



We learn, we grow, we SHINE!

CLASSROOM TEACHER

Application pack



The Avenue Primary School

Classroom Teacher

Pay Scale: MPS2-6 (£32,916 - £45,352)

Contract: Fixed Term until 31st August 2027 – Maternity Leave

Required: 1st September 2026

<https://www.theavenueprimaryschool.co.uk/>

Tel 01642 318510

Do you have a passion for making a difference to the lives of children in your care? Are you looking for a school where the children are at the heart of all we do, where learning and enjoyment come hand in hand? If so, then maybe this is the position for you.

We are looking to appoint a skilled, committed, enthusiastic and inspirational teacher to join our vibrant, successful & supportive team.

What are we looking for in a teacher?

- A passion for working with children, with high expectations and a commitment to helping every child succeed
- The ability to adapt teaching to meet the diverse needs of all learners, ensuring inclusivity and progress for everyone
- A collaborative mindset, working effectively as part of a supportive and professional team
- A commitment to helping every child shine, nurturing confidence, wellbeing and a love of learning

What do we offer?

- A welcoming and supportive school community
- Ongoing professional support and guidance throughout the maternity cover
- An environment where high standards and wellbeing go hand in hand

The appointed person should be creative, forward thinking and able to work as part of a team as well as using their own initiative to ensure quality education for all pupils.

If this sounds like you and a role you would enjoy, please look carefully at the following materials and complete the application form.

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). Pre-employment checks including an online and social media search (KCSIE) will be undertaken before an appointment is confirmed.

The post is based at The Avenue Primary School however, the trust reserves the right to require you to work at other schools within the Trust. As part of Lingfield Education Trust, there are exciting opportunities to work across the Trust and for career progression.

Application packs are available on the school website.

All completed packs must be returned to the school via email to James Hunter, Head of School, recruitment@theavenue.lingfieldtrust.org.uk

School Visits: 1st May at 10am, 5th May at 4.30pm and 6th May at 1.30pm (book with the office)

Closing Date: Tuesday 12th May 2026 – 12pm

Interviews: Friday 15th May

JOB DESCRIPTION



POST:	Class Teacher
GRADE:	M2 – M6 (£32,916 - £45,352)
RESPONSIBLE TO:	Head Teacher
STAFF MANAGED:	None
JOB PURPOSE:	<p>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 agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.</p> <p>To carry out such appropriate duties as may be reasonably directed by your Head Teacher, from those described in the School Teachers' Pay and Conditions Document or the equivalent provisions of successor documents.</p>

ACCOUNTABILITIES / MAIN RESPONSIBILITIES

<p>Main Responsibilities</p>	<ul style="list-style-type: none"> • To have a commitment to the agreed whole school vision and values as published on the school website. To positively promote and contribute to the team ethos of the Trust. • To plan, prepare and implement an appropriate programme of work for the children which: <ul style="list-style-type: none"> ➢ takes account of each child's individual needs through differentiation of expectations/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, LA, Governing Body and Support Agencies ➢ has a commitment to first-hand experience/curriculum enrichment and the celebration of children's contributions. • To assess and evaluate the children's work and provide pupil profiles/records of achievement which: <ul style="list-style-type: none"> ➢ 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. • To ensure that all the children within the class have equal access to the experiences and opportunities provided. • 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. • To have high expectations of the children in work, attitude and behaviour. • To have pastoral care of the teaching group, within the school ethos, by: <ul style="list-style-type: none"> ➢ being a good role model for the children in all personal qualities. ➢ fostering the positive self-image of each child through praise and encouragement.
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	<ul style="list-style-type: none"> ➤ respecting each child and ensuring that each child develops through praise and encouragement. • To relay any concern to the Senior Leadership Team. • To continue personal and professional development. • This post has a high level of contact with, and responsibility for, children. • 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. • Any other tasks as may be reasonably requested by the Head Teacher. • To carry out your duties with full regard to the Trust's Equality Policy.
Lingfield Education Trust	<ul style="list-style-type: none"> • To comply with wider Trust policies and procedures as well as Health and Safety policies, organisation statements and procedures, report any incidents/accidents/hazards and take a pro-active approach to health and safety matters in order to protect both yourself and others. <p><i>These duties are neither exclusive nor exhaustive, and the post holder will be required to undertake other duties and responsibilities, which the Trust Board may determine.</i></p> <p>PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL SCHOOL POLICIES, INCLUDING THE NO SMOKING POLICY.</p> <p>The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.</p> <p>The post will be based in Lingfield Primary School however, the Trust reserves the right to require you to work at other schools in the Trust. As part of Lingfield Education Trust, there are exciting opportunities to work across the Trust and for career progression.</p>
Date of Issue:	April 2026

THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS, INCLUDING A SATISFACTORY ENHANCED DBS CHECK BEFORE AN OFFER OF APPOINTMENT IS CONFIRMED. FOLLOWING APPOINTMENT, THE EMPLOYEE WILL BE SUBJECT TO RE-CHECKING AS REQUIRED FROM TIME TO TIME BY THE SCHOOL.

Essential upon appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
<p>Qualifications</p> <ul style="list-style-type: none"> • Qualified Teachers Status (QTS) (AF/C) 	
<p>Experience & Knowledge</p> <ul style="list-style-type: none"> • Recent experience in KS2 • Knowledge of the structure and content of the national curriculum (AF, I, R) • Understanding & knowledge of current educational issues (AF, I, R) • A clear vision and understanding of the needs of Primary pupils including special needs (AF, I, R) • Experience of working successfully and co-operatively as a member of a team in a school (AF, I, R) • Evidence of commitment to raising achievement (AF, I, R) 	<ul style="list-style-type: none"> • Qualified class teaching experience across the primary age-range (AF, I, R) • Recent class teaching experience in Upper Key Stage 2 • Experience in teaching phonics (AF, I, R) • Experience of curriculum leadership • Strong behaviour management skills • Trained in Soundwrite
<p>Professional Development</p> <ul style="list-style-type: none"> • Attendance at recent and relevant training within the last two years (AF, I, R) 	<ul style="list-style-type: none"> • An active interest in staff development and willing to fully participate (AF, I, R)
<p>Skills</p> <ul style="list-style-type: none"> • Ability to communicate both orally and in writing to a wide range of audiences (AF,I,R) • IT Literate, capable of using MS Word/Excel and office packages (AF,I,R) • Ability to communicate effectively in curriculum management – planning, delivery and assessment (AF,I,R) • Ability to demonstrate an understanding of curriculum planning, delivery and assessment (AF,I,R) 	
<p>Personal Attributes</p>	

Essential upon appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
<ul style="list-style-type: none"> • A committed, enthusiastic and hardworking disposition (I,R) • A caring and sensitive attitude towards pupils and parents (I,R) • High expectations of pupil's achievements (I) • Fully supportive reference (R) • Interest in working with children to promote their development and educational needs (AF, I, R) • Ability to form and maintain appropriate relationships and personal boundaries with children (AF, I, R) • Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community (AF, I, R) • Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline. 	<ul style="list-style-type: none"> • 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,R, I)
Special Requirements <ul style="list-style-type: none"> • Strategies understanding and knowledge of current issues in education. (AF, I, R) • Well-structured supporting letter (AF,C) • Suitability to work with children/Satisfactory Enhanced Disclosure (D) 	

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

Issues arising from references will be taken up at interview, all appointments are subject to satisfactory references