



**Class Teacher Vacancy (x2)**  
**Northstead Community Primary School, Scarborough**  
**Start Date: 1<sup>st</sup> September 2025**

**Vacancy 1 – Year 2 Teacher**  
**Fixed Term Contract to August 31<sup>st</sup> 2026 1.0 FTE**

**Vacancy 2 – Y6 Teacher**  
**Temporary Contract (Maternity) 0.6 FTE**  
**(Days of work Monday to Wednesday)**

Are you a passionate and committed teacher ready to make a real difference? Northstead Community Primary School is seeking incredible teachers to join our knowledgeable, vibrant and supportive team from September 2025.

At Northstead, we believe in being the best you can be — for our pupils, our families, and ourselves. Our school is built on strong values and high expectations, and we are looking for someone who shares our drive to make every moment count for every child.

Our CORE values guide all that we do:

- Community – we work together to support, respect and uplift each other
- Opportunities – we open doors to learning, growth and new experiences
- Responsibility – we take pride in our actions and ownership of our learning
- Excellence – we strive for the highest standards in everything we do

What we offer:

- Flexible working options, including PPA time at home
- Extensive lending library to enhance professional development
- Access to unlimited online CPD through The National College
- A rich, school-led CPD programme designed to help you grow and succeed
- A warm, experienced and supportive staff team
- Happy, enthusiastic children who are thriving, have a thirst for learning and consistently meet our CORE values
- Policies and practice to support workload and wellbeing



We are looking for people who:

- Are passionate about teaching and truly believes in every child's potential
- Work hard and aim high, every single day
- Embody our school values and mission
- Want to be part of a school where relationships, community, and high aspirations matter
- Want to learn, want to succeed and want to...

Be the difference  
Be the best you can be  
Be Northstead

To arrange a visit or request an application pack, please contact the school office on [admin@northstead.n-yorks.sch.uk](mailto:admin@northstead.n-yorks.sch.uk) or through the school website [www.northsteadprimary.co.uk/vacancies](http://www.northsteadprimary.co.uk/vacancies)

Applications to be received by midnight on Tuesday 13<sup>th</sup> May

Shortlisting on Wednesday 14<sup>th</sup> May

Interviews to take place on Tuesday 20<sup>th</sup> May

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A little bit about our school since 2022...

We welcomed our new Headteacher in September 2022 and since then, have revitalised our curriculum, improved our leadership structure, EYFS provision, and our learning environments. From our starting point in September 2022, we:

- Have significantly improved all areas of our school
- Have continued to be above the national average for good level of development in EYFS
- Have improved Y1 and Y2 phonics outcomes to be above national average in 2023/2024
- Continue to be above national average on the multiplication tables check in year 4
- Have significantly closed the gap to national averages in all KS2 measures with some progress of 25 to 30% from 2022 to 2024
- Have instilled in the children a belief and an understanding of how having excellent learning and social behaviour and a positive attitude towards learning will enable them to flourish at school and in society



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Application forms must be completed in full – **CV's are not accepted**

*We are committed to meeting the needs of our diverse community and aim to have a workforce reflecting this diversity. We are also committed to safeguarding and promoting the welfare of children, young people and adults. We expect all staff and volunteers to share this commitment.*

*This post is subject to satisfactory references and enhanced Disclosure and Barring Service criminal records check for work with children. An online search may be undertaken as part of the recruitment process on information available in the public domain. Candidates should disclose anything that may be relevant in line with Keeping Children Safe in Education*



Personal Specification - Criteria	Essential	Desirable
<b>Qualifications / Training</b>		
Qualified Teacher Status	X	
Further training/professional development in relation to the role of a teacher e.g. National professional qualification		X
<b>Knowledge and experience</b>		
Experience of teaching in a KS1/KS2 classroom	X	
Ability to deliver well planned and stimulating lessons and to adapt teaching to respond to the strengths and needs of all pupils	X	
Thorough understanding of the National Curriculum	X	
Experience of delivering the Read/Write Inc Programme for early reading		X
Experience of effective behaviour management strategies and the ability to put these into practice	X	
Evidence of planning, organisation, implementation, assessment and record keeping	X	
Knowledge and understanding of the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, Data Protection, SEN and Child Protection	X	
Understanding of monitoring, assessment, recording and reporting of pupils' progress	X	
Understanding the importance of establishing positive links within school and with all its stakeholders	X	
<b>Personal and Professional Skills</b>		
The ability to help children become independent, resilient learners	X	
Be extremely well organised and able to complete all school planning, preparation and assessment to a high standard	X	
Possess excellent ICT skills and the understanding of how ICT can be used to enhance teaching and learning in an EYFS setting	X	
Motivate and inspire children to be the best that they can be	X	
Effective communication and interpersonal skills both verbally and in writing	X	
Adaptable and flexible in relation to the operational and strategic needs of the school	X	
Energetic and enthusiastic	X	
Committed to improving yourself and other professionals so that you are always the best that you can be	X	



## **Job Description**

This role is to work under the direction of the leadership team of the school, in the planning, delivery and evaluation of the learning process across the school.

As a larger than average primary school, we have numerous opportunities for you to develop your teaching and leadership skills. With tailored support from our Headteacher, Deputy Headteacher, Assistant Heads and other skilled colleagues, we will further develop you and give you the skills, encouragement and experience within the profession.

Any ECT's will be fully supported by our experienced ECT mentor throughout their time in our school and will receive generous time out of class to meet with our mentor, to observe and learn from colleagues and to reflect and improve their practice.

## **We are looking for:**

- A track record of excellent standards of teaching and learning which has impacted positively on the achievement and progress for all children.
- A strong vision and ethos that supports our C.O.R. E. values and culture
- The drive and ambition to make sure our children achieve their very best
- Someone who is eager to make a difference to the Northstead Community of children, families and staff

## **Duties of the role will include, but not be restricted to:**

- Carrying out the role of a teacher with due consideration for Teacher Standards, and the policies and procedures of the school
- Planning, delivery, assessment and evaluation of learning in line with school policies and procedures
- Deliver learning for pupils, ensuring learning is adapted to support the needs of all pupils, giving them the very best chance to succeed personally, academically, socially and emotionally
- Interact with pupils in ways that support the development of their ability to think and learn, including the use of careful questioning and exemplary use of assessment for learning strategies
- Ensuring a calm and purposeful environment which enables children to learn, to think, to communicate and to be successful academics
- Support pupils in their personal development journey through the design and delivery of an excellent PSHE programme and our focus on giving children opportunities to enable them to have an excellent knowledge of the world around them



## **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 support staff, and other professionals, forging and sustaining relationships across agencies

An ability to fulfil all spoken aspects of the role with confidence through the medium of English

## **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

Where needed, assist in the induction and development of classroom support staff, cascading information and good practice

Pay due regard to professional boundaries, maintaining appropriate levels of confidentiality

Participate in staff meetings

Share information confidentially about pupils with teachers 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**

Use ICT where required to adhere to relevant policies

Supervise and provide access arrangement for pupils sitting internal and external examinations and tests, ensuring that examinations comply with Examination Board Regulations

Participate in appraisal, training and other learning activities

## **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

Within own area of responsibility, work in accordance with the aims of the Equality policy, treating individuals with respect for their diversity, culture and values.

## **FLEXIBILITY**

North Yorkshire Council 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 Council Policies and Procedures.

## **CUSTOMER SERVICE**

The Council 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 Council requires that staff offer the best level of service to their customers and behave in a way that gives them confidence. Customers will be treated as individuals, with respect for their diversity, culture and values.