



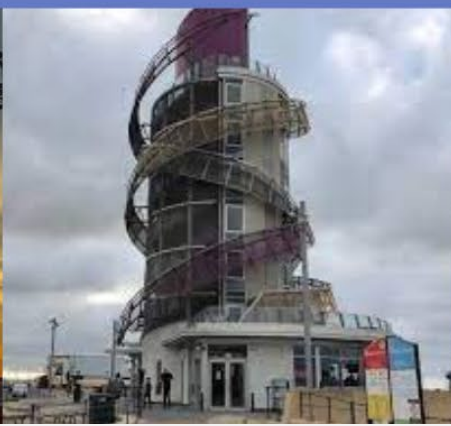
# LKS2 Classroom Teacher

*'To transform children's life chances.'*

Job Ref: DPA166



**TEES VALLEY  
EDUCATION**  
[www.teesvalleyeducation.co.uk](http://www.teesvalleyeducation.co.uk)





# Introduction

## Tees Valley Education's foundation and journey to date

Tees Valley Education Multi-Academy Trust (TVEd) was established in 2005, building on five years of successful collaboration between Brambles and Pennyman Primary Academies. This partnership laid the foundation for a trust committed to excellence in education and community impact. Later that year, Dormanstown joined the trust, further strengthening its reach and capabilities. In 2018, Wilton Primary Academy became part of the trust, marking another significant milestone in its growth.

That same year, TVEd proudly opened Discovery Special Academy, the first free school in Middlesbrough, providing tailored education to children with special educational needs. In August 2022, Discovery Special Academy transitioned into a state-of-the-art, purpose-designed building, enabling the expansion of its provision to include secondary-age children.

2025 is a milestone year for the Trust as it proudly marks its 10th anniversary. Over the past decade, the Trust has dedicated itself to fostering positive change and making a meaningful impact in the community. This special anniversary offers an opportunity to reflect on its achievements, celebrate the partnerships and support that have made them possible, and renew its commitment to building a brighter future. The Trust looks forward to continuing its journey towards leaving a 100-year legacy of innovation, growth, and service for generations to come.



# Letter From Katrina Morley OBE

- Chief Executive Officer  
Tees Valley Education Trust



Dear Applicant,

Thank you for expressing your interest in joining Tees Valley Education Trust.

At Tees Valley Education Trust, we hold a steadfast belief that excellence is a birthright. Every child, regardless of their circumstances, deserves access to a world-class education. Our academy Head Teachers operate in an atmosphere of trust, honesty, and integrity, underpinned by an unwavering commitment to excellence for all children and young people. As a Trust, we embrace a philosophy of “no excuses or barriers” in education, ensuring that every child has the opportunity to thrive.

Our academies are located in areas of significant deprivation, and we are passionately committed to the transformative power of education in changing lives. By joining us, you will become part of a brilliant and dedicated team. Across our Trust, all staff—regardless of role—work together with a shared vision: to transform children’s life chances.

We are equally committed to supporting our staff. At Tees Valley Education Trust, we ensure that our leaders and teachers have the time and resources to fulfill their professional duties and responsibilities. We offer a vibrant, supportive, and friendly atmosphere where you will be encouraged to develop both personally and professionally.

Enclosed with this recruitment pack, you will find the job advert, job description, person specification, safeguarding information, and guidance on how to apply. If you wish to apply, please ensure that you complete the application form in full. Kindly note that we do not accept curriculum vitae; only information provided in the application form will be considered.

Thank you once again for considering a position with Tees Valley Education Trust. We look forward to receiving your application.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Katrina Morley', written in a cursive style.

Katrina Morley OBE  
Chief Executive Officer  
Tees Valley Education Trust



# TVEd Staff Charter



Complimentary refreshments for staff



Free annual flu vaccination available for all staff upon request



Trust and academy deadlines are publicised well in advance



Sensible pragmatic approach to data collections



Dedicated planning, preparation and assessment (PPA) for all teaching staff



Wellbeing service free for all staff including counselling, life style support and medical referrals



Dedicated space for teaching and learning



Open door policy



A range of staff social, sports and fun sessions including team celebrations



Opportunities for professional development through excellent CPD support



Constructive and research based approach to drop ins and lesson observations within a learning community



Communication policy to protect time outside of the academy



On site parking



End of term team celebration events



Diamond Standards to celebrate all staff who have excelled in one if not all of the SC's



Dedicated staff room and facilities



Always well informed with all elements of school life through regular communications



Staff are recognised for their over and above contribution they make in line with existing policies

# Mission & Values



## Mission

Our mission is to deliver educational excellence for all of our children by fostering a culture of creativity, curiosity, care, courage and commitment.

## Vision

*'To transform children's life chances'*



## Diamond Standards



### Commitment

To be dedicated, hard working and always try our best.



### Courage

To be adventurous, bold and brave



### Care

To be kind to ourselves, each other and our communities.



### Curiosity

To be inquisitive, excited and explore.



### Creativity

To use our talents to imagine, innovate and inspire.

## ADVERTISEMENT

### **Classroom Teacher LKS2**

### **Dormanstown Primary Academy**

### **Status: Permanent**

### **Required: September 2025 (or earlier if possible)**

### **Salary: M1 to UPS 2**

### **Hours: Full Time**

### **Reporting to: Headteacher**

Dormanstown Primary Academy is a thriving inclusive learning community for 260 pupils from Nursery to Year 6. Within our provision, we have 40 High Needs places for children with complex learning needs from across Redcar & Cleveland. We are seeking to appoint an enthusiastic and committed Teacher to join the mainstream academy team. We are looking for an innovative and inspirational teacher who can demonstrate best practice in teaching, has high expectations for all children and has a good knowledge of the primary curriculum and assessment. We require a teacher who can demonstrate a proven impact on outcomes both academically and pastorally.

We can offer:

- an excellent learning environment
- dedicated pupils who love coming to the academy, enjoy learning and demonstrate strong learning behaviours
- a forward-thinking school, which is committed to improvement through evidence-based research
- a passionate and high performing team of professionals within the academy and across the Trust to learn from
- an enthusiastic and supportive Headteacher who puts the interests of the children first and are committed to the continual improvement of the academy
- an opportunity to be part of working parties across the partner R&C academies of Dormanstown and Wilton and the Trust, within your areas of interest

Tees Valley Education Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to a satisfactory enhanced DBS check.

Applications are invited from prospective candidates who are able to demonstrate that they are able to meet the essential criteria set out in the person specification. Visits to the academy are actively encouraged and should be arranged by contacting the academy office either by telephone on 01642 483696 or email [TVEDormanstown@tved.org.uk](mailto:TVEDormanstown@tved.org.uk)

Visit dates are:

- Thursday 23<sup>rd</sup> January at 3.30pm
- Friday 31<sup>st</sup> January at 9.30 am
- Friday 7<sup>th</sup> February at 3.30pm

If you would like to visit but cannot make the above dates or have any queries about the application process or the position please feel free to contact Mrs Antje Kell, Headteacher on 01642 483696 or email [TVEDormanstown@tved.org.uk](mailto:TVEDormanstown@tved.org.uk)

**Closing Date: 12.00 noon Monday 10<sup>th</sup> February 2025**

**Interview Date: Friday 14<sup>th</sup> February 2025**

## HOW TO APPLY

Application packs can be downloaded or printed directly from the Trust website [www.teesvalleyeducation.co.uk](http://www.teesvalleyeducation.co.uk) or requested from the Academy. Only applications on Trust's official application form will be accepted.

If you are submitting your completed application form by e-mail, please be aware that the academy cannot be responsible for any formatting anomalies when printing.

**By email to:** [recruitment@tved.org.uk](mailto:recruitment@tved.org.uk) adding Dormanstown Teacher Vacancy in the subject.

Handwritten or electronic printed copies should be posted or hand delivered to the following address for the attention of Mrs Antje Kell:

**By post to:**

Dormanstown Primary Academy  
South Avenue  
Redcar  
Cleveland  
TS10 5LY

## SAFEGUARDING CHILDREN

The Trust, and its academies, are committed to Safeguarding and Promoting the Welfare of all children. We recognise that some children *may* be especially vulnerable to abuse e.g. those with Special Educational Needs, those living in adverse circumstances.

**The Trust's Child Safeguarding Policy applies to all adults, including volunteers, working in or on behalf of the Trust.**

Everyone who works with children has a responsibility for keeping them safe. No single practitioner can have a full picture of a child's needs and circumstances and, if children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action.

The Trust pays full regard to DfE guidance 'Working Together to Safeguard Children DfE 2018'. Anyone who works for the Trust, who is likely to be perceived by children as a safe and trustworthy adult (including volunteers and staff employed by contractors), is subject to appropriate checks in line with current legislation and best practice.

Safer recruitment practice includes scrutinising applications, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and, where appropriate, undertaking checking details with the Disclosure and Barring Service.

Applications will only be accepted from candidates completing the Trust's Application Form. Please complete ALL sections of the Application Form which are relevant to you as clearly and fully as possible. CVs will not be accepted.

### **Safeguarding Children & Young People**

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including DBS checks. Candidates should be aware that all posts in Tees Valley Education involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post. Accordingly, this post is exempt from the Rehabilitation of Offenders Act 1974 and, therefore, all convictions, cautions and bind-overs, including those regarded as "spent" must be declared.

### **UK General Data Protection Regulation**

Refer to our privacy policy on how we will process your personal data including how you can request to access your personal data via Tees Valley Education website: <http://www.teesvalleyeducation.co.uk>.

## JOB DESCRIPTION – TEACHER

To carry out the duties of a school teacher as set out in the School Teachers Pay and Conditions Document. To meet the required standards for Qualified Teacher Status and having regard to the curriculum of the academy: to teach children within the primary age range according to their educational need. This includes all necessary professional duties of planning, preparing courses and lessons, assessing, recording and reporting on the development, progress and attainment of pupils assigned to you. To contribute and participate in the team working ethos of the academy and maintains the positive ethos and core values of the academy, both inside and outside of the classroom.

### PLANNING, TEACHING AND CLASS MANAGEMENT

Teach allocated pupils by planning their teaching to achieve progression of learning through:

- Planning and delivering the teaching programme for all pupils within the class in relation to the Early Years or National Curriculum, PSHE and Citizenship and the Agreed Syllabus for Religious Education with regard for the academy's aim statement, own policies and schemes of work.
- Providing clear structures for lessons and for sequences of lessons, which maintain pace, motivation and challenge.
- Setting tasks which challenge pupils and ensure high levels of interest.
- Setting appropriate and demanding expectations.
- Plan appropriately to meet the needs of all pupils, through differentiation of learning tasks.
- Setting clear targets and next steps in learning, building on prior achievements.
- Making effective use of assessment information on pupil's progress in lesson planning.
- Ensuring effective teaching and best use of available time.
- Maintaining positive behavior management in accordance with the academy's procedures and encouraging positive learning dispositions.
- Using a variety of teaching methods to:
  - Keep all pupils purposefully engaged;
  - Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary;
  - Use effective questioning and feedback addressing any errors and misconceptions in a timely manner
- Evaluate own teaching critically to improve effectiveness.
- Ensure the effective deployment of learning support assistants.
- Encourage pupils to think and talk about their learning.
- Provide a classroom environment and ethos that is supportive of learning for all pupils.

### MONITORING, ASSESSMENT, RECORDING, REPORTING

- Assess how well learning objectives have been achieved and use this information to improve specific aspects of teaching.
- Use assessment of and assessment for learning to support pupil learning.
- Prepare and present information on the development, progress and attainment of pupils in the class to SLT through progress reviews.

### OTHER GENERAL PROFESSIONAL REQUIREMENTS

- Have a working knowledge of teachers' professional duties and legal liabilities.
- Operate at all times within the stated policies and practices of the academy and Trust.
- Establish effective working relationships and set a good example through presentation, personal and professional conduct.
- Endeavour to give every child the opportunity to reach their potential and meet high expectations.
- Take responsibility for own professional development and duties in relation to academy and Trust policies and practices.

The job holder may be required to undertake additional duties as could be reasonably required in exceptional or emergency situations.

The job holder may be required to work flexibly between the hours of 8am and 6pm.

The job holder may be required to work across the Trust.

The job holder may be required to undertake additional training



**Important:** In the first instance, applications are assessed against the following criteria:

\*overall presentation      \*use of standard English      \*grammatical accuracy

Where applications do not meet the expected standard, they will be discarded before being matched to the person specification.

PERSON SPECIFICATION		
QUALIFICATIONS & EXPERIENCE	AM	E/D
Degree or relevant qualification and experience.	A	E
Qualified Teacher Status	A	E
Proven KS1 and/or KS2 teaching experience	A, I, R	E
KNOWLEDGE, ABILITIES AND SKILLS		
An understanding of the current National Curriculum for KS1 & KS2	A, I	E
Knowledge of the characteristics of high quality teaching in primary education	A, I, R	E
A sound understanding of strategies to support all children's learning	A, I, R	E
Ability to plan effectively to meet the needs of all groups of children	A, I, R	E
The use of a variety of techniques for assessment for learning in order to impact positively on children's progress	A, I, R	E
Ability to inspire and motivate all children to learn and realise their potential	I, R	E
Understanding of positive behaviour management strategies	I, R	E
Evidence of good classroom management skills.	I, R	E
Outstanding organisational skills with the ability to self-direct as well as work successfully within a team.	A, I, R	E
Excellent communication and interpersonal skills at all levels.	I, R	E
A commitment to further professional development.	A, I	E
Commitment to the protection and safeguarding of children and young people	I, R	E
Understanding of the science of learning teaching principles	A, I,	D
Understanding of how to use comparative data, together with information about pupils' prior attainment to set targets for improvement.	A, I, R	D
Understanding of meeting the needs of vulnerable pupils including those with SEND and in receipt of PPG.	A, I, R	D
Ability to be proactive, use initiative and show a creative approach	I, R	D

AM (Assessment Method) - A - Application Form, I - Interview, R – Reference

E – Essential      D – Desirable

## EXPLANATORY NOTES

Applications will only be accepted from candidates completing the Trust's Application Form. Please complete ALL sections of the Application Form which are relevant to you as clearly and fully as possible. CVs will not be accepted.

### Interview Process

After the closing date, short listing will be conducted by a panel, who will match your skills/experience against the criteria in the Person Specification. You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form.

All candidates invited to interview must bring an original form of identification, photocopies will not be accepted.

**Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.**

We will seek references for candidates that are shortlisted for interview and may also approach previous employers for information to verify particular experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

### Conditional Offer: Pre-Employment Checks

Any offer to a successful candidate will be conditional upon:

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity checks and qualifications
- Satisfactory DBS check
- Verification of professional status such e.g. QTS Status, NPQH (where required)
- Satisfactory completion of a Health Assessment
- Satisfactory completion of the probationary period (where relevant)
- Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as may be required in accordance with statutory guidance.

## **Dormanstown Primary Academy Information**

Dormanstown Primary Academy is an inclusive thriving learning community of 260 pupils aged 3-11. Our context is challenging, serving an area of socio-economic deprivation with a high proportion of children who are eligible for pupil premium. Within our provision, we have 40 High Needs places for children with complex learning needs from across Redcar & Cleveland, growing to 49 in September 2025.



Our children are entitled to an excellent education; we ensure children have the essential knowledge, learning dispositions and key values to embrace the opportunities and challenges they encounter to go out into the world and make a difference to their own lives and that of others. We achieve this through expert teaching routed in cognitive science and underpinned by:

- A positive climate and routines for learning
- A well-sequenced, knowledge rich curriculum
- Planning for learning rather than performance
- Responsive teaching and effective feedback approaches
- Explicit teaching to extend and enrich vocabulary learning to address language development and the word gap
- A commitment to continual development by all staff



We have a shared understanding that 'Learning is a persistent change in the long-term memory'. Using Trust plans as a starting point, teachers at Dormanstown plan clear sequences of learning which address and activate prior knowledge, introduce new knowledge in granular steps and make meaningful connections between old and new learning. This includes how to use spaced retrieval to ensure information is regularly revisited to enable the information to move from the working to the long term memory.

Our responsive teaching approach to feedback ensures we are constantly consulting and co-constructing learning with our pupils. Pupils are encouraged to be independent and teacher's assessment for learning is pivotal in this process.



The recent relaunch of our school logo in collaboration with our whole community ensures our children display learning behaviours underpinned by our core values: 'aspiration, inspiration, collaboration and celebration', creating a nurturing environment that enables children to be successful learners.

Our children have excellent learning behaviours, are eager to learn and are supported by a team of hard-working and dedicated staff. The children of Dormanstown Primary are happy learners, who work hard to reach the challenges set by their teachers.

We work as part of Tees Valley Education, a Trust that has been operating since September 2015. We work very closely with our partner academies: Brambles, Pennyman, Wilton and Discovery. This gives us the opportunity to develop best practice and deliver improved outcomes for our children. It also allows us to ensure that all our staff receive high quality CPD to support them in achieving their professional goals.

Our vision for Dormanstown is ambitious, and presents a significant challenge, but we are already a long way into this journey. With inspirational pupils who share a love of learning, a passionate staff team and the resources of the Tees Valley Education Trust professionals, we ensure that our children set aspirational goals, inspire one another, collaborate and celebrate together.



Please visit our website for further information [dormanstown.teesvalleyeducation.co.uk](http://dormanstown.teesvalleyeducation.co.uk)





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