

Cambrai
Primary School



Reception Class Teacher – Maternity Cover



Application Pack

Lingfield
Education Trust





A golden opportunity – for a brilliant colleague



Reception Class Teacher

Pay range: MPS 2- 4 (ECT 2s are welcome)

Required from 1st September 2026

Fixed term until: Two Terms Maternity cover expected until March 2027

Are you looking for a once in a career opportunity? Do you have a genuine desire to create something extraordinary for the children in your care? If so, Cambrai Primary School may just be looking for you...

Cambrai Primary School is a new school, which opened in September 2019. In September 2025, our first class moved to Year 6. We are looking for the perfect Reception teacher to temporarily join our small, but wonderful school team as a maternity cover. We are situated in a brand new building, with state of the art facilities and wonderful school grounds.

Expectations at Cambrai are high, but so is the support available, staff morale and team spirit. Cambrai is a great place to work. Your practice, ethos and approach to school life will shape the lives of our children and the school culture we are building.

As such, it is key that:

- 🌱 You are an outstanding early years teacher – or have the potential to become so;
- 🌱 You love being a teacher; your children come first and you are full of enthusiasm and energy;
- 🌱 You are kind. You lead by example and will embody our school motto: *'Growing good people – doing great things'*;
- 🌱 You are committed to a team approach – being a small school, we all dive in and help each other across all aspects of school life!
- 🌱 You are keen to champion and support our children who need additional help to shine; because you believe that all children are capable of becoming stars.

If this sounds like you, and a role that you would relish, please look carefully at the following materials and complete the application form. Please include with our application form a covering letter, detailing why you are the right person for this unique position (maximum words, 750).

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.

Further details are available from Miss L Robinson, Headteacher at Cambrai Primary School. Please email admin@cambrai.lingfieldtrust.org.uk or call 01748 503 130 for an informal discussion, or to arrange to visit the school to meet the children and staff team.

Application forms are available to download from www.cambraiprimaryschool.co.uk. Please return completed applications directly to: Cambrai Primary School, Catterick Road, Catterick Garrison, North Yorkshire, DL9 4BZ. Please mark the envelope, or title the email 'Teacher Application' and send to admin@cambrai.lingfieldtrust.org.uk

Closing Date: Friday 8th May 9 am

Shortlisting: Friday 8th May (if you do not hear on this date, please assume that you were unsuccessful in being shortlisted this time.)

Interviews: Monday 18th May 2026

POST TITLE: CLASS TEACHER

GRADE: MPS Band 2 – 4

REPORTING RELATIONSHIP To the Headteacher

JOB PURPOSE: To carry out the duties of a teacher set out in the statutory conditions of employment for teachers as defined in the School Teachers' Pay and Conditions Document

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 your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

Specific duties of a teacher at Cambrai Primary School are detailed below.

1. To have a commitment to the agreed whole school vision and values as published in the school prospectus. To positively promote and contribute to the team ethos of the school.
2. To plan, prepare and implement an appropriate programme of work for the children which:
 - takes account of each child's individual needs through differentiation of expectation/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, DfE, Board of Trustees, Local Governing Bodies and Support Agencies.
 - has a commitment to first hand experience/curriculum enrichment and the celebration of children's contributions.
3. To assess and evaluate the children's work and provide pupil profiles/records of achievement which:
 - 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.
4. To ensure that all the children within the class have equal access to the experiences and opportunities provided.

5. 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.
6. To have high expectations of the children in work, attitude and behaviour.
7. To have pastoral care of the teaching group, within the school ethos, by:
 - o being a good role model for the children in all personal qualities.
 - o fostering the positive self-image of each child through praise and encouragement.
 - o respecting each child and ensuring that the children know they are valued.
8. To alert the senior leaders to a cause for concern.
9. To continue personal and professional development.
10. Any other tasks as may be reasonably requested by the Headteacher from time to time.
11. This post has a high level of contact with, and responsibility for, children.
12. 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.
13. To carry out your duties with full regard to the Trust's Equality Policy and Race Equality Scheme.
14. To comply with Health and Safety policies, organisations statements and procedures, report any incidents/accidents/hazards and take pro-active approach to health and safety matters in order to protect both yourself and others.

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL TRUST/SCHOOL POLICIES.

THE POST IS SUBJECT TO AN DBS CHECK (CERTIFICATE OF DISCLOSURE FROM THE DISCLOSURE AND BARRING SERVICE) AND THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS BEFORE AN OFFER OF APPOINTMENT IS CONFIRMED AND WILL BE SUBJECT TO RECHECKING AS APPROPRIATE

The Trust and Schools within the Trust are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Whilst this position is based at Cambrai Primary School, the Trust does reserve the right to request working at other locations across the Trust.

Please see below for the person specification

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Application	E1	Fully supported reference	AF/R			
	E2	Well structured supporting letter (no more than 750 words) detailing why you are the right person for this unique position	AF			
Qualifications & Education	E3	Qualified Teacher Status	AF/C			
Experience & Knowledge	E5	Knowledge of structure and content of the National Curriculum	AF//R	D1	Experience of teaching in Early Years	AF/R/I
	E6	Understanding & knowledge of current educational issues	AF//R			
	E7	A clear vision and understanding of the needs of Primary pupils	AF//R			
	E8	Experience of working successfully and co-operatively as a member of a team in a school	AF//R			

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
	E9	Evidence of commitment to raising achievement	AF//R			

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Professional Development	E10	Evidence of attendance at recent and relevant training within the last two years	AF/I	D4	An active interest in staff development and experience of delivering staff training	AF//R
Skills	E11	Ability to communicate both orally and in writing to a wide range of audiences	AF/I			
	E12					
	E13	Competence in the use of ICT to enhance learning	AF//R/O			
	E14	Ability to communicate effectively orally	AF//R/O			

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
	E15	Ability to demonstrate an understanding of curriculum planning, delivery and assessment	AF/I/R			
Personal Attributes	E16	Ability to demonstrate enthusiasm, sensitivity and a caring attitude whilst working with children with SEND	AF/I/R	D5	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/I/R
	E17	High degree of motivation for working with children to promote their development and educational needs	AF/I/R			
	E18	Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community	AF/I/R			
Special Requirements	E19	Interest in working with children to promote their development and educational needs	AF/I/R/D			
	E20	Ability to form and maintain appropriate relationships and personal boundaries with children	I/R/D			
	E21	Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	I/R			

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
	E22	Suitability to work with children	D			

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

Issues arising from references will be taken up at interview. All appointments are subject to satisfactory references.