Classroom Teacher (Fixed Term Maternity Cover x 2, Year R and Year 2)
Longfleet CE Primary School

Salary: Teacher Main Scale M1-M6 (£34.069 - £46940 FTE)

Full-time, Starting February 2027

Fixed Term until July 21st 2027

Located near the heart of Poole, Longfleet CE Primary School is a vibrant, three-form entry school committed to providing an exceptional education for children aged 4–11. As part of the Coastal Learning Partnership, we combine strong academic standards with a rich variety of opportunities in music, sport, and the arts. Guided by our Christian values of Respect, Resilience, Kindness, and Wisdom, we nurture every child to flourish and live an "honourable life in all its fullness". Our welcoming and inclusive community works closely with families, and Longfleet St. Mary's Church, to create a caring environment where every child feels valued and inspired to succeed.

We are looking for two outstanding practitioners with a passion for developing and inspiring a life-long love of learning in children to join our dedicated, friendly and highly motivated team as from February 2027. There is one maternity cover position in Reception and another in Year 2.

We would love to hear from you if you:

- Have experience of working in a school setting.
- Are keen to work in a supportive, learning environment
- Work well in a team
- Are able to bring energy and enthusiasm to the role
- Have good communication skills

We can offer:

- The opportunity to work alongside a dedicated and friendly team
- A welcoming school with enthusiastic children who are keen to learn
- An attractive and well-resourced school
- Excellent professional development opportunities

Please visit the school website for further information about the school www.longfleet.poole.sch.uk. For more information about the role please contact the Headteacher, Nigel Helm, on 01202 673652.

Candidates: Please complete the online application form on the Coastal Learning Partnership Recruitment Portal

Closing Date: We will start to shortlist on Friday 27th November 2026 and this advert will remain open until the position is filled.
Interviews: TBC

To comply with our statutory safer recruitment practices and obligations, we are unable to shortlist incomplete applications. Please ensure you include a full employment and education history, details of two referees and explain any gaps in employment.

Coastal Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment.

The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, and Enhanced DBS check, Child Barred List check and satisfactory references. We will conduct online searches of shortlisted candidates. This check will be part of a safeguarding check, and the search will purely be based on whether an individual is suitable to work with children. As care must be taken to avoid unconscious bias and any risk of discrimination a person who will not on the appointment panel will conduct the search and will only share information if and when findings are relevant and of concern. Applicants are advised that it is an offense to apply for the role if they are barred from engaging in regulated activity relevant to children.

CLP is committed to creating a diverse environment and is proud to be an equal opportunity employer. All applicants who meet the person specification will receive equal consideration for employment. We value the fact that our schools are very different, as are our colleagues within them. Our culture is one in which colleagues serve and inspire each other in the spirit of professional generosity; colleagues are empowered to be themselves and to be their best. At CLP, everyone is welcome and encouraged to achieve and be heard.

Coastal Learning Partnership offers its employees a range of benefits, including:

Financial

Competitive Salary

Recognising Continuous Service from other relevant employments

Higher than average Pension Contributions via our Occupational Pension Schemes

Holiday pay, increasing with service

Occupational Maternity and Paternity pay

CPD and Training

Excellent networking and training and development opportunities for all staff, from courses and qualifications to effective appraisal and internal transfer and promotional opportunities

Medical and Wellbeing Support

Free and confidential counselling, physiotherapy, weight management support, menopause help, personal training, GP referral service and some private surgical procedures

Employee discount schemes

Discounted BH Active Membership

Discount schemes offering a range of high street, restaurant, holiday, finance and other benefits

Cycle and Tech Schemes offering discounted equipment via payroll

Free Eye Tests for VDU

Job Description: Classroom Teacher (Fixed Term Maternity Cover x 2)

Start Date:	February 2027
Responsible to:	Headteacher
Location:	Longfleet CE Primary School
Grade:	Main Scale M1-M6
Hours of work:	Full-time
Disclosure Level:	Enhanced Disclosure & Barring Service Check with child barred list check

Overall Purpose

To inspire, motivate and enthuse pupils and, through this, enable them to make rapid and sustained progress in their learning.

To teach pupils with commitment and enthusiasm, working closely with the team to ensure an appropriately balanced, exciting, relevant and differentiated curriculum.

The post holder may be responsible for the supervision of the work of classroom assistants relevant to their responsibilities.

Safeguarding

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The successful candidate will be required to demonstrate that they meet the essential elements of the person specification and will be subject to pre-employment checks including a health check, online searches, Enhanced DBS check and satisfactory references.

Planning, Teaching and Classroom Management

- Provide positive, memorable learning opportunities, following clearly identified objectives and linked to assessment criteria
- Set tasks which challenge pupils and ensure high levels of interest;
- Deliver lessons which maintain pace, provide opportunities for discovery and challenge;
- Make effective use of assessment and ensure coverage of programmes of study;
- Encourage good practice with regard to punctuality, behaviour, standards of work and homework;
- Use a variety of teaching methods to:
  - ensure effective content, structure information, present a set of key ideas and use appropriate vocabulary
  - use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
  - select appropriate learning resources and develop study skills through library, I.C.T. and other sources;
- Ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
- Evaluate own teaching critically to improve effectiveness;
- Ensure the effective and efficient deployment of classroom support;

- 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 English and Mathematics;
- Encourage pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively;
- Use a variety of teaching strategies which involve planned adult intervention, independent activities and first-hand experiences for learning.
- Actively monitor and respond to national developments in the subject area, teaching practice and methodology;
- Work collaboratively with other areas of the school and the other schools in our Partnership to develop cross-curricular links, which support the school and promote achievement.

Monitoring, Assessment, Recording, Reporting

- In line with agreed policies and procedures:
- Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
- Mark and monitor pupils' work and set targets for progress, providing clear and regular feedback to encourage high levels of engagement and interest;
- Assess and record 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;
- Undertake assessment of students as requested by school and partnership procedures;
- Provide information to parents about the achievements and progress of their child as required through parents' evenings and reports.

- As their careers progress, teachers will be expected to extend the depth and breadth of knowledge, skill and understanding that they demonstrate in meeting the Teachers' Standards, as is judged to be appropriate to the role they are fulfilling and the context in which they are working.
- Teachers are expected to perform at a level that is consistent with what should reasonably be expected at the relevant stage of their career (whether they are an early careers teacher, a mid-career teacher, or a more experienced practitioner).
- The duties assigned to the Teacher will therefore vary depending on the stage of their career, their personal strengths and interests, career ambitions and the opportunities available within their School. Examples of additional responsibilities and expectations may include:
- lead responsibility for a subject or aspect of the school's work, across the school
- managing finances linked to their responsibility
- managing staff
- undertaking appraisals
- working on a school wide area of the Improvement Plan

Whilst every effort has been made to explain the main duties and responsibilities of the Teacher role, each individual task will not be identified. It is expected that all colleagues will endeavour to deliver any tasks identified as reasonable by their Head of School

Person Specification Classroom Teacher

Criteria	Essential	Desirable
Qualifications:	▪ Qualified Teacher Status ▪ Evidence of, and commitment to, continuing professional development	▪ A relevant degree or higher degree qualification ▪ Post graduate education
Experience:	▪ Classroom teaching experience ▪ Experience of managing teaching resources ▪ Experience working in a primary school	▪ Evidence of curriculum leadership across the school age range ▪ Experience of OFSTED and SIAMS inspections and external reviews
Professional knowledge:	▪ Sound knowledge of the National Curriculum for all subjects across the key stage ▪ Awareness of current developments in the field of education and the implications of these for teaching practice ▪ Knowledge of effective strategies to include, engage and meeting the needs of all pupils, in particular underachieving groups ▪ Understand and use assessment to inform teaching and learning	▪ Familiarity with writing and delivering effective education plans for pupils with SEND ▪ Familiarity with attainment tests
Professional skills & abilities	▪ Ability to effectively direct and supervise the work of support staff within the classroom ▪ Able to engage parents in order to encourage their close involvement in the education of their children ▪ Appetite for continuous improvement and a willingness to share expertise within the school and the Partnership ▪ Dynamic and innovative approach to teaching and learning	▪ Commitment to the school's wider community ▪ Ability to use and promote a wide range of teaching methodologies ▪ Commitment to supporting the school's extra-curricular offer

The post holder may be required to travel to other local sites, including other CLP schools.