



Class Teacher  
Candidate Pack

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Pack**

# Fremington Primary School



A journey of discovery...

## WELCOME



Thank you for your interest in the post of Class Teacher at Fremington Primary School. This is an exciting time to join the journey of our Team in a developing school. You will be working closely alongside an experienced Executive Headteacher, Deputy Headteacher and two Assistant Headteachers who will fully support your own aspirations and career development.

2021 - 22 saw the design of a framework for a new curriculum. Embedding and

developing this over the next few years will be at the core of our School Improvement work along with a full commitment to return and renew the wealth of wider opportunities and community links paused during COVID 19.

Continuing professional development and improvement is a firm expectation and commitment for all staff and central to School Improvement work. Opportunities are widened and enhanced through the close working partnership with our Trust, the Tarka Learning Partnership as well as other schools within. The Trust has a Centre for Professional Development and is working closely with the South-West Institute for Teaching (SWIFT).

Our school has a firm commitment to securing the best possible outcomes for all children in our care. Children are at the heart of everything we do and we constantly strive to continue growing and developing to successfully and effectively achieve this.

If you are interested in this post, I look forward to your application and discussing this with you further.

Kate Fairbrother

Executive Headteacher

Fremington Primary School and Roundswell Community Primary Academy



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## ABOUT OUR SCHOOL

Thank you for your interest in the post of Class Teacher at our school. Fremington Primary School is a large, happy school set in the large, coastal village of Fremington, just outside Barnstaple. Our school is set in beautiful, spacious grounds which include a forest school area, music yurt, large field and even our own indoor heated pool.

As our school has grown significantly through the years we are developing a skilled staff to lead our school. We are now looking to increase the capacity of our leadership team through the recruitment of an Assistant Headteacher who will support us in our challenging, yet exciting journey.

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## OUR VALUES

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As a school community we created our school values based on our aspirations for children leaving our school

- **Empathy**- we understand and value how others feel
- **Aspiration**- we take opportunities and dream
- **Resilience**- we keep going and never give up
- **Challenge**- we aim to be the best we can
- **Team work**- we work together
- **Creativity**- we are creative and use our imaginations
- **Embracing diversity**- we celebrate differences
- **Kindness**- we care for and respect each other



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## JOB DESCRIPTION

**Job Title:** Class Teacher, Full Time, Temporary for 1 year

**Salary Range:** MPS 1-6

**Responsible to:** The Head Teacher

### Reporting to: Headteacher

To work under the direct instruction of the Executive Headteacher in accordance with the conditions of service. This job description is not an exhaustive list of duties and may be amended at any time, according to the changing priorities of the school as identified within the school's strategic improvement plan and in consultation with the post holder.

The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to the post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Head Teacher.

The post holder is expected to meet the Teachers' Standards, published by The Secretary of State for Education.



The post holder will comply with Health and Safety requirements and specifically will take reasonable care of him/herself and other persons who may be affected by his/her acts or omissions at work (Health and Safety at Work Act 1974), and other relevant employment legislation and school policies.

### TEACHING

- 1.1 Plan and prepare resources for sequences of lessons which ensure a broad, balanced and relevant curriculum, incorporate the National Curriculum, are within the context of the school's own plans and are informed by accurate assessments.
- 1.2 Teach clearly structured lessons which lead towards an identified learning outcome which is shared and understood by all pupils.
- 1.3 Ensure learning opportunities allow children to develop as independent thinkers, develop resilience and precise appropriate challenge for all learners.
- 1.4 Contribute to organised, stimulating, and engaging learning environments which allow children to reflect, persevere and take ownership of their learning.
- 1.5 Ensure that assessment is embedded in classroom practice and pupils learning needs, progress and achievements are monitored, recorded, and reported on.
- 1.6 Within the school's routines and structures, provide an inclusive learning environment which caters for the needs of all.

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- 1.7 Have high expectations of the pupil's learning behaviours and conduct.

## **WHOLE SCHOOL ORGANISATION, STRATEGY AND DEVELOPMENT**

- 2.1 Follow all the policies and contribute to the development and evaluation of the school's practices and systems.
- 2.2 As an individual and as part of a team carry out improvements, embrace change and actively engage in professional development in order to achieve the success criteria of the School Improvement Plan.

## **HEALTH, SAFETY AND WELLBEING**

- 3.1 Ensure the safety and wellbeing of all pupils and follow the school's safeguarding policies and procedures at all times.
- 3.2 Promote the physical and mental health and wellbeing of pupils.

## **PROFESSIONAL DEVELOPMENT**

- 4.1 Fully participate in arrangements for appraisal and review of own performance
- 4.2 Follow guidance and support from members of the leadership team in order to improve and develop practice.
- 4.3 Take ownership and responsibility for own professional development.

## **COMMUNICATION**

- 5.1 Communication effectively and appropriately with pupils, parents, carers, and other staff.
- 5.2 Take responsibility for working in partnership with parents to promote the well-being and educational progress of each pupil.

## **WORKING WITH COLLEAGUES AND OTHER RELEVANT PROFESSIONALS**

- 6.1 Collaborate and work with colleagues to secure school improvements and effective organisation of the school.



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## Person Specification – Class Teacher

|                                 | Skills and Qualifications  |   | Evidence from: |           |      |
|---------------------------------|--|---|----------------|-----------|------|
|                                 | Essential  | Desirable   | Application    | Interview | Task |
| <b>Qualifications</b>           | A degree or equivalent with Qualified Teacher Status   | Further professional training   | ✓              |           |      |
|                                 | Experience of teaching and assessing in a primary school<br><br>Experience of leading and managing the classroom support staff   | Experience of teaching in different year groups<br><br>Experience of monitoring and evaluating teaching and learning<br><br>Experience of leading a curriculum area | ✓              | ✓         |      |
| <b>Knowledge and Experience</b> | Sound knowledge of the KS1 and KS2 National Curriculum Framework and developments  | Experience of successfully improving outcomes for pupils outside of own classroom   | ✓              | ✓         | ✓    |
|                                 | Evidence of / demonstrating an understanding of balancing the needs of young primary school children, whilst ensuring that children are well prepared for KS2 and beyond | Experience of teaching a creative curriculum based on key skills  | ✓              | ✓         | ✓    |
|                                 | Understanding of what makes 'quality first' teaching and of effective intervention strategies  |   | ✓              | ✓         | ✓    |
|                                 | Demonstrating a creative approach to pupil learning  |   | ✓              | ✓         | ✓    |

|  |   |  |   |   |   |
|--|---|--|---|---|---|
|  | Experience of assessing and building pupil evidence across all Curriculum areas   |  | ✓ | ✓ |   |
|  | A commitment to outdoor learning  |  | ✓ | ✓ |   |
|  | Outstanding phonics teaching with proven success  |  | ✓ | ✓ |   |
|  | Evidence of excellent pupil progress within own teaching  |  | ✓ | ✓ | ✓ |
|  | Sound knowledge of current educational issues, developments and pedagogy  |  | ✓ | ✓ | ✓ |
|  | Experience of working with pupils experiencing social, emotional and behavioural difficulties.  |  | ✓ | ✓ | ✓ |
|  | Be a highly effective practitioner  |  | ✓ | ✓ | ✓ |
|  | Demonstrate a good understanding of assessment and progress   |  | ✓ | ✓ | ✓ |
|  | Awareness of the importance of effective partnerships with parents and can demonstrate this   |  |   | ✓ |   |
| <b>Professional Skills and Abilities</b> | Thorough knowledge and understanding of safeguarding children   |  |   | ✓ |   |
|  | Demonstrate an understanding of data and analysis and is able to use the information to target children, inform provision planning and ensure high outcomes for all |  | ✓ | ✓ |   |
|  | A commitment to ensuring that all children meet their full potential  |  | ✓ | ✓ | ✓ |
|  | A holistic approach to the well-being and education of pupils   |  | ✓ | ✓ |   |
|  |   |  |   |   |   |

|  |   |  |   |   |   |
|--|---|--|---|---|---|
|  | The ability to challenge and engage children in their learning through creative opportunities, with high levels of expectations of all learners |  | ✓ | ✓ | ✓ |
|  | A commitment to working collaboratively across the Trust  |  |   | ✓ |   |
|  | Ability and willingness to work collaboratively and supportively within the school team and the wider Trust                                     |  |   | ✓ |   |
|  | Ability to inspire confidence and respect amongst colleagues and the school community   |  | ✓ | ✓ |   |
|  | Ability to build effective and professional working relationships with parents, Governors, Trust members and the wider community                |  | ✓ | ✓ |   |
|  | Effective communication and interpersonal skills  |  |   | ✓ | ✓ |
|  | Ability to work independently and as part of a team   |  | ✓ | ✓ |   |
|  | Ability to lead, organise and motivate staff with diplomacy, sensitivity and good humour  |  | ✓ | ✓ |   |
|  | Commitment to own professional development  | Experience of making a positive contribution to the wider life and ethos of the school | ✓ | ✓ |   |
|  | To be a creative thinker, who strives to embed innovative practice and strategies to improve learning for all pupils                            | Brings personal interests and enthusiasms to the school community                      | ✓ | ✓ | ✓ |
|  | Consistently reflects the highest levels of professionalism as a role model at all times  |  | ✓ | ✓ | ✓ |



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|--|--|--|---|---|---|
|  | Demonstrates the school's aims, values and ethos at all times          |  | ✓ | ✓ |   |
|  | Flexibility in response to the changing demands of a developing school |  | ✓ | ✓ |   |
|  | A passion for supporting all children to achieve their potential       |  | ✓ | ✓ | ✓ |

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# HOW TO APPLY



Fremington  
Primary School  
Beechfield  
Road  
Fremington  
Barnstaple  
EX31 3DD

For more information about this exciting opportunity, please call Fremington Primary School on **01271 373979** or via email

**[kate.fairbrother@tarkatrust.org.uk](mailto:kate.fairbrother@tarkatrust.org.uk)**

Closing date Wednesday 15<sup>th</sup> May at 12pm

Interviews Week Commencing 20<sup>th</sup> May 2024

Completed application forms, please send to:  
[jobs@fps.tarkatrust.org.uk](mailto:jobs@fps.tarkatrust.org.uk)



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