

# Class Teacher Recruitment

September 2026





# Our Vision

Our children will receive a nurturing and ambitious primary experience, rooted in creative, engaging contexts for learning and our unique local heritage. Our school will offer a broad, rich and inclusive curriculum. In partnership with families, every child will enjoy, achieve and thrive – preparing them for bright futures in the global community.

Our learning journey will ensure that all children:

- Develop a lifelong enthusiasm for learning;
- Are able to overcome disadvantage and barriers to learning;
- Become resilient learners and active citizens;
- Understand how to keep themselves and others safe in the real and virtual world
- Have the confidence to speak out and challenge inequality;
- Feel physically and mentally strong - well prepared for every stage of their lives.



We are seeking a dedicated and effective individual who is committed to developing the inclusive and nurturing ethos of Saltaire Primary School and values the unique nature of the school and its community.

We are seeking a Classroom Teacher for the Early Phase who is committed to demonstrating the qualities and skills we expect of our children:



# OUR VISION & VALUES



## Enjoy

We are Champion Learners, developing the habits for a love of learning. We explore and express our unique selves respectfully.



## Achieve

We all work hard every day for academic success. We work with each other for the greater good, reaching beyond individual achievement.



## Thrive

We strive to be the best version of ourselves, using our voice to become active citizens. We help ourselves and each other to be physically and mentally safe and strong.



# About Saltaire Primary School

Saltaire Primary School is a two-form entry, local authority-maintained community primary school in the UNESCO World Heritage village of Saltaire, near Bradford in West Yorkshire. Saltaire is easily accessible by road and public transport from Bradford, Leeds, and Skipton. Although close to busy urban centres, Saltaire also benefits from easy access to surrounding parks, woodland, and canals, and the Yorkshire Dales and Bronte Country are within easy driving distance.

We serve a diverse community and currently have 417 children on roll. We strive to provide a rich, challenging, and inspiring curriculum and maintain high expectations for all our children. In addition to quality first teaching we provide specific support for children with additional needs through our dedicated inclusion team, of which our school dog Inca is an important member. Our curriculum is enriched by a range of opportunities for learning outside the classroom, making the most of the historic location of our school and providing a diverse range of opportunities for children to develop, including: Crew, our structured personal development programme, our enrichment curriculum SPS Champions University, and a range of day and residential trips.

We are fortunate to benefit from an engaged community of parents and carers that support their children's learning and the wider development of the school. The Friends of Saltaire Primary School (FOSPS) organises a range of exciting, well-attended events throughout the year including discos, fun runs, and a summer fair that provide vital fundraising opportunities that enable us to further invest in the school for the benefit of the children. Our team of dedicated teaching, support, and administrative staff share a commitment to providing positive experiences for our children every day and we seek to ensure that their professional development and wellbeing are attended to in order that we can maintain the nurturing, inclusive, and educationally rich environment that makes Saltaire Primary School so special.



## **Class Teacher**

**Salary: MPS-UPS**

**Starting September 2026, fixed term for one year**

**Advert**

Are you a passionate and dedicated teacher eager to make a meaningful difference in a vibrant and inclusive primary school? Saltaire Primary School, nestled in the historic World Heritage Site of Saltaire, Bradford, invites you to join our supportive team where every child is encouraged to enjoy, achieve, and thrive. This is your chance to contribute to a school community that values creativity, wellbeing, and ambition in equal measure.

### **About You:**

You are an inspiring, reflective professional who thrives in a collaborative environment and is passionate about nurturing every child's potential. You will:

Believe in the power of a broad, ambitious curriculum to engage and challenge learners

Have effective pedagogical understanding and are ambitious for the progress and outcomes for all children, especially those who have SEND or are disadvantaged

Be committed to promoting positive behaviour through excellent relationships, consistency and high expectations

Embrace, model and promote our values of Respect, Responsibility, and Reflection in your everyday practice

Have excellent communication skills to work effectively with children, families, and colleagues

We welcome candidates who are enthusiastic about professional growth and keen to make a lasting impact in a school that truly values its staff and community.

### **In return, we offer:**

An established, supportive, professional team who work well together.

A commitment to your continuous professional development.

A well-informed, conscientious, and responsive Governing Body committed to providing support on all matters.

A happy and friendly school, with children who respect each other and have a thirst for learning.

A culture which allows all staff to thrive and develop.

A tour of the school is strongly encouraged. Please contact the school office on 01274 584093 to arrange a tour.

For further details and to apply, go to [www.prospectsonline.co.uk](http://www.prospectsonline.co.uk)

Please note that CVs are not accepted

**Closing Date: 06.05.26**

**Shortlisting Date: Interviews: 19.05.26**

# Job Description



**Salary:** MPS - UPS

**Hours:** Full Time

**Contract type:** Fixed Term (1 year)

**Reporting to:** The Headteacher

**Responsible for:** All staff and pupils within the class

The following information is furnished to assist staff joining the School to understand and appreciate the work content of their post and the role they are to play in the organisation. The following points should be noted:

Whilst every endeavour has been made to outline the main duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings, therefore, may have been used below, in which case all the usual associated routines are naturally included in the job profile.

Employees should not refuse to undertake work, which is not specified on this form, but they should record any additional duties they are required to perform and these will be taken into account when the post is reviewed.

Saltaire Primary School is an Equal Opportunities Employer and requires its employees to comply with all current equality policies in terms of equal opportunity for employment and access to the Council Services.

This school is committed, where possible, to making any necessary reasonable adjustments to the job role and the working environment that would enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

# Job Description



## PRIME OBJECTIVES OF THE POST:

As a primary school teacher you will be an outstanding classroom practitioner who consistently demonstrates the highest standards of delivery. You should be fully committed to raising attainment across the whole school and across all subjects that you are required to teach. You will be acutely aware of the strategies required to achieve the highest standards across the curriculum. You may from time to time be required to undertake other duties commensurate with the grade and level of responsibility defined in this job description.

As a Classroom teacher you will, at all times, be mindful of, and adhere to, the Professional Standards for Teachers and the Career Stage expectations negotiated and adopted by the school at any time. In addition, for Teachers paid on the Upper Pay Range (UPR), your achievements and contribution to an educational setting should be substantial and sustained.

## KNOWLEDGE AND SKILLS:

(See Personnel Specification)

# Job Description



## **EFFORT DEMANDS:**

Will contribute to the overall ethos/work/aims of the school.

Will appreciate and support the role of other professionals.

Be vigilant and sensitive to any child protection/safeguarding concerns that arise, reporting any concerns to the designated officer in line with school policy and procedure.

Will deal with any issues, immediate problems or emergencies that arise in line with school policies and procedures liaising with colleagues where necessary e.g. dealing with a sick, injured or distressed child.

## **RESPONSIBILITIES:**

### **TEACHING:**

Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work

Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment

Adapt teaching to respond to the strengths and needs of pupils

Set high expectations which inspire, motivate and challenge pupils

Promote good progress and outcomes by pupils

Demonstrate good subject and curriculum knowledge

Participate in arrangements for preparing pupils for external tests

# Job Description



## **Safeguarding**

Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies

Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary

Promote the safeguarding of all pupils in the school

## **HEALTH, SAFETY AND DISCIPLINE:**

To ensure a safe, secure and healthy environment for students

To manage pupil behaviour in the classroom and on school premises, and apply appropriate and effective measures in cases of misbehaviour

To actively encourage good practice with regard to punctuality, behaviour, standards of work and independent learning.

## **WHOLE SCHOOL ORGANISATION AND STRATEGY:**

To participate in and organise extracurricular activities, such as outings, social activities and sporting events; including participation in occasional overnight visits.

To contribute to the development, implementation and evaluation of school's policies, practices and procedures in such a way as to support the school's values and vision.

Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.

Subject to the guidance relating to Cover, supervise and teach any pupils where the person timetabled to take the class is not available to do so.

# Job Description



## **PROFESSIONAL DEVELOPMENT:**

To proactively participate in the school's coaching model and participate in regular in-service training (INSET) as part of continuing professional development (CPD).

Where appropriate, to participate in arrangements for the appraisal and review of other teachers and support staff.

Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff.

## **COMMUNICATION:**

To communicate with parents and carers over pupils' progress and participate in departmental meetings, parents' evenings and whole school training events.

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

To liaise with other professionals, such as the SENCO, learning mentors, educational psychologists, education welfare officers etc.

## **ENVIRONMENTAL DEMANDS/WORKING CONDITIONS:**

Will have long periods of sitting or standing.

Available to work during school hours during term time and a willingness to be flexible as may be required to attend staff meetings/training sessions outside of usual hours.

Will have contact with members of the public/other professionals e.g. teaching staff, governors, parents/carers, community groups, local education authority, external providers etc.

The post holder may occasionally be subjected to antisocial behaviour from members of the public/parents/site users.

# Job Description



This post may include a degree of manual lifting and handling. You are expected to be aware of health and safety policies and procedures and frequently assess your ability to carry out the lifting tasks required of you.

Report all concerns to an appropriate person.

## **FLUENCY DUTY**

In line with the Immigration Act 2016; the Government has created a duty to ensure that all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard.

For this role the post holder is required to meet the Advanced Threshold Level

The post holder should demonstrate they can:

Express themselves fluently and spontaneously at length effortlessly.

Explain difficult concepts simply without hindering the natural smooth flow of language.

Take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English in School.

## **SPECIAL CONDITIONS OF SERVICE:**

No contraindications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance (An enhanced DBS check is required).

# Job Description



## **MANAGEMENT OF STAFF AND RESOURCES:**

To prepare and regularly update subject materials including researching new topic areas and writing new curriculum materials.

To supervise and support the work of classroom support, teaching assistants,

To efficiently deploy such resources as are allocated/delegated to you.

Contribute to the recruitment, selection appointment and professional development of other teachers and support staff.

## **OTHER CONSIDERATIONS**

To be aware of and comply with policies and procedures relating to child protection; being vigilant for signs that children may be being abused and to report any such suspicions to the school's nominated Designated Safeguarding Lead and/or the Headteacher.

To act in accordance with the Data Protection Act and maintain confidentiality at all times e.g. access to staff/student/parent and carers files.

Accept and commit to the principles underlying the Schools Equal Rights policies and practices.

Be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act.

Must be legally entitled to work in the UK.

**The duties above are neither exclusive nor exhaustive and the post holder may be required by the Head Teacher and Senior Leadership Team to carry out appropriate duties within the context of the job, skills and grade.**

**We are strongly committed to safeguarding children and all posts are subject to thorough safeguarding checks in line with Keeping Children Safe in Education 2025.**

# Person Specification



	<b>ESSENTIAL</b>
<b>KNOWLEDGE &amp; SKILLS</b>	<ul style="list-style-type: none"><li>• Knowledge of effective teaching and learning strategies (E)</li><li>• A good understanding of how children learn (E)</li><li>• Ability to adapt teaching to meet pupils' needs (E)</li><li>• Ability to build effective working relationships with pupils</li><li>• Knowledge of guidance and requirements around safeguarding children</li><li>• Knowledge of effective behaviour management and strategies</li><li>• Good ICT skills, particularly using ICT to support learning</li><li>• Ability to communicate effectively with a range of internal and external stakeholders</li><li>• Excellent literacy, numeracy skills</li><li>• In line with the Immigration Act 2016; you should be able to demonstrate fluency of the English Language at an advanced Threshold Level.</li></ul>
<b>QUALIFICATIONS/ TRAINING:</b>	<ul style="list-style-type: none"><li>• Honours degree or equivalent in relevant subject</li><li>• Qualified Teacher Status</li><li>• Professional qualification or relevant experience</li></ul>

# Equal Opportunities Information



## Equality

Saltaire Primary School welcomes pupils and staff from a wide range of backgrounds. We believe that their different cultures, talents and life experiences bring richness and vibrancy to school life and help to create an environment that supports us all in learning from each other.

We take seriously our duties to eliminate discrimination, promote equality of opportunity and foster good relations between people of all backgrounds. This duty is set out in the Equality Act of 2010, which covers sex, race, disability, religion or belief, sexual orientation, gender reassignment and pregnancy or maternity.

## Disabled Applicants

Disabled applicants are guaranteed an interview if they meet the essential requirements of the Personnel Specification. As an equal rights employer our school is committed to make any necessary reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the selection panel's decisions will be based on an assessment of that person's expected capabilities once reasonable adjustments have been made.