



**North East
Learning Trust**

Classroom Teacher
Brownney Academy
Fixed Term until July 2026
Applicant information pack

**Required January 2026
Full Time position
Term Time
Grade MPS
£32,916 - £45,352 per annum FTE**

Browney Academy is a part of the North East Learning Trust and is seeking to appoint a Classroom Teacher to join our dedicated team.

Browney Academy is a thriving primary school filled with smiles. Children here are bright, bubbly, hardworking and caring. Browney Academy is going from strength to strength with improvements in both the physical environment and performance.

Our vision, along with all schools in the Trust, is that every child experiences excellence every day.

We are committed to:

- A vibrant learning community with enthusiastic and engaging students
- A positive and caring ethos
- An excellent learning environment and resources
- A team of hardworking, dedicated and friendly staff where everyone is valued

We will offer you:

- National Terms and Conditions of Employment
- Access to Teachers' Pension
- Up to 1 day paid leave for staff wellbeing
- Lifestyle Savings – range of discounts from top retail brands
- Discounted gym membership
- 24/7 Employee Assistance Programme and wellbeing portal

The successful candidate will:

- Have Qualified Teacher Status (QTS)
- Be an exemplary classroom practitioner and has experience of planning and delivering effective learning in the classroom.
- Have high expectations of pupil achievement and behaviour.
- Have excellent interpersonal, organisational and communication skills.
- Be proactive and self-motivated.
- Be committed to working in partnership with our parents and the local community.

Deadline: Monday 3rd November 10am.

Interviews taking place Thursday 6th November

How to apply:

Application packs can be downloaded from our website.

Application forms should be returned to laura.fowler@browneyacademy.co.uk or by post to Laura Fowler, Office Manager, Browney Academy, Harle Street, Browney DH7 8HX. You can, if you wish, submit a covering letter to support your application; please do not submit a CV unless it is to complement your application form.



We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment. All posts will be subject to receipt of satisfactory enhanced DBS disclosure, medical and reference checks. All pre-employment checks are in line with "Keeping Children Safe in Education" and the Trust's Safeguarding Policy which is available on our website.

Job description

Post title: Classroom Teacher

Responsible to: Headteacher/Deputy Headteacher



Job Purpose:

- To carry out the role of Class Teacher.
- To seek to ensure that pupils attain the highest possible standards in all aspects of school life.
- To ensure a consistent approach to planning, teaching and assessment and to ensure that there are continuity and progression in pupils' learning.
- To demonstrate a commitment to safeguarding and promoting the welfare of children and young people and staff.

Professional Duties:

- In line with current Pay and Conditions Agreement and Teachers' Standards, it is the responsibility of the post holder to carry out the following professional duties.

Duties and Responsibilities:

- To work consistently to uphold the school's mission statement.
- To follow all school policies and procedures.
- To work in a co-operative and polite manner with all stakeholders.
- To work with pupils in a courteous, positive, caring and responsible manner at all times.
- To follow the child protection procedures and ensure that pupils' safety and wellbeing is never compromised.
- To be polite, co-operative and positive when communicating to other staff
- To take an active and positive role in the school's commitment to the development of staff.
- To work with visitors in such a way that it enhances the reputation of the school.
- To seek to improve the quality of the school's overall service.
- To present oneself in a professional way that is consistent with the values and high expectations of the school.

Specific responsibilities:

- Set high expectations which inspire, motivate and challenge pupils.
- Establish a safe and stimulating learning environment for pupils, rooted in mutual respect.
- Set targets that stretch and challenge pupils.
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

Pupil Progress:

- Promote good progress and outcomes by pupils.
- Ensure pupils make the expected rate of progress.
- Be accountable for pupils' attainment, progress and outcomes.
- Plan teaching to build on pupils' capabilities and prior knowledge.
- Guide pupils to reflect on the progress they have made and their emerging needs.
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching.
- Encourage pupils to take a responsible and conscientious attitude to their own work.

Effective classroom practice:

- Plan and teach well structured lessons.
- Ensure all teaching is good.

- Impart knowledge and develop understanding through effective use of lesson time.
- Promote a love of learning and children's intellectual curiosity.
- Set homework and plan other out of class activities to consolidate and extend the knowledge and understanding pupils have acquired.
- Reflect systematically on the effectiveness of lessons and approaches to teaching.
- Contribute to the design and provision of an engaging curriculum.

Assessment for learning:

- Make accurate and productive use of assessment.
- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- Make use of formative and summative assessment to secure pupils' progress.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Give pupils regular feedback, both orally and through accurate and frequent marking, and encourage pupils to respond to the feedback.

Managing behaviour:

- Manage behaviour effectively to ensure a good and safe learning environment.
- Have clear rules and routines for behaviour in the classroom, and take responsibility for promoting good and courteous behaviour both in the classroom and around the school, in accordance with the school's discipline policy.
- Have high expectations of behaviour and use the school's established framework for discipline with a range of strategies, using praise, sanctions, and rewards consistently and fairly.
- Manage the class effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

The wider professional role of the teacher:

- Fulfil wider professional responsibilities.
- Make a positive contribution to the wider life and ethos of the school.
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice or specialist support.
- Deploy support staff effectively.
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Communicate effectively with parents with regard to pupils' achievements and wellbeing.

General

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.

Health and Safety:

It is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their acts at work. This



includes co-operating with the Trust and colleagues in complying with health and safety obligations to maintain a safe environment and particularly by reporting promptly and defects, risks or potential hazards. Specifically:

- To report any incidents/accidents and near misses to your line manager.
- To ensure own safety and safety of all others who may be affected by the Trust's business.

Safeguarding

The Trust has a Child Safeguarding policy and procedure in place and is committed to safeguarding and promoting the welfare of all its students, each student's welfare is of paramount importance to us, and you are expected to share this commitment. All staff will fully comply with the Trust's policies and procedures, attend appropriate training, inform the Designated Person of any concerns, record any potential safeguarding incidents appropriately.



Person Specification

Classroom Teacher

	Essential	Desirable
Education/training	• Qualified Teacher Status. • Evidence of recent professional development/training.	• Higher Education.
Experience	• Experience of teaching in a primary school setting. • Evidence of highly effective teaching skills. • Evidence of teaching children with SEN/EHC plan. • Proven experience of effective behaviour management. • Experience of monitoring pupil progress and recording achievement.	• Experience of teaching Read Write Inc. • Experience leading subject areas and/or willingness to lead on. • Experience of teaching across different age phases.
Aptitude and skills	• Ability to work flexibly as part of a team. • Ability to maintain a good working environment. • Excellent communication skills. • Excellent organisational, planning and prioritising skills. • Willingness to take responsibility. • Ability to use own initiative. • Resilient, mature approach. • An appreciation of the value of learning. • A desire to encourage all young people to succeed.	• Ability to initiate activities to enhance provision. • Ability to adapt teaching to recognise new and emerging technologies.
Personal qualities	• Enthusiastic, supportive, caring and sensitive to student needs/self esteem. • Willingness to further develop professional skills. • Team player contributing to extracurricular activity. • Reliable and conscientious. • High expectations of all students • Committed to making a positive contribution to the wider life and ethos of the school.	

References:



References will be requested prior to interview, except for non-teaching roles where there are exceptional circumstances, and the applicant does not give consent to do so on the application form.

DBS:

North East Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences, or other matters relevant to the position will be considered on a case-by-case basis.

Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

Pre-occupational health:

Pre-occupational health checks are an essential part of the selection and recruitment process to assess if any reasonable adjustments are required.

Equal opportunities:

We are an equal opportunity employer. We want to develop a more diverse workforce, and we positively welcome applicants from all sections of the community.

Applicants with disabilities will be granted an interview if the essential job criteria are met.

