



Classroom Teacher

Baden-Powell and St Peter's CE Junior School

Salary: Main Scale Teacher M1 – M6 (£31,650 - £43,607)

Permanent, Full-Time: 32.43 Hours

Starting September 2025

"Whatever you do, work at it with all your heart." Colossians 3.23

Baden-Powell & St. Peter's Junior School is an over-subscribed school which enjoys a hugely positive reputation within the community that it serves. Our children strive to achieve their best and to flourish and grow within a vibrant community of learning with Christ at our side. Our vision is firmly rooted in our attitudes and relationships with one another, with ourselves and with God.

The school is part of Coastal Learning Partnership; a vibrant, collaborative Trust of twenty schools working together around shared goals, values and aspirations.

We are looking to appoint an ECT to join our lively school community, commencing September 2025. In return for your commitment to our school, we can offer a supportive environment with effective leaders, an ongoing programme of development, professional networks and an empowering appraisal process which centres on your own career objectives.

Visits to the school are warmly welcomed. For more information about the role or to arrange a visit please contact the Headteacher, Rachel Rusling, on 01202 743280.

Internal Candidates: Please send the following to

recruitment@bpsp.coastalpartnership.co.uk:

- an expression of interest detailing why you are suitable for the role
- the contact details of two suitable referees (these can be internal)

External Candidates: Please send a completed application form to:

recruitment@bpsp.coastalpartnership.co.uk

Closing Date: Midnight, Sunday 1st June, 2025

Interview Date: Thursday 5th June, 2025

To comply with our statutory safer recruitment practices and obligations, we are unable to shortlist incomplete applications. Please ensure you include a full employment and education history, details of two referees and explain any gaps in employment. **CVs will not be accepted from external candidates.**

Coastal Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.

The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, and Enhanced DBS check, Child Barred List check and satisfactory references. We will conduct online searches of shortlisted candidates. This check will be part of a safeguarding check, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination a person who will not on the appointment panel will conduct the

search and will only share information if and when findings are relevant and of concern. Applicants are advised that it is an offense to apply for the role if they are barred from engaging in regulated activity relevant to children.

CLP is committed to creating a diverse environment and is proud to be an equal opportunity employer. All applicants who meet the person specification will receive equal consideration for employment. We value the fact that our schools are very different, as are our colleagues within them. Our culture is one in which colleagues serve and inspire each other in the spirit of professional generosity; colleagues are empowered to be themselves and to be their best. At CLP, everyone is welcome and encouraged to achieve and be heard.

Coastal Learning Partnership offers its employees a range of benefits, including:

Financial

Competitive Salary

Recognising Continuous Service from other relevant employments

Higher than average Pension Contributions via our Occupational Pension Schemes

Holiday pay, increasing with service

Occupational Maternity and Paternity pay

CPD and Training

Excellent networking and training and development opportunities for all staff, from courses and qualifications to effective appraisal and internal transfer and promotional opportunities

Medical and Wellbeing Support

Free and confidential counselling, physiotherapy, weight management support, menopause help, personal training, GP referral service and some private surgical procedures

Employee discount schemes

Discounted BH Active Membership

Discount schemes offering a range of high street, restaurant, holiday, finance and other benefits

Cycle and Tech Schemes offering discounted equipment via payroll

Free Eye Tests for VDU



Job Description **Classroom Teacher**

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|-------------------|--|
| Start Date: | September 2025 |
| Responsible to: | Headteacher |
| Location: | Baden-Powell and St Peter's CE Junior School |
| Grade: | Main Scale: M1-M6 (£31,650 - £43,607) |
| Hours of work: | Full-time, 32.43 hours, Monday-Friday |
| Disclosure Level: | Enhanced Disclosure & Barring Service Check with child barred list check |

Overall Purpose

To inspire, motivate and enthuse pupils and, through this, enable them to make rapid and sustained progress in their learning.

To teach pupils with commitment and enthusiasm, working closely with the team to ensure an appropriately balanced, exciting, relevant and differentiated curriculum.

The post holder may be responsible for the supervision of the work of classroom assistants relevant to their responsibilities.

Safeguarding

Coastal Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.

The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, online searches, Enhanced DBS check and satisfactory references.

Planning, Teaching and Classroom Management

- Provide positive, memorable learning opportunities, following clearly identified objectives and linked to assessment criteria
- Set tasks which challenge pupils and ensure high levels of interest;
- Deliver lessons which maintaining pace, provide opportunities for discovery and challenge;
- Make effective use of assessment and ensure coverage of programmes of study;
- Encourage good practice with regard to punctuality, behaviour, standards of work and homework;
- Use a variety of teaching methods to:
 - Ensure effective content, structure information, present a set of key ideas and use appropriate vocabulary
 - use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
 - select appropriate learning resources and develop study skills through library, I.C.T. and other sources;
- Ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
- Evaluate own teaching critically to improve effectiveness;

- Ensure the effective and efficient deployment of classroom support;
- Take account of pupils' needs by providing structured learning opportunities which develop the areas of learning identified in national and local policies and particularly the foundations for literacy and numeracy;
- Encourage pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively;
- Use a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.
- Actively monitor and respond to national developments in the subject area, teaching practice and methodology;
- Work collaboratively with other areas of the school and the other schools in our Partnership to develop cross-curricular links which support the school and promote achievement.

Monitoring, Assessment, Recording, Reporting

- In line with agreed policies and procedures:
 - 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, providing clear and regular feedback to encourage high levels of engagement and interest;
 - 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;
 - Undertake assessment of students as requested by examination bodies, departmental and school procedures;
 - Provide information to parents about the achievements and progress of their child as required through parents' evenings and reports.

As their careers progress, teachers will be expected to extend the depth and breadth of knowledge, skill and understanding that they demonstrate in meeting the Teachers' Standards, as is judged to be appropriate to the role they are fulfilling and the context in which they are working.

Teachers are expected to perform at a level that is consistent with what should reasonably be expected at the relevant stage of their career (whether they are a newly qualified teacher, a mid-career teacher, or a more experienced practitioner).

The duties assigned to the Teacher will therefore vary depending on the stage of their career, their personal strengths and interests, their career ambitions and the opportunities available within their School. Examples of additional responsibilities and expectations may include:

- Lead responsibility for a subject or aspect of the school's work, across the school
- managing finances
- managing staff
- undertaking appraisals
- working on a school wide area of the Improvement Plan

Whilst every effort has been made to explain the main duties and responsibilities of the Teacher role, each individual task will not be identified. It is expected that all colleagues will endeavour to deliver any tasks identified as reasonable by their School Leadership team.

Person Specification: **Classroom Teacher**

| Criteria | Essential | Desirable |
|---------------------------------|---|---|
| Qualifications: | <ul style="list-style-type: none"> ▪ Qualified Teacher Status (from Sept 2024) ▪ Commitment to continuing professional development | <ul style="list-style-type: none"> ▪ A relevant degree or higher degree qualification ▪ Post graduate education |
| Experience: | <ul style="list-style-type: none"> ▪ Knowledge of managing teaching resources | |
| Professional knowledge: | <ul style="list-style-type: none"> ▪ Sound knowledge of the National Curriculum for all subjects across the key stage ▪ Knowledge of effective teaching and learning strategies, to include, engage and meet the needs of all pupils, in particular underachieving groups ▪ Awareness of current developments in the field of education and the implications of these for teaching practise ▪ Familiarity with attainment tests ▪ Knowledge of effective behaviour management strategies | |
| Professional skills & abilities | <ul style="list-style-type: none"> ▪ Ability to effectively direct and supervise the work of support staff within the classroom ▪ Able to engage parents in order to encourage their close involvement in the education of their children ▪ Appetite for continuous improvement and a willingness to share expertise within the school and the Partnership ▪ Dynamic and innovative approach to teaching and learning ▪ Good ICT skills, particularly using ICT to support learning | <ul style="list-style-type: none"> ▪ Commitment to the school's wider community ▪ Ability to use and promote a wide range of teaching methodologies |

The post holder may be required to travel to other local sites, including other CLP school