Heron Hill Primary School

Additional information for applicants:

Dear applicant,

Thank you for showing an interest in working at Heron Hill Primary School. You are enquiring about joining us at a really exciting time. In September 2024, I relocated from Staffordshire to start a new life in Kendal with my husband, our 7year old daughter and our Goldendoodle, Reggie. The welcome I received from all at Heron Hill has been heart-warming; I could not have asked for more. Our current vacancies provide an opportunity to join us in this new chapter, building on our school's 50 year history.

Our school is an extremely special place to be with a dedicated, caring staff and an amazing 6.5 acres of grounds. Our school values: respect, responsibility, relationships and resilience are at the heart of all that we do. We take our roles in pupils' lives seriously and understand the privilege that is taking care of them during their primary school journey. Pupils get one chance at their primary years and we want to make it count!

Working closely in partnership with our parents and carers is extremely important to us; no one knows their child better than them. We value parent/carer input and pride ourselves on a listening ear when one is needed.

Professional learning and development is an integral part of our offer to staff. We are committed to role-modelling lifelong learning to our pupils; no one is a finished article and there is always new learning to be discovered. We regularly model our love of reading to the pupils we serve, highlighting new skills or hobbies we are exploring to further emphasise ourselves as learners too.

The best way to get a feel of life in our school is to visit. You're welcome to come on one of the advertised tours for recruitment or may prefer to visit school during the working day when you can meet pupils too. Our friendly office team are hand to get a visit booked in or to answer any questions you may have.

I wish you all the best with your application.

Lucy Middleton
Proud Headteacher, Heron Hill Primary

Heron Hill Primary School

Required from November 2026

EYFS TEACHING ASSISTANT
LEVEL 2+, Grade 5 (FTE £26,847 per annum pro rata) 30 hours per week, term time only, fixed term until 31/08/2027 due to pupil numbers.

Heron Hill Primary School is committed to the principles and practice of safer recruitment, safeguarding and promoting the welfare of all children. This post is subject to an Enhanced DBS Check and excellent professional references.

Heron Hill Primary School is a two-form entry primary school that holds our school values of respect, responsibility, relationships and resilience at the heart of all we do. We are proud to support our pupils in learning to be kind, respectful, responsible citizens who can go on to make a positive mark on the world in which they live.

We are seeking to appoint an enthusiastic and inspirational professional to work as part of our support staff team. We are seeking an adaptable, flexible, keen practitioner who is ready to contribute to ensuring a high standard of educational provision for all pupils in our Reception setting.

The successful candidate will:

- Hold a L2/3 TA qualification
- Have experience of working with EYFS-aged pupils.
- Have experience of working with a range of pupil needs.
- Be willing to engage in ongoing professional learning and development linked to EYFS and supporting pupils.

Heron Hill is a school with a huge heart and a solid community ethos; the successful candidate will therefore need to demonstrate a willingness to be fully involved in the life of the school.

We welcome visits to school so that you are able to see our school in action and experience our school culture in person. If you are interested in this role and would like to apply, please contact our school office team on admin@heronhill.cumbria.sch.uk for an application pack.

Closing date for applications:	Friday 16th October 2026 (by 9am)
Shortlisting:	Friday 16th October 2026
Interview:	Wednesday 21st October 2026

Heron Hill Primary School

Required from November 2026

TEACHING ASSISTANT (LEVEL 2+, Part-time 16.25hrs per week, term time only, initially in Y3) fixed term until 31/08/26. Grade 5 FTE £26847 (pro rata)

Heron Hill Primary School is committed to the principles and practice of safer recruitment, safeguarding and promoting the welfare of all children. This post is subject to an Enhanced DBS Check and excellent professional references.

Heron Hill Primary School is a two-form entry primary school that holds our school values of respect, responsibility, relationships and resilience at the heart of all we do. We are proud to support our pupils in learning to be kind, respectful, responsible citizens who can go on to make a positive mark on the world in which they live.

Heron Hill Primary School are seeking to appoint an enthusiastic and inspirational professional to work as part of our support staff team. We are seeking an adaptable, flexible, keen practitioner who is ready to contribute to ensuring a high standard of educational provision for all pupils at our school.

The successful candidate will:

- Hold a L3 TA qualification
- Have experience of working with high-focus children
- Have experience of working within the Y2/3/4 curriculum
- Have experience of working 1:1 with a SEND pupil
- Be willing to engage in ongoing professional learning and development linked to pupil need.

Heron Hill is a school with a huge heart and a solid community ethos; the successful candidate will therefore need to demonstrate a willingness to be fully involved in the life of the school.

We welcome visits to school so that you are able to see our school in action and experience our school culture in person. If you are interested in this role and would like to apply, please contact our school office team on admin@heronhill.cumbria.sch.uk for an application pack.

Closing date for applications:	Friday 16th October 2026 (by 9am)
Shortlisting:	Friday 16th October 2026
Interview:	Wednesday 21st October 2026 time tbc

Heron Hill Primary School

Required from November 2026

KS2 TEACHING ASSISTANT
(LEVEL 2+, Part-time 27.5hrs term time only, fixed term until 31/08/26 due to pupil numbers) Grade 5 £26847 FTE (pro-rata)

Heron Hill Primary School is committed to the principles and practice of safer recruitment, safeguarding and promoting the welfare of all children. This post is subject to an Enhanced DBS Check and excellent professional references.

Heron Hill Primary School are seeking to appoint an enthusiastic and inspirational professional to work as part of our support staff team. We are seeking an adaptable, flexible, keen practitioner who is ready to contribute to ensuring a high standard of educational provision for all pupils. The role is based in Y5.

The successful candidate will:

- Hold a L2/3 TA qualification
- Have experience of working with upper KS2 aged pupils.
- Have experience of working with a range of pupil needs.
- Be willing to engage in ongoing professional learning and development linked to core subjects and supporting pupils.

Heron Hill is a school with a huge heart and a solid community ethos; the successful candidate will therefore need to demonstrate a willingness to be fully involved in the life of the school.

We welcome visits to school so that you are able to see our school in action and experience our school culture in person. If you are interested in this role and would like to apply, please contact our school office team on admin@heronhill.cumbria.sch.uk for an application pack.

Closing date for applications:	Friday 16th October 2026 (by 9am)
Shortlisting:	Friday 16th October 2026
Interview:	Wednesday 21st October 2026

Heron Hill Primary School

Required for Academic Year 2026-2027

INTERNAL POST :
SEND TEACHING ASSISTANT
(LEVEL 2+, 25 hrs, term time only, fixed term until 31/08/32, MONDAY TO FRIDAY) FTE Grade 5 £26847 (pro-rata)

Heron Hill Primary School is committed to the principles and practice of safer recruitment, safeguarding and promoting the welfare of all children. This post is subject to an Enhanced DBS Check and excellent professional references.

Heron Hill Primary School are seeking to appoint an enthusiastic and inspirational professional to work as part of our support staff team. We are seeking an adaptable, flexible, keen practitioner who is ready to contribute to ensuring a high standard of educational provision for SEND pupils. The role will initially be based in our Reception year group.

The successful candidate will:

- Hold a L2/3 TA qualification
- Have experience of working with EYFS aged pupils.
- Have experience of working with a range of pupil needs.
- Be willing to engage in ongoing professional learning and development linked to EYFS and supporting pupils.

If you are interested in this role and would like to express interest in these working hours from September, please write a detailed letter expressing your interest in the position. This should reference why you believe you have the correct skillset for this role and explain the positive impact you have had previously in a similar role.

Expression of interest letters should be addressed to Mrs Lucy Middleton, Headteacher and can be sent electronically to head@heronhill.cumbria.sch.uk or given in by hand.

Closing date for expressions of interest:
Monday 12th October @ 9am
There may be a short written task or informal interview to follow.

Heron Hill Primary School

Required for Academic Year 2026-2027

INTERNAL TEMPORARY POST :
Y6 TEACHING ASSISTANT
(LEVEL 2+, PART-TIME 16.25hrs, term time only, MORNINGS ONLY, fixed term until 31/08/26) Grade 5 £28,847 FTE pro rata

Heron Hill Primary School is committed to the principles and practice of safer recruitment, safeguarding and promoting the welfare of all children. This post is subject to an Enhanced DBS Check and excellent professional references.

Heron Hill Primary School are seeking to appoint an enthusiastic and inspirational professional to work as part of our support staff team. We are seeking an adaptable, flexible, keen practitioner who is ready to contribute to ensuring a high standard of educational provision for all pupils. The role is based in Y6.

The successful candidate will:

- Hold a L2/3 TA qualification
- Have experience of working with upper KS2 aged pupils.
- Have experience of working with a range of pupil needs.
- Be willing to engage in ongoing professional learning and development linked to core subjects and supporting pupils.

If you are interested in this role and would like to express interest in these working hours from September, please write a detailed letter expressing your interest in the position. This should reference why you believe you have the correct skillset for this role and explain the positive impact you have had previously in a similar role.

Expression of interest letters should be addressed to Mrs Lucy Middleton, Headteacher and can be sent electronically to head@heronhill.cumbria.sch.uk or given in by hand.

Closing date for expressions of interest:
Monday 12th October @ 9am
There may be a short written task or informal interview to follow.

Heron Hill Primary School

Required from November 2026

PART-TIME TEMPORARY TEACHER (Y6, 0.5FTE)
Salary: MPS

Heron Hill Primary School is committed to the principles and practice of safer recruitment, safeguarding and promoting the welfare of all children. This post is subject to an Enhanced DBS Check and excellent professional references.

The Governors of Heron Hill Primary School are seeking to appoint an enthusiastic and confident Class Teacher to join our dedicated and supportive staff team. (This teaching role will be a part-time role and incorporate teaching across the primary phase.)

Heron Hill Primary School is a two-form entry primary school that holds our school values of respect, responsibility and relationships at the heart of all we do. We are proud to support our pupils in learning to be kind, respectful, responsible citizens who can go on to make a positive mark on the world in which they live.

We are seeking an adaptable, flexible, keen practitioner who is able to teach across the primary range. The successful candidate will:

- Have recent experience teaching the primary curriculum.
- Have a secure understanding of the pedagogy of primary school teaching.
- Be a reflective practitioner who can build positive relationships with pupils they serve and meet the needs of pupils with a wide range of abilities.
- Be able to show initiative and versatility in responding to pupils' individual needs.
- Possess and consistently demonstrate excellent behaviour management skills.

Heron Hill is a school with a huge heart and a solid community ethos; the successful candidate will therefore need to demonstrate a willingness to be fully involved in the life of the school.

We welcome visits to school so that you are able to see our school in action and experience our school culture in person. Please contact our friendly school office team who will be happy to help. (01539 721276)

Closing date for applications:	Monday 12th October 2026 (by 10am)
Shortlisting:	Monday 12th October 2026
Interview:	Thursday 15th October 2026

We are aware of some compatibility problems with Westmorland and Furness Council's application form. Please check your completed form can successfully be sent to a third party.

Heron Hill Primary School

PART-TIME PERMANENT CLASS TEACHER (0.5FTE) PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Professional Qualifications/ Training To be considered: • Initial training • Further study • In-service training	• Qualified teacher status • Maths and English at GCSE grade C or equivalent • Commitment to and evidence of further professional development.	• Safeguarding Level 1 trained • Paediatric First Aid trained • Ability or experience of leading a curriculum subject area • Enthusiasm and commitment to teaching and learning using the outdoors • Experience of preparing pupils for KS1 optional SATs and administration of end of KS1 assessments
Employment Experience To be considered: • Range of experience	**Experience of:** • Familiarity with the curriculum for KS2 • Working with children who have special educational needs, in particular social, emotional and mental health needs (SEMH) • Planning and teaching whole class sequences of lesson • Experience of working with pupils with complex or challenging behaviours. • Excellent positive behaviour management skills.	**Experience of:** • Recent, relevant experience teaching in Year 6. • Experience of managing and directing support staff. • Experience of teaching in more than one Key Stage • Experience of working with external professionals e.g. Specialist Advisory Teachers, Speech and Language therapists.

Heron Hill Primary School

	ESSENTIAL	DESIRABLE
Professional Skills To be considered: • Educational philosophy • Curriculum expertise • Pupil safeguarding and well-being	• Able to demonstrate the Teachers' Professional Standards. • A clearly articulated philosophy on education. • An understanding of the National Curriculum and the ability to carry out observations and assessments, identifying next steps. • Awareness and understanding of current teaching and learning pedagogy. • Commitment to promoting the well-being and mental health of children. • Ability to form and maintain appropriate relationships and personal boundaries with children and adults at all times. • Emotional resilience in working with pupils with SEND.	• Evidence and knowledge of current issues relating to special educational needs and inclusion. • An understanding of the primary curriculum. • Ability and experience teaching high quality phonics and early reading.
Personal Skills	• High expectations of all pupils • Confident, articulate, enthusiastic and passionate • Ability to communicate effectively • Ability to establish strong relationships with colleagues and parents/carers • Ability to use own initiative and make decisions independently • Willingness to offer own ideas and contribute to planning • Positive vision for all pupils • Commitment and enthusiasm for working as part of a team and the ability to inspire others • Sense of humour and perspective • Excellent time management • Excellent personal organisation • Willingness to be involved in the wider life of the school.	• An understanding of current initiatives in education and their impact on children's learning. • Confident in the use of ICT • Strong commitment to inclusive education.

The successful candidate will be able to demonstrate high levels of competence in all of the Teachers' Standards, as outlined below:



Department for Education

Teachers' Standards

PREAMBLE

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

PART ONE: TEACHING

A teacher must:

1 Set high expectations which inspire, motivate and challenge pupils

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

2 Promote good progress and outcomes by pupils

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study.

3 Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

4 Plan and teach well structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

5 Adapt teaching to respond to the strengths and needs of all pupils

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

6 Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

7 Manage behaviour effectively to ensure a good and safe learning environment

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

8 Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to pupils' achievements and well-being.

PART TWO: PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
  - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
  - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
  - showing tolerance of and respect for the rights of others
  - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
  - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

The Teachers' Standards can be found on the GOV.UK website: https://www.gov.uk/government/publications/teachers-standards