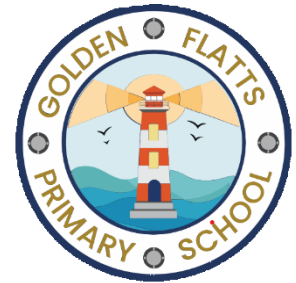


Class Teacher

Application Pack

## A golden opportunity – for a brilliant colleague



### Class Teacher

**Pay range:** MPS 3 - 6 (£37,101 - £45,352)

**Required:** From 1<sup>st</sup> September 2026

**Contract:** Full time, Permanent Position

**Do you have a genuine desire to create something extraordinary for the children in your care? Do you want to make a full contribution to children's learning as well as the wider life of our school? If so, Golden Flatts Primary School may just be looking for you!**

This is a key appointment for the school. As one of only 4 teachers in our small family school, you will play a big part in the day to day life of Golden Flatts! Your practice, ethos and approach to school life will shape the lives of our children and the school that we are building.

In order to be successful in the post, you will need to:

- ❖ Be kind. You lead by example and will embody our school motto: *'Nurturing hearts, Inspiring minds: Changing futures.'*
- ❖ have a proven track record of strong teaching across EYFS or KS1 -with an impact on progress;
- ❖ be passionate about pupil learning, progress and well-being;
- ❖ have excellent classroom organisation and behaviour management skills;
- ❖ be passionate about the development of a dynamic and inspiring curriculum, being able to lead and motivate our children;
- ❖ be committed to their own professional development;
- ❖ want to make a full contribution to the wider life of our school.

Golden Flatts is at a very exciting point in its history. In 2025 we joined Lingfield Education Trust, in September 2026 our head of school will become the substantive headteacher and we also welcome a new deputy head. This is a unique opportunity for career development. Lingfield Trust values networking, leadership development and on the ground support highly. As such, this is a perfect time to join our small team

If this sounds like you, and a role that you would relish, please look carefully at the following materials and complete the application form. Please include with our application form a personal statement, detailing why you are the right person for this unique position (maximum words, 750).

The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS clearance (certificate of disclosure form from the Disclosure and Barring Service) and pre-employment checks will be undertaken before an appointment is confirmed.

Further details are available from Mr. Mark Dent, Director of Education for Lingfield Education Trust. Please email [mdent@lingfieldtrust.org.uk](mailto:mdent@lingfieldtrust.org.uk) to arrange an informal discussion, or to arrange to visit the school to meet the children and staff team.

Application forms are available to download from <https://goldenflattsprimary.co.uk/vacancies/> or [www.lingfieldeducationtrust.com/work-with-us/vacancies/](http://www.lingfieldeducationtrust.com/work-with-us/vacancies/) Please return completed applications directly to: Mr. Mark Dent, Director of Education, Mount Pleasant Primary School, Newton Lane, Darlington, DL3 9HE. Please mark the envelope 'Golden Flatts Teacher Application'. Electronic applications will also be accepted via [mdent@lingfieldtrust.org.uk](mailto:mdent@lingfieldtrust.org.uk).

**Closing Date:** Friday 17<sup>th</sup> May, 9am

**Shortlisting:** Friday 17<sup>th</sup> May (if you have not heard by 5pm on this day, please assume that you have been unsuccessful)

**Interviews:**

Friday 22<sup>nd</sup> May 2026



# Job Description

**TITLE:** CLASS TEACHER

**GRADE:** MPS Band 3 – 6

**REPORTING RELATIONSHIP** To the Headteacher

**JOB PURPOSE:** To carry out the duties of a teacher set out in the statutory conditions of employment for teachers as defined in the School Teachers' Pay and Conditions Document

Each class teacher is responsible for carrying out the duties of a teacher as set out in the current copy of The School Teachers' Pay and Conditions Document. This job description 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.

Specific duties of a teacher at Golden Flatts Primary School are detailed below.

1. To have a commitment to the agreed whole school vision and values as published in the school prospectus. To positively promote and contribute to the team ethos of the school.
2. To plan, prepare and implement an appropriate programme of work for the children which:
  - takes account of each child's individual needs through differentiation of expectation/task.
  - considers the needs of the child in all aspects of development.
  - fulfils the National Curriculum requirements.
  - is in line with whole school policies.
  - motivates the children to learn independence and self confidence.
  - have an awareness of decisions made by the Government, DfE, Board of Trustees, Local Governing Bodies and Support Agencies.
  - has a commitment to first hand experience/curriculum enrichment and the celebration of children's contributions.
3. To assess and evaluate the children's work and provide pupil profiles/records of achievement which:
  - are in line with the National Curriculum requirements.
  - enable the tracking and monitoring of progress and inform the setting of annual targets.
  - form the basis of professional dialogue with: Colleagues; Parents; Support Agencies; Link Schools etc.
  - are filed and available (on request) to parents.
4. To ensure that all the children within the class have equal access to the experiences and opportunities provided.

5. To take an active part in meetings/working groups relevant to the age range that you are teaching. To actively promote and implement whole school policies.
6. To have high expectations of the children in work, attitude and behaviour.
7. To have pastoral care of the teaching group, within the school ethos, by:
  - o being a good role model for the children in all personal qualities.
  - o fostering the positive self-image of each child through praise and encouragement.
  - o respecting each child and ensuring that the children know they are valued.
8. To alert the senior leaders to a cause for concern.
9. To continue personal and professional development.
10. Any other tasks as may be reasonably requested by the Headteacher from time to time.
11. This post has a high level of contact with, and responsibility for, children.
12. To safeguard and promote the welfare of children for whom you have responsibility or come into contact with, to include adhering to all specified procedures.
13. To carry out your duties with full regard to the Trust's Equality Policy and Race Equality Scheme.
14. To comply with Health and Safety policies, organisations statements and procedures, report any incidents/accidents/hazards and take pro-active approach to health and safety matters in order to protect both yourself and others.

**PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL TRUST/SCHOOL POLICIES.**

*THE POST IS SUBJECT TO AN DBS CHECK (CERTIFICATE OF DISCLOSURE FROM THE DISCLOSURE AND BARRING SERVICE) AND THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS BEFORE AN OFFER OF APPOINTMENT IS CONFIRMED AND WILL BE SUBJECT TO RECHECKING AS APPROPRIATE*

The Trust and Schools within the Trust are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Whilst this position is based at Golden Flatts Primary School, the Trust does reserve the right to request working at other locations across the Trust.

Please see below for the person specification



## Person Specification

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
<b>Application</b>	E1	Fully supported reference	AF/R			
	E2	Well structured personal statement (no more than 750 words) detailing why you are the right person for this unique position	AF			
<b>Qualifications &amp; Education</b>	E3	Qualified Teacher Status	AF/C			
<b>Experience &amp; Knowledge</b>	E4	Knowledge of structure and content of the National Curriculum	AF/I/R	D1	Experience of teaching in Early Years or KS1	AF/R/I
	E5	Understanding & knowledge of current educational issues	AF/I/R	D2	Experience of teaching mixed age classes	AF/R/I
	E6	A clear vision and understanding of the needs of Primary pupils	AF/I/R			

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
	E7	Experience of working successfully and co-operatively as a member of a team in a school	AF//R			
	E8	Evidence of commitment to raising achievement	AF//R			

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
<b>Professional Development</b>	E9	Evidence of attendance at recent and relevant training within the last two years	AF/I	D3	An active interest in personal professional development	AF//R
<b>Skills</b>	E10	Ability to communicate both orally and in writing to a wide range of audiences	AF/I			
	E11	Competence in the use of ICT to enhance learning	AF//R/O			
	E12	Ability to communicate effectively orally	AF//R/O			

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
	E13	Ability to demonstrate an understanding of curriculum planning, delivery and assessment	AF/I/R			
<b>Personal Attributes</b>	E14	Ability to demonstrate enthusiasm, sensitivity and a caring attitude whilst working with children with SEND	AF/I/R	D4	Flexibility and adaptability in order to be able to work across age ranges and to mix and work with a wide range of people	AF/I/R
	E15	High degree of motivation for working with children to promote their development and educational needs	AF/I/R			
	E16	Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community	AF/I/R			
<b>Special Requirements</b>	E17	Interest in working with children to promote their development and educational needs	AF/I/R/D			
	E18	Ability to form and maintain appropriate relationships and personal boundaries with children	I/R/D			
	E19	Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	I/R			

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
	E20	Suitability to work with children	D			

Key – Stage identified	
AF	Application Form
C	Certificates
O	Observation
I	Interview
R	References
D	Disclosure

Issues arising from references will be taken up at interview. All appointments are subject to satisfactory references.