

Class Teacher

Post	Class Teacher EYFS – KS1 or KS2
Salary	TMS - UPS
Required	September 2026
Contract	One Year Fixed Term – Full time

Closing date for applications: Monday 27 April 2026

Interviews: Week beginning 4th May

Leechpool Primary School is seeking a dedicated and passionate teacher who is committed to doing the best for every child and eager to continue developing their professional practice within a supportive and collaborative environment.

At Leechpool, we have a clear and shared commitment to Quality First Teaching, focusing on clear modelling, purposeful scaffolding, and helping children to remember more over time. Our staff work closely together, sharing expertise and supporting each other to continually improve.

This role is open to both experienced teachers and Early Career Teachers (ECTs). Our structured induction programme includes regular coaching and tailored CPD to support ECTs, many of whom have progressed to take on leadership responsibilities within the school.

We are looking for someone who:

- Holds high expectations for all children and is reflective in their practice
- Builds positive, respectful relationships with pupils, staff, and families
- Contributes actively to the wider life of the school community
- Embraces our values of respect, responsibility, resilience, and resourcefulness

In return, we offer:

- A supportive, collaborative team culture that values wellbeing and professional growth
- Strong CPD opportunities aligned with school improvement priorities, including leadership development and inclusive teaching strategies
- Access to wellbeing resources and a commitment to manageable workload through flexible working practises
- A positive and inclusive school environment where pupils are motivated, well-behaved, and eager to learn

We are fully committed to safeguarding and promoting the welfare of children. The successful candidate will be subject to satisfactory references and an enhanced DBS check.

Visits to the school are warmly welcomed. Please contact the school office at reception@leechpool.w-sussex.sch.uk to arrange a convenient time.

For further information, please visit our website at www.leechpoolprimaryschool.co.uk or contact the School Business Team at sbm@leechpool.w-sussex.sch.uk



...breathing life into learning...to be the best we can be...



Job description

Responsible to: Mrs Hannah Smith and Mr Eliot Law, Acting Co-Headteachers

Purpose of the Role

To deliver high-quality teaching that ensures all pupils learn effectively and make strong progress. Teachers at Leechpool contribute to a consistent, whole-school approach to Quality First Teaching and work collaboratively to continually improve practice.

Teaching and Learning

- Deliver high-quality teaching in line with the school's approach to Quality First Teaching, including clear modelling, purposeful scaffolding, and explicit vocabulary development.
- Plan and sequence learning so that pupils build knowledge and understanding progressively over time.
- Adapt teaching to meet the needs of all pupils, including those with SEND and those requiring additional challenge.
- Implement strategies such as Zones of Regulation to support pupils' emotional literacy and self-regulation alongside academic learning.
- Establish positive, purposeful classroom environments that support learning, behaviour, and wellbeing.
- Work effectively with support staff to maximise pupil outcomes, deploying teaching assistants flexibly in line with evidence-based practice.
- Utilise technology and innovative tools, including AI where appropriate, to enhance teaching effectiveness and reduce workload.

Assessment and Progress

- Use ongoing formative and summative assessment to identify pupils' understanding and inform next steps in teaching.
- Provide clear, timely feedback that supports pupils to improve and develop resilience through self-assessment and reflection.
- Monitor pupil progress and take prompt action to address gaps in learning.



Wider Contribution

- Work collaboratively with colleagues within the phase and across the school to share best practice and support whole-school improvement.
- Contribute to the development and delivery of a broad, balanced, and inclusive curriculum that nurtures academic excellence, creativity, and personal development.
- Promote an inclusive classroom culture that celebrates diversity and supports all pupils to thrive.
- Contribute to a subject area or whole-school initiative, with opportunities to develop leadership skills and take on additional responsibilities over time.
- Engage positively with parents and carers to foster strong home-school partnerships.
- Participate actively in whole-school initiatives aimed at managing workload and promoting staff wellbeing, including flexible working arrangements where applicable.

Professional Responsibilities

- Reflect on and develop practice through feedback, coaching, professional dialogue, and targeted CPD aligned with school priorities.
- Uphold school policies and always maintain high professional standards.
- Take responsibility for safeguarding and promoting the welfare of pupils.
- Engage with wellbeing programmes and flexible working opportunities designed to support a healthy work-life balance and staff retention.
- Contribute to a positive, respectful, and collaborative school culture where staff and pupils feel valued and supported.

Leechpool Primary School is committed to creating an inclusive, supportive environment where staff are valued, supported, and encouraged to grow professionally. We welcome applications from passionate educators eager to make a positive difference in our vibrant school community



Person Specification

Attribute	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Teaching qualification 	<ul style="list-style-type: none"> A good degree or equivalent
Experience	<ul style="list-style-type: none"> Responsible for developing, monitoring and evaluating their own teaching practice Working successfully in partnership with parents 	<ul style="list-style-type: none"> A variety of teaching experience across the primary age range Involvement in curriculum development within a school Managing people and resources
Knowledge	<ul style="list-style-type: none"> Current education issues and developments National Curriculum and national strategies Knowledge and understanding of safeguarding Always looking for ways to improve the quality of teaching and learning within their class Strategies for raising standards of achievement Understanding of appropriate strategies for managing pupils' behaviour Has a good knowledge of the different types of formal and informal assessment and its impact upon teaching and learning 	
Skills and Abilities	<ul style="list-style-type: none"> Highly motivated and enthusiastic teacher who is approachable and promotes positive relationships A creative teacher who motivates and engages children Effective administrative and organisational skills Ability to manage effectively pupil discipline and have a commitment to high pastoral care Ability to cop with the pressures of a demanding teaching career 	<ul style="list-style-type: none"> Ability to communicate to a wide range of audiences Working knowledge of ICT for teaching and administrative purposes Leads, embraces and can implement change; creates and innovates Passionately committed to professional development



About Leechpool Primary School

Leechpool Primary School is a large, friendly, vibrant school for children from 4 to 11 years old, situated in north-east Horsham. There are two classes in each year group, with no class having more than 30 pupils. We also have a 30-place nursery within the school grounds which is open 5 days a week.

At Leechpool, we are dedicated to creating a vibrant, inclusive, and nurturing environment where every child feels valued, empowered, and ready to thrive. Through a high-quality, innovative curriculum, we inspire curiosity, creativity, and a lifelong love of learning.

We believe in the power of collaboration and the strength of our learning community, guided by the 6 Rs—**Respect, Responsibility, Resourcefulness, Resilience, Reflection, and Risk-taking**—which shape our approach to growth and success. We set high expectations for ourselves and others, embracing a growth mindset where perseverance and resilience pave the way for progress.

Central to our vision is **wellbeing**—we foster an environment where children feel safe, supported, and empowered to be their best selves. We promote empathy, kindness, and emotional resilience, enabling children to develop essential life skills that prepare them not just for the next year group or secondary school, but for adulthood and the challenges of a diverse and evolving world.

