

Job Title: Class Teacher

Location: Cleves Cross Primary and Nursery School

Start Date: 1st September 2026

Contract Type: Permanent

Salary: MPS 1 - 6

Hours: Full Time

About Us:

Cleves Cross Primary School and Nursery School is a vibrant and inclusive educational community committed to providing high quality learning experiences for all pupils. The school provides all children with a nurturing and supportive environment that allows all learners to thrive and to become responsible and respectful members of our school, our local community and the wider world. We strive for all of our children to become lifelong learners, to be aspirational and to be the very best version of themselves that they can be. We actively promote our Rights Respecting ethos and our values of Care, Ambition, Respect, Resilience and Teamwork through everything we do in school.

We are seeking an enthusiastic and experienced teacher to inspire and support pupils within our school. The successful candidate will be compassionate and caring and will play a vital role in providing inclusive support to pupils with a range of learning needs, ensuring all children have equal access to education and opportunities for success.

This is an exciting opportunity for anyone wanting to work in a supportive, inspiring, and enjoyable working environment, giving you the opportunity to make a positive difference to the lives of young children every day.

Key Responsibilities:

- High expectations of learning and behaviour and can inspire and motivate children
- An excellent knowledge of the National Curriculum objectives and expectations
- Ability to communicate well with parents, carers and members of staff, as well as pupils
- Be creative, flexible and ambitious
- Work effectively as part of a team
- Contributes to the wider school community
- Has a hands-on approach to supporting pupils in their learning, with a willingness to interact, engage and form positive rapport with pupils
- Foster a supportive and inclusive environment throughout school where all pupils feel valued and respected
- Provide and maintain accurate records when required in terms of pupil data/progress

Our ideal candidate will:

- Have previous experience of working in a similar role within a primary education setting
- Hold a recognised teaching qualification
- Have a passion for working with children and a commitment to promoting well-being and academic development ensuring every pupil is supported to fulfil their potential and flourish in education
- Have excellent communication and interpersonal skills, with the ability to form strong and supportive relationships with children
- Demonstrate patience, empathy and a positive attitude towards overcoming challenges
- Be resilient, proactive and have a positive nature
- Have high levels of enthusiasm, energy and positivity when working with pupils
- Have the ability to create and maintain a safe and supportive sports environment

How to Apply:

If you have the skills and drive to be successful in this role, please download our application form from our website www.clevescrossprimary.org.uk

Visits to school are encouraged. Visits to look around the school are available on: **Wednesday 18th March, Thursday 26th March or Monday 30th March at 4pm.**

Please contact school on 01740 651599 or email clevescross@durhamlearning.net to book a place at one of the visits.

Closing Date for Applications: Monday 20th April 2026

Shortlisting: Monday 20th April 2026

Observations (in own setting if possible): Tuesday 21st and Wednesday 22nd April

Interviews: W/C Monday 27th April 2026

Position Available: 1st September 2026

Cleves Cross Primary and Nursery School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful applicant will be subject to relevant vetting checks in line with Keeping Children Safe in Education Part 3, including an enhanced disclosure, satisfactory references, before an offer of employment is confirmed. All shortlisted candidates will be subject to an online check as part of the safer recruitment process. Cleves Cross Primary and Nursery School welcomes a diverse population of both children and staff and is committed to promoting and developing equality of opportunity in all its functions.

Job Description – Classroom Teacher

POST:	Teacher MPS Full Time
SALARY GRADE:	M1 – M6
RESPONSIBLE TO:	Headteacher
JOB PURPOSE:	To deliver outstanding teaching and learning and therefore help children achieve excellent academic, personal and social outcomes enabling them to be lifelong learners and be a role-model who impacts the whole school community in a positive way. To design an engaging and challenging curriculum that inspires children to learn. To be a key part of our vibrant staff team and to ensure that our relationships with parents and the wider community continue to be an integral part of what we do.
ACCOUNTABILITIES/MAIN RESPONSIBILITIES	
Supporting Learning & Development	• Carry out the duties of a teacher as set out in the School Teachers' Pay and Conditions Document and the Professional Standards for Teachers Document Main Duties. • Demonstrate a high standard of classroom practice, making use of effective planning, evaluations, classroom organisation, visual display, stimulating resources and assessment of children's progress. • To plan, resource and deliver lessons and sequences of lessons to the highest standard that ensure real learning takes place and all children make excellent progress. • To provide a nurturing classroom environment that helps children to develop as life-long learners and instil a love of learning. • Teach engaging and effective lessons that motivate, inspire, and ensure pupil enjoyment, participation, and attainment. • Design and refine approaches to teaching that are effective and consistently well matched to learning objectives, integrating recent developments, including those relating to pedagogy. • To assess, record and report on all aspects of pupils' progress and development. • Support the Senior Leadership Team in their drive for improvement. • To ensure high standards of behaviour so effective learning can take place, and good relationships can be formed within the school community. • To contribute to whole school planning activities. • To give advice on the development and well-being of children. • Apply teaching skills which lead to learners achieving well relative to their prior attainment, making progress as good as, or better than, similar learners nationally.

	- To attend meetings and liaise, communicate and establish constructive relationships with colleagues in school, parents/carers, outside agencies and other relevant bodies. - To be involved in extra-curricular activities in the school. - To actively support all school functions.
Communication	- Establish rapport and respectful, trusting relationships and communicate effectively with pupils, their families and carers, and other agencies / professionals. - Initiate appropriate and effective communication with the SLT team and other professionals, forging and sustaining relationships across multiple agencies.
Sharing Information	- Assess, record and report on pupils' attainment and progress within assessment and reporting processes. - Participate in meetings with other staff, external professionals and parents regarding pupils. - Assist in the induction and development of classroom support staff, cascading information and good practise. - Pay due regard to professional boundaries, maintaining appropriate levels of confidentiality. - Participate in staff meetings. - Share information confidentially about pupils with senior leaders and other professionals as required.
Safeguarding and Promoting the Welfare of Children & Young People	Be responsible for promoting and safeguarding the welfare of pupils in line with policy and legislation, raising concerns as appropriate.
Administration/Other	- Undertake routine clerical duties as required. - Support the use of ICT and adhere to relevant policies. - Participate in appraisal, training and other CPD activities.
Data Protection	To comply with Melrose Learning Trust policies and supporting documentation in relation to Information Governance. This includes Data Protection, Information Security and Confidentiality.
Health & Safety	- Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure. - Work with colleagues and others to maintain health, safety and welfare within the working environment.
Equalities	- Promote inclusion and acceptance of all pupils. - Work in accordance with the aims of the Equality Policy, treating individuals with the respect for their diversity, culture and values.
Flexibility	The school provides front line services, which recognises the need to respond flexibly to changing demands and circumstances. Whilst this job outline provides a summary of the post, this may need to be adapted or adjusted to meet changing circumstances. Such changes would be commensurate with the grading of the post and would be subject to consultation. All staff are required to comply with Trust policies and procedures.

Customer Service	• The school requires a commitment to equity of access and outcomes; this will include due regard to equality, diversity, dignity, respect and human rights and working with others to keep vulnerable people safe from abuse and mistreatment. • The Trust requires all staff to offer a professional level of service at all times.
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Teacher Person Specification

	Essential upon appointment	Desirable on appointment	Evidence
Qualifications	Degree QTS	Other relevant qualifications Higher Level qualifications	Application
Knowledge	Have a detailed knowledge of the relevant aspects of the curriculum and other statutory requirements and initiatives. Evidence of a successful teaching practice/experience with more than one year group and within either KS1 or KS2 Knowledge and understanding of the Teaching Standards Knowledge and understanding of key policies and practices, in particular: health and safety, child protection, equal opportunities, special educational needs	Demonstrate knowledge and understanding and take account of wider curriculum developments which are relevant to your work. Experience of planning and implementing a creative, exciting and challenging curriculum. Passion and a desire to develop and lead a subject across the school and to support staff moving a curriculum area(s) forward.	- Application - Interview - Tasks - reference
Planning Expectations	Be able to identify clear learning intentions, content, lesson structures and sequences according to the National Curriculum, school planning structures and the pupils being taught. Demonstrate consistent and effective planning of lessons and sequences of lessons to meet pupils' learning needs. Be able to set clear targets for pupils' learning, building on prior attainment and working towards challenging individual targets. Have experience of working with children with a range of special educational needs	Be able to write and implement Pupil Case Studies and SEND Support Plans as well as any other paperwork as required to promote individual pupil achievement. To be able to follow plans given by outside agencies and oversee 1-1 work.	- Application - Interview - Tasks - reference
Teaching and Learning	Have a proven track record of very good or better teaching. Set high expectations for pupil behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships. Use inclusive teaching methods which keep pupils engaged and inspired.	Demonstrate consistent and effective use of a range of appropriate strategies for teaching and classroom management. Experience of and willingness to lead extra-curricular activities Have a proven track record of outstanding teaching.	- Application - Interview - Tasks - reference
Assessment	Be able to assess how well learning objectives have been achieved and use this assessment to inform future teaching. Use school-based assessment and tracking systems to monitor progress and plan targeted next steps in learning.		- Application - Interview - Tasks - reference

	Mark and monitor pupils' learning, providing constructive oral and written feedback and identify next steps in line with the school marking policy.		
Pupil Achievement	Be able to analyse pupil progress and attainment data and use this to effectively plan provision to secure progress towards individual pupil targets. To ensure that standards remain high.	To support and develop colleague's assessment procedures and help them to plan their next steps for your area of subject leadership.	• Application • Interview • Tasks • reference
Relationships with Parents and the Wider Community	Prepare and present informative reports to parents. Understand the need to liaise with outside agencies responsible for pupil welfare. Communicate effectively with parents and carers. To play an active part in the wider community and to support the ethos of the school. To be aware of the impact of mental health and well-being on children and staff and to be able to use strategies to support this.	To be able to organise and lead assemblies.	• Application • Interview • Tasks • reference
Skills and Personal Qualities	Understand the need to take responsibility for their own professional development and keep up to date with research and developments in pedagogy and in the subjects taught. Understand your professional responsibilities in relation to school policies and practices. Set a good example to the children you teach in terms of your presentation and personal conduct. Ability to communicate effectively in written and spoken form Well written personal statement, good grammar and punctuation	To be experienced at working with Teaching Assistants to ensure they feel valued and to support them in their professional development where appropriate. To be keen to access further CPD.	• Application • Interview • Tasks • reference
Managing and Developing Other Adults	To be a highly effective and supportive member of the whole staff team who work together to provide the best possible school environment for all pupils. Be able to form extremely positive relationships with children across the school, staff, governors and parents. Make effective use of support staff and volunteers in the classroom and support them to be the best they can be. Be able to establish good relationships and encourage good working practices within the whole school team. To work effectively with outside professionals that are brought into school to enhance children's learning.		• Application • Interview • Tasks • reference

Other	An enhanced DBS check (completed on appointment).		• DBS • Pre-Employment safeguarding checks
Confidential References	Two individual references covering a minimum of 2 years working history	Strong recommendation from both referees Additional references for any historic educational establishments	• References