



*Christleton Primary School*  
*Be the best you can be*



Dear Colleague,

A very warm welcome from Christleton Primary School and thank you for your interest in applying for our teaching vacancy. We hope you find the enclosed information useful.

Christleton Primary School is a happy; successful and vibrant community school situated in the heart of Christleton, a small village on the outskirts of Chester. We are looking for a dynamic teacher to join our hard working team.

Our school community is strong, the children are a delight with excellent behaviour and conduct. They are confident, love learning and engage in all the school has to offer. We are an inclusive school and have a reputation for valuing, caring and attending to the needs of each child in our care. It is important that our school community is happy, well cared for, safe and secure to allow all to reach their potential. Our parents are supportive and the school benefits from an active PTA and a strong community base.

The motto at Christleton Primary is 'Be the Best You Can Be' and is what we strive for on a daily basis. Our shared belief that education should be an exciting journey and that every child should leave our school with a love of learning that will remain with them throughout their lives. As adults it is our responsibility to install this.

The staff, governors, parents and pupils are extremely proud of our school and the way that everyone works together to make it a happy place to work and learn. Our school website provides an insight into the values and routines of school life, but a visit to the school gives you the opportunity to see these in action. I encourage you to make an appointment and come and see and feel for yourself the ethos we have developed.

We are passionate that the children in our care deserve nothing but the best. It is a privilege to lead this school and it is a fantastic place to work. If you are passionate about providing only the best for every child, are forward thinking and dynamic then this may be the school for you.

Thank you again for your interest in this post. We hope to welcome you to our school soon.

Yours sincerely,

*Mr Mitchell*

## **Join Our Outstanding Team**

### **Maternity Leave, Year 4 Teacher Opportunity at Christleton Primary School**

The Headteacher and Governing Body of Christleton Primary School are excited to welcome applications from an enthusiastic, compassionate, and dedicated Year 4 teacher who shares our passion for nurturing young minds. We are looking for someone who is committed to delivering a rich and engaging learning experience that inspires every child to 'Be the best you can be'.

At Christleton, we take pride in offering a broad, balanced, and enriched curriculum where high standards are not only expected but achieved. As a valued member of our Key Stage 2 team, you will play a key role in planning and delivering dynamic lessons that meet the diverse needs of our pupils ensuring every child, including those with barriers to learning, is supported and empowered to thrive.

Beyond the classroom, this role offers the opportunity to shape and develop the direction of subjects across the school, ensuring consistently high-quality teaching and learning. You'll work closely with colleagues, families, and external professionals to create a nurturing and supportive environment for each child's holistic development.

We're looking for a team player who brings warmth, creativity, and initiative—someone who is eager to grow professionally while contributing to the wider life of the school through both curriculum and extracurricular activities. You'll be a confident communicator, a compassionate listener, and a reflective practitioner who understands the evolving challenges children and schools face today.

If you're driven by the desire to make a genuine difference, believe in the power of education to transform lives, and want to be part of a caring, collaborative school community, we would love to hear from you.

This is more than just a job, it's a chance to inspire, lead, and grow alongside a wonderful team and exceptional pupils.

**Come and be part of something special at Christleton Primary School.**

## **Our vision, ethos and values**

### **Vision**

Our school is a place of learning where everyone is valued and positively encouraged to achieve their full potential in a safe and caring environment.

### **Motto**

Be the best you can be.

### **Aims**

At Christleton Primary School we undertake to:

- Raise levels of attainment for all pupils, enabling them to achieve their full potential
- Encourage learners to be confident, disciplined, enquiring and decisive
- Foster a love of learning in a safe and happy environment
- Develop self-respect, esteem and personal responsibility linked to the needs, awareness and Respect of others
- Foster skills that allow the development of considerate and positive relationships with others throughout the community
- Ensure equal opportunities in relation to gender, race, class, special needs and belief
- Respect and value other cultures
- Promote a thoughtful attitude towards the immediate and wider environment.



### **Ethos**

The ethos and atmosphere underpin the agreed aims of the school. Teachers will provide a broad and balanced curriculum, which will develop the skills, concepts and knowledge necessary for future learning. In the course of their daily work, the staff will contribute to the development of this ethos through:

- Providing a stimulating working environment at all times, in which each child can achieve their full potential
- Providing a welcoming environment, in which kindness, courtesy and respect are key
- Providing positive role models
- Providing a fair and disciplined environment in line with the school's Behaviour and Discipline Policy
- Maintaining purposeful and informative planning, recordkeeping and assessment documents, in line with school policy
- Developing links with the local and wider community
- Allow individual pupils' successes and achievements to be celebrated
- Welcoming, supporting and training of teaching and non-teaching staff and students.

## Values

- Respect - fair play; knowing one's own limits; and taking care of one's health and the environment
- Excellence - how to give the best of oneself, on the field of play or in life; taking part; and progressing according to one's own objectives
- Friendship - how, through sport, to understand each other despite any differences
- Determination - the drive and motivation to overcome both physical and mental barriers in order to achieve your goals
- Courage - having the self-belief and confidence to overcome adversity and face difficulty
- Equality - showing respect and humility towards all those around you in the spirit of fair play
- Inspiration - to be motivated by the achievements and actions of others and to be a positive example to others.
- Honesty

## Core purpose of the role

### Teaching and learning

1. Plan and deliver consistently good (or better) lessons.
2. Carry out teaching duties, as required, in accordance with the Teaching Standards and the National Curriculum.
3. Identify clear teaching objectives and specify how they will be taught and assessed.
4. Set tasks which challenge pupils and ensure high level of interest.
5. Set appropriate standards and demanding expectations.
6. Set clear targets building on prior attainment.
7. Provide clear structures for lessons maintaining pace, motivation and challenge.
8. Make effective use of assessment and ensure coverage of the programmes of study.
9. Ensure effective teaching and the best use of available time.
10. Monitor and intervene to ensure sound learning and discipline.
11. Be punctual and ready to play an active part of the team
12. Attend whole school events as a key member of our thriving community
13. Provide extra-curricular / residential activities that provide a breadth of experience and enhance the curriculum offer



## **Key Responsibilities**

1. To use a variety of teaching methods which meet the needs of the learner.
2. Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
3. To ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the age group taught.
4. To evaluate their own teaching critically to improve effectiveness.
5. Take account of pupils' needs by providing structured learning opportunities which develop the areas of learning identified in national and local policies and particularly the foundations for literacy and numeracy.
6. Encourage pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere and listen attentively.
7. Use a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.
8. Manage parents and other adults in the classroom.
9. Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching.
10. Mark and monitor pupils' work in line with our school policy and expectations and set targets for progress.
11. Assess, record and track pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving.
12. Prepare and present informative reports to parents.

## **Other duties and responsibilities**

1. To promote equal opportunities
2. To promote the ethos of the school
3. To attend meetings, in accordance with school policy and to lead such meetings as required.
4. To take key stage assemblies.
5. To prepare and present reports, as required to governors, LA officers, parents, carers and outside agencies.
6. To attend occasional meetings during evening hours, at weekends or in school holidays, as required.
7. To undertake all other tasks commensurate with the role as required and directed by the Headteacher.

## **Safeguarding**

1. To have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures within Christleton Primary schools safeguarding policy.

## Key organisational objectives

The post holder will contribute to the school's objectives in service delivery by:

1. Ensuring compliance with Data Protection, Equalities, Safeguarding, Health and Safety and all other relevant legislation
2. Operating within the school's Equal Opportunities framework at all times
3. Ensuring the maintenance of a safe, caring and stimulating environment for all pupils and staff
4. Demonstrating high standards of personal integrity, loyalty, discretion and professionalism



## Personal Specification / Selection Criteria for the post of teacher

	Essential	Desirable	Source
<b>Qualifications</b>			
Qualified teacher status, recognised by the DfE.	✓		A
Evidence of continuing and recent professional development relevant to the post.	✓		A

<b>Experience and knowledge of teaching</b>			
Recent, significant and successful experience as a teacher in the primary phase (outstanding practice).	✓		AILO
Experience of teaching in different year groups.		✓	AIL
A proven track record of raising attainment.	✓		AIL
Experience of working in partnership with a range of stakeholders.			
Experience of working with children with differing SEND needs		✓	
Experience of teaching in Year 4 / key stage 2		✓	

<b>Knowledge and Understanding</b>			
An in-depth knowledge and understanding of the curriculum	✓		AIL
Sound knowledge and understanding of assessment for learning strategies.	✓		AIL
Sound understanding of the role in the environment in supporting children's learning		✓	AIL
An understanding of and commitment to learning through a creative curriculum.	✓		AI
A commitment to equality and opportunity for all.	✓		AIL
Able to effectively utilise IT across the curriculum.			

<b>Professional Attributes / skills</b>			
Ability to work effectively as part of a team and be able to motivate others.	✓		AILO
Ability to monitor and evaluate teaching and learning and implement strategies for improvement.	✓		AI
Ability to be flexible and use own initiative to solve problems	✓		AIO
Well organised and able to manage time effectively			
Ability to work under pressure and remain calm			
Be an outstanding practitioner			

<b>Professional Skills</b>			
Ability innovate, be creative and change approach when needed.	✓		AIL
Build and sustain effective relationships with parents, carers, other schools and partners and the broader community that enhance the education of all pupils.	✓		ALI



Personal Qualities			
Be a positive role model at all times, a highly effective and respected representative of Christleton Primary School.	✓		A I O
Demonstrate personal and professional integrity, including modelling values and vision.	✓		A I O
Inspire trust and confidence across the school and community.	✓		A I
Manage and resolve conflict including the ability to make firm decisions and convey them clearly.		✓	A I L
Be aware of their own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others.	✓		A I
Demonstrate a 'can do' attitude and a capacity for sustained hard work with energy and vigour.	✓		A I L
Be creative, dynamic and possess excellent communication skills.	✓		A I L
A good sense of humour and endless enthusiasm.	✓		A O I

<b>A</b>	Application form	<b>I</b>	Interview / presentation
<b>L</b>	Supporting letter	<b>O</b>	Observation

#### Note

The supporting letter should be no more than **three sides of A4, size 12 font.**

## **Additional recruitment Information**

### **Application / CV**

The CWAC application form should be used. CV's are not accepted and any applications that include a CV will not be considered.

### **School visits**

Visits to the school are strongly encouraged.

In order to arrange a visit please contact the school on 01244 455288 or via email [head@christletonprimary.cheshire.sch.uk](mailto:head@christletonprimary.cheshire.sch.uk)

### **Recruitment Process**

Once you have submitted your application and supporting letter, it will be assessed against the criteria in the person specification. Successful applicants will then be invited to the interview process.

### **The interview process**

We are passionate about individuals being the best that they can be and appreciate that an interview process may be stressful. While thorough we aim that the process will be as pleasant as possible to allow each individual to perform to their potential.

The interview process may include additional elements alongside the formal interview questions.

These may include but are not limited to

- A classroom observation
- School visits
- A school tour
- A case study
- A presentation
- An unseen task



### **References**

Before you are invited to interview, Christleton Primary School will obtain references from your referees. In order to prevent a delay please ensure that the reference section of your application form is accurate and completed in full.

## Qualifications

Shortlisted candidates will be required to provide evidence of their qualifications at interview and any offer of employment will be on receipt of satisfactory references.

## Right to work in the UK

Section eight of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview you will be asked to produce original and up to date documentary evidence of your right to work in the United Kingdom.

## Data Protection

Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form you are giving consent to the processing of your data.

## Criminal convictions

All education establishments in the UK are exempted from the Rehabilitation of Offenders Act 1974. In practice this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. List 99 is also obtained on anyone who will be working or coming into contact with children; and must be received by the school before employment can commence.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff, volunteers and other third parties to share this commitment. Safer recruitment practice and Pre-Employment background checks will be undertaken before any appointment is confirmed. This includes a request for references prior to interview, checking evidence of qualifications and a satisfactory enhanced DBS. The school will also make social media checks on shortlisted candidates, in line with Keeping Children Safe in Education guidance.



## Equality and Diversity

We recognise the benefits of a diverse workforce such as ideas and talent. We are committed to eradicating discrimination in the workplace; and becoming an employer of choice.

### **Special requirements**

If you require reasonable adjustments prior to your interview, these can be arranged by emailing the school bursar [bursar@christletonprimary.cheshire.sch.uk](mailto:bursar@christletonprimary.cheshire.sch.uk).

### **School tour**

Prior to submitting your application candidates are strongly encouraged to visit the school to ensure the school is right for you and vice versa.

### **Feedback**

We regret that we are unable to provide feedback on the shortlisting process to unsuccessful applicants.

*We reserve the right to close advertisements early.*