete our own standardised application form ‘CV and Personal Statement’ (available on our Teach Northants website advert page)

This MUST be uploaded into the Letter of Application section of the Teach Northamptonshire online application

Please ensure your supporting statement covers all of the aspects in the person specification provided in this pack as this will be used to shortlist candidates.

The closing date is the 6th March 2019.

Please be aware that we are committed to safer recruitment and safeguarding and all offers of employment will be conditional pending positive references, enhanced DBS, qualifications and medical checks. Where possible references will be gathered after shortlisting prior to interview.

<table>
<thead>
<tr>
<th>Job Title:</th>
<th>Class Teacher</th>
<th>Job Category:</th>
<th>Teacher</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location:</td>
<td>Hayfield Cross Church of England School, Off Cranford Road, Hayfield Crescent, Kettering, Northamptonshire, NN15 5FJ</td>
<td>Travel Required:</td>
<td>No</td>
</tr>
<tr>
<td>Level/Salary Range</td>
<td>MPS 1 – 6</td>
<td>Position Type:</td>
<td>Full-time</td>
</tr>
<tr>
<td></td>
<td>Potential TLR2 (£2721)</td>
<td></td>
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</tr>
<tr>
<td>Date Posted:</td>
<td>31st January 2019</td>
<td>Closing Date:</td>
<td>6th March 2019</td>
</tr>
</tbody>
</table>

To organise a school visit please contact:
Dawn Fraser
School Business Manager
bursar@hayfieldcross.org.uk
07834181699
**Class Teacher Job Description**

**Duties**

The duties outlined in this job description are in addition to those covered by the latest School Teachers’ Pay and Conditions and the Teachers Professional Standards. It may be modified by the head teacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

**Teaching and learning**

1. Identify and adopt the most effective teaching approaches for all pupils including those identified in vulnerable groups, gifted or talented and those with SEND.
2. To promote the progress and well-being of every child.
3. To use effective assessment methods, planning and differentiation to raise standards of pupil attainment and progress for all children.
4. To report on assessment data and pupil progress to the Senior Leadership Team.
5. To follow all school systems and expectations for teaching, learning and behaviour.
6. To adhere to the teaching standards and uphold the professional code of conduct expected of professional teachers.

**Safeguarding**

1. To share in the school commitment to safeguarding and promoting the welfare of children.
2. To adhere to all safeguarding policies, practices and expectations including online safety.
3. To have a thorough knowledge of all vulnerable groups in your class and follow any strategies or plans to support them as advised.
4. To undertake safeguarding training and seek additional information and training as appropriate.

**Standards and quality assurance**

1. Uphold the school's code of conduct.
2. Ensure pupil progress and maintain up to date data on standards.
3. Ensure that required deadlines are met on time.
4. Support the aims, ethos and expectations of the school.
5. Actively participate in staff training and seek appropriate training opportunities to develop self.
6. Attend team and staff meetings.
7. Work with governors, other agencies and linked schools as appropriate.

**Other duties and responsibilities**

1. Ensure that all school expectation and policies are adhered to at all times, seeking clarification if unsure.
2. Represent the school in a positive and professional manner in all interactions with stakeholders and the wider community including through the use of ICT based social networking.
3. Ensure that confidential school information is not released to other members of staff, parents or children unless through authorised channels.
4. Undertake any reasonable additional duties as directed by the Head Teacher.

**School Development Lead (not NQT):**

In addition to the professional duties of a class teacher, all teachers are expected to undertake the following duties in relation to leading an aspect of school development, initiative or curriculum area.

- Promote their focus area within the whole school curriculum and keep its profile high with all staff.
- Advise on the development of their focus aspect and support colleagues on its implementation.
- When requested, present the Head Teacher and Governors with accurate and up-to-date information, based on ongoing monitoring, of standards and progress across the school in their aspect with particular attention to the end of Key Stages.
- Monitor and evaluate the expectations and effectiveness of activities within their aspect and report to the Head Teacher.
- Monitor and evaluate year group subject content to ensure sufficient challenge for the children.
- Produce and monitor an action plan of the subject identifying priorities and advising the Head Teacher of spending needs. Where appropriate use this document to support the Head Teacher in developing the School Improvement Plan.
- Develop and review policy documents where necessary.
# Class Teacher Person Specification

To be covered by Application Form and Cover Letter

<table>
<thead>
<tr>
<th>Essential</th>
<th>Desirable</th>
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## Qualifications and Self Development

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Further relevant professional qualifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degree</td>
<td></td>
</tr>
<tr>
<td>Qualified Teacher Status</td>
<td></td>
</tr>
<tr>
<td>Relevant recent roles or professional development that helps prepare for this position.</td>
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</tr>
</tbody>
</table>

## Experience, Knowledge and Understanding

<table>
<thead>
<tr>
<th>Experience</th>
<th>Knowledge and Understanding</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experience of teaching in a Primary school</td>
<td>Experience of working in different Key Stages</td>
</tr>
<tr>
<td>Ability to deliver quality English and Maths including at greater depth to ensure good progress of all children.</td>
<td>Experience of school improvement monitoring, observations and inspection</td>
</tr>
<tr>
<td>Desire to develop as a leader</td>
<td>Experience of securing strong outcomes in Year 6</td>
</tr>
<tr>
<td>Understanding of working with children with a range of learning needs/ SEND and strategies to support them effectively</td>
<td>An understanding and experience of Jane Considine’s sentence stacking approach, T4W and Book Talk</td>
</tr>
<tr>
<td>Understanding of setting targets and monitoring performance to raise pupil standards</td>
<td>Experience of KS2 moderation.</td>
</tr>
</tbody>
</table>

## Skills

<table>
<thead>
<tr>
<th>Skill</th>
<th>Further Skill</th>
</tr>
</thead>
<tbody>
<tr>
<td>Able to inspire, motivate and inspire pupils to achieve their potential</td>
<td>Experience of leading staff effectively.</td>
</tr>
<tr>
<td>Ability to differentiate learning effectively to ensure all children make strong progress in every lesson and over time</td>
<td>Experience of working with secondary schools on transition.</td>
</tr>
<tr>
<td>Middle leadership experience leading a subject area or project across the whole school</td>
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<tr>
<td>Ability to communicate effectively orally and in writing</td>
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</tbody>
</table>

## Personal Ethos

<table>
<thead>
<tr>
<th>Personal Ethos</th>
<th>Further Personal Ethos</th>
</tr>
</thead>
<tbody>
<tr>
<td>High expectations for children in both learning and behaviour</td>
<td>A personal Christian faith</td>
</tr>
<tr>
<td>A positive and energetic attitude with high expectations of self as a professional teacher</td>
<td></td>
</tr>
<tr>
<td>Able to work effectively as part of a team and contribute positively to the life of our school</td>
<td></td>
</tr>
<tr>
<td>To be covered at Interview (not on application form)</td>
<td></td>
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<td>---</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Essential</th>
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</tr>
</thead>
</table>

**Qualifications and Self Development**

Self-motivated and eager to develop professional knowledge, skills and understanding

**Experience, Knowledge and Understanding**

A clear understanding of expectations for learning and how to secure excellent outcomes in Year 6

Willingness to develop as a future leader and desire to lead a subject area across the school.

An ability to reflect effectively about own practice and hold yourself and others to account

An understanding of the Talk for Writing and Jane Considine’s sentence stacking approach to writing

Ambition as a leader, willing and able to grow and develop your role and areas of responsibility.

Knowledge of OfSTED expectations, Education Acts and other relevant legislation

An understanding of different vulnerable groups and how to support them effectively

Experience of using assessments to set targets

Knowledge and understanding of effective assessment strategies.

A thorough understanding of, and commitment to uphold all safeguarding systems and policies

Understanding of how to promote children’s SMSC development including the schools Christian Values and British Values

**Skills**

Practical understanding of effective teaching, learning and classroom management strategies

Enthusiasm and ability to use ICT creatively across the curriculum

Ability to lead and support TA’s effectively to support children’s learning

A creative approach to developing an effective learning environment

Resilient under pressure

Understanding of the role which can be played by parents in improving outcomes for children

Able to challenge, investigate, solve problems and make decisions

Able to deal sensitively with staff, parents and pupils

An ability to work with and engage parents effectively to represent the school positively

**Personal Ethos**

A passion and enthusiasm for teaching with a desire to fulfil every child’s potential

A commitment to the school’s wider community and the Church.

Calm and positive approach

Ambition to be an outstanding teacher actively involved in all aspects of our school.

An understanding and appreciation of our schools Christian Values and ethos.