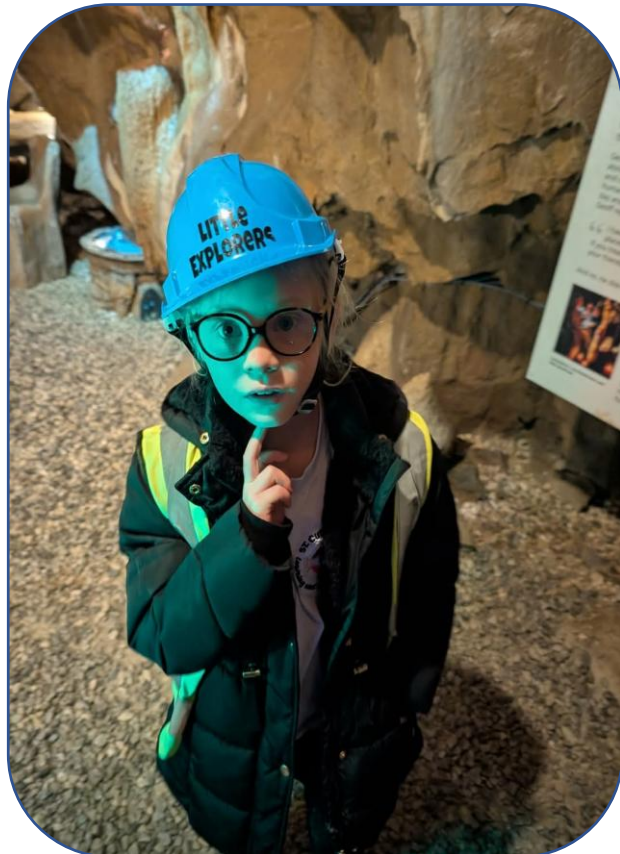


Believe - Achieve - Inspire

Upper Nidderdale Primary Federation

Glasshouses Community Primary School
St Cuthbert's CE Primary School – Pateley Bridge

Class Teacher KS2



CONTENTS

Headteacher's letter

Welcome to The Upper Nidderdale Primary
Federation

How to Find Us

Job Description & Person Specification

HEADTEACHER'S LETTER

Dear Applicant,

On behalf of the pupils, parents, staff and governors of The Upper Nidderdale Primary Federation, thank you for your interest in the role of KS2 teacher within our Federation.

It has been a privilege to serve as Executive Headteacher of the Federation since April 2021, and at Glasshouses Community Primary School since 2017. I feel incredibly fortunate to lead schools where relationships truly matter, where teamwork is strong, and where children's learning and wellbeing sit firmly at the heart of everything we do.

Our Federation is built upon our shared vision of BELIEVE, ACHIEVE, INSPIRE and our 'CHAMPS' values which underpins both our strategic direction and our daily practice. We are committed to nurturing confident, resilient learners who feel valued, inspired and empowered to achieve their very best. This vision and values are not simply words on a page — they shape our culture, our curriculum and the way we support one another as a community.

We are proud of our inclusive approach and the strong partnerships we build with families. Visitors often comment on the warmth of our welcome, the calm and purposeful atmosphere, and the genuine care shown by staff and pupils alike. We would be delighted to extend that welcome to you.

I strongly encourage all prospective candidates to visit our school. A visit offers the best opportunity to experience our ethos first-hand, meet our children and staff. Details of how to arrange a visit can be found within this application pack.

Thank you once again for your interest in joining our team. We look forward to receiving your application and wish you every success.

Yours sincerely,

Miss N Thornber
Executive Headteacher

WELCOME TO OUR FEDERATION

Join Upper Nidderdale Primary Federation

Make a Real Difference in a Small Rural Federation

Are you a passionate primary teacher who thrives in a close-knit school community and wants to make a visible impact on pupils' progress and wellbeing? Join Upper Nidderdale Primary Federation and help grow potential, build confidence and knowledge, and inspire young thinkers across our two friendly village schools.

About the federation

Upper Nidderdale Primary Federation is a maintained two-school federation serving rural communities at Glasshouses and St Cuthbert's. Both schools are small (under 100 pupils each), which means you will get to know every child and family personally and see the direct impact of excellent teaching and pastoral care.

Our vision is simple: Believe — Achieve — Inspire. We live our CHAMPS values (Community, Hope, Aspiration, Mission, Perseverance, Shine) and Rights Respecting principles every day. We are committed to strong safeguarding, inclusive practice and high-quality curriculum delivery.

Our context and priorities:

- Small mixed-age cohorts with high proportions of pupils with SEND, speech, language and communication needs, SEMH needs and a number of disadvantaged pupils (PP).
- Federation priorities include strengthening inclusion and SEND provision, embedding a cohesive and ambitious curriculum (with a particular focus on oracy, reading, vocabulary and maths) and developing enriching opportunities for our pupils.
- A well-led, collaborative staff culture: staff wellbeing is prioritised through supervision and professional development. All staff have access to a free gym and are able to take advantage a 2 paid well being days in term time.

About the role

We are seeking a committed, enthusiastic primary teacher (MPS) who will:

- Plan and deliver engaging, adaptive lessons for mixed-age classes that meet the needs of all pupils, including those with SEND and those who are doubly disadvantaged.
- Use high-quality texts, progressive vocabulary and well-judged adaptations to develop pupils' spoken language, reading, writing and maths.
- Work closely with the Inclusion Team and SENDCo to implement personalised pathways, strengthen in-class practice and ensure interventions make a measurable difference.
- Contribute to our broad personal development offer — outdoor education, pupil leadership, My Happy Mind wellbeing curriculum and enrichment trips — ensuring opportunities are accessible to all.
- Contribute to subject development and engage in continuous professional learning.

This role will give you scope to influence curriculum development and inclusion practice across the federation and to see the tangible difference your work makes in a small-school setting.

About you — the ideal candidate

We're looking for someone who:

- Believes in every pupil's potential and is committed to high expectations and inclusive practice.
- Adapts teaching skilfully in the moment, using assessment and data to plan next steps for individuals and groups.
- Has excellent communication skills, fosters positive relationships with pupils and families, and is vigilant about safeguarding.
- Is collaborative, reflective and keen to contribute to federation-wide improvement — whether in curriculum leadership, outdoor learning, or SEND provision.
- Is motivated to develop professionally and to share best practice with colleagues.

We welcome applications from experienced teachers, those taking on new leadership responsibilities and colleagues with a strong track record of supporting vulnerable learners.

What we offer

- A warm, supportive two-school federation where your strengths are recognised and your development matters.
- Regular, targeted CPD, coaching and supervision; a culture focused on workload balance and staff wellbeing.
- Opportunities to lead curriculum development, contribute to inclusion strategy and shape the federation's direction.
- A genuinely collaborative team, small classes and the chance to make a visible, lasting difference to pupils' learning and lives.
- Commitment to staff wellbeing including access to a free on site gym, 2 paid wellbeing days.
- Strong Leadership and Governance.

How to apply

- Salary: Main Pay Scale (MPS)
- FTE 1.0 (established variable hours contract)
- Closing date: 10 July 2026
- To apply, please send:
 - Letter of application – no more than 2 sides of A4
 - Completed application form
- Submit applications to: bm@uppernidderdalefed.school

For an informal conversation about the post or to arrange a visit, please contact the Executive Headteacher via the office.

Upper Nidderdale Primary Federation is committed to safeguarding and promoting the welfare of children. All appointments are subject to satisfactory enhanced DBS checks and references. We welcome applications from candidates of all backgrounds and are committed to equality of opportunity.

We look forward to hearing from you and to welcoming a colleague who will help our pupils to Believe — Achieve — Inspire.

Further information can be found on our website:

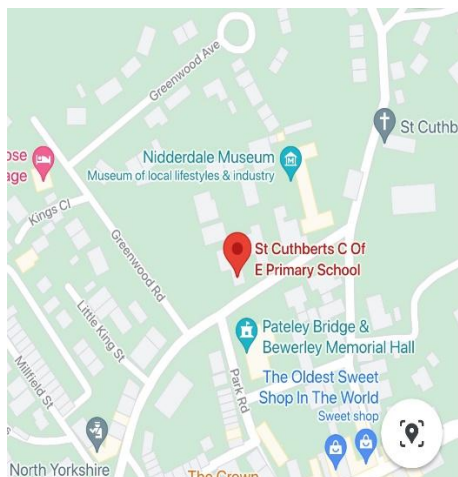
<https://uppernidderdalefed.school>

HOW TO FIND US

Glasshouses Community Primary School
Glasshouses
Harrogate
HG3 5QH

Telephone: 01423 711440

Email: adminh@uppernidderdalefed.school



St Cuthbert's CE Primary School
King Street
Pateley Bridge
Harrogate
HG3 5LE

Telephone: 01423 711407

Email: adminstc@uppernidderdalefed.school

JOB DESCRIPTION & PERSON SPECIFICATION

Job Title and Level

- Job Title: Class teacher
- Level: Main Pay Scale (MPS)

Main Purpose of the Role

- To plan, prepare and teach well-structured lessons which meet the requirements of the National Curriculum and the federation's curriculum, ensuring high standards of teaching and learning for all pupils.
- To promote the Upper Nidderdale Primary Federation vision and values in everyday practice: nurturing curiosity, resilience and respect within a close-knit rural federation serving Glasshouses and St Cuthbert's.
- To ensure pupils make strong progress academically, socially and emotionally in a small-school environment where individual needs (including higher than average proportions of pupils with Special Educational Needs) and pupil premium priorities are carefully considered.
- To contribute to the effectiveness, ethos and wider life of the federation by collaborating with colleagues across both sites and supporting shared approaches to curriculum, assessment and pupil wellbeing.
- To fulfil the professional responsibilities set out in the School Teachers' Pay and Conditions Document and meet the expectations of the Teachers' Standards.

Key Responsibilities and Duties

Teaching and Learning

- Plan, prepare and deliver engaging, well-structured lessons that meet the needs of all pupils and reflect the federation's curriculum intent.
- Use effective assessment for learning to monitor, record and report on pupils' progress, adapting teaching as required.
- Set high expectations which inspire, motivate and challenge pupils, promoting positive attitudes to learning.
- Provide appropriate differentiation and targeted support for pupils with SEN and those eligible for pupil premium to maximise progress and close gaps.
- Support pupils' personal development, resilience and independence in line with federation values.

Mixed-Age Teaching

- Plan and deliver mixed-age lessons and sequences of learning that ensure continuity and progression across year groups.
- Use strategies to manage groupings, scaffold learning and provide appropriate challenge for a range of ages and abilities within one classroom.

- Maintain clear records of long-term and medium-term planning to ensure curriculum coverage across mixed-age cohorts.
- Share resources and approaches with colleagues to ensure consistency between sites and year groups.

Subject Leadership (Subject Leadership Team)

- Act as a member of the federation's Subject Leadership Team, contributing to the development, implementation and evaluation of curriculum policy and practice in your subject area(s).
- Lead on curriculum planning, assessment guidance and improvement strategies within your subject, providing resources and supportive guidance for colleagues.
- Monitor the impact of subject practice on pupil outcomes, collate evidence, and report to senior leaders and governors as required.
- Support colleagues through sharing good practice, modelling lessons where appropriate and contributing to professional dialogue across the federation.

Pupil Welfare, Behaviour and Inclusion

- Promote the safety, wellbeing and positive behaviour of pupils through consistent classroom management and federation expectations.
- Work with the SENCo, DSL and leadership team to identify and support pupils with additional needs and to implement appropriate interventions (including liaising with external agencies when needed).
- Maintain strong relationships with parents and carers, providing clear communication about pupils' progress and wellbeing.

Whole-School and Federation Contribution

- Contribute positively to the broader life and ethos of the federation, including collective events, federation initiatives and cross-site collaboration.
- Provide classroom cover for colleagues in unforeseen circumstances when required.
- Participate in staff meetings, inset days and federation development activities.
- Where relevant, supervise and support teaching assistants and other support staff deployed to your class.

Assessment, Reporting and Record Keeping

- Maintain accurate records of pupil attainment and progress, using federation assessment systems to inform planning and interventions.
- Prepare clear reports for parents, and contribute to parent-teacher meetings and other communications about pupil progress.
- Contribute to internal and external arrangements preparing pupils for statutory assessments as required.

Professional Responsibilities

- Participate in the federation's appraisal process and take responsibility for your own professional development.
- Maintain high standards of professional conduct and reflect federation values in all interactions.
- Act in accordance with statutory guidance and federation policies (e.g. behaviour, safeguarding, assessment, SEND).

Skills and Competencies

- Qualified teacher status and sound knowledge of the primary curriculum.
- Strong classroom practice with the ability to plan and deliver high-quality lessons that engage pupils of differing ages and abilities.

- Proven skills in mixed-age planning and teaching, including effective differentiation and assessment strategies.
- Subject knowledge in the area(s) of subject leadership; ability to develop curriculum plans and support colleagues.
- Excellent interpersonal and communication skills for working with pupils, parents, colleagues and external professionals.
- A commitment to inclusion and to meeting the needs of pupils with SEN and those eligible for pupil premium.
- Good organisational and record-keeping skills, with the ability to manage time effectively in a small rural federation setting.
- Ability to work collaboratively across two small school sites, contribute to federation initiatives and adapt to the multi-site context.
- Commitment to safeguarding, maintaining professional boundaries and promoting pupil wellbeing.

Professional Development

- Access to federation-led and external professional development opportunities, including subject leader training, mixed-age pedagogy and SEND provision.
- Regular performance appraisal and supportive coaching to develop classroom practice and leadership skills.
- Opportunities to contribute to and benefit from federation CPD focused on collaborative curriculum development across Glasshouses and St Cuthbert's.
- Encouragement to pursue career development pathways (e.g. subject leadership, senior leadership) in line with federation needs and individual aspirations.
- Engagement in professional networks with local clusters and rural schools to share practice and resources.

Safeguarding

- Uphold the federation's commitment to the safeguarding and welfare of all pupils at all times.
- Work in line with statutory safeguarding guidance (including Keeping Children Safe in Education and Prevent) and Upper Nidderdale Primary Federation safeguarding and child protection policies.
- Act as a vigilant practitioner: recognise and respond to signs of abuse, neglect or radicalisation, and record and report concerns promptly to the Designated Safeguarding Lead (DSL).
- Maintain accurate and secure records relating to safeguarding and ensure confidentiality is respected.
- Ensure that safeguarding is embedded within classroom practice and that risk assessments and safe working practises are used for activities, trips and mixed-age groupings.
- Participate in mandatory safeguarding training and local federation safeguarding updates.

Notes

- This job description reflects the main duties of the post at the time of writing. It is not a comprehensive or exclusive list and may be reviewed in negotiation with the post-holder to reflect the changing needs of Upper Nidderdale Primary Federation.
- The role is accountable to the Executive Headteacher and operates across both Glasshouses and St Cuthbert's sites as required by federation arrangements.