



Laxton  
Junior School

OUNDLE

Year 3  
Class Teacher  
(*Maternity Cover*)

Application Pack



# About our School

Thank you for your interest in Laxton Junior School. We are an independent, co-educational day school, with 260 children aged 4 to 11, in the beautiful market town of Oundle. We are part of The Corporation of Oundle School and, therefore, as stated by The Corporation's Royal Charter, our object is to provide our children with an education of the very highest class.

Our children and their learning are the centre of all that we do at Laxton Junior School. In a caring and supportive environment, they become exceptional, lifelong learners, who confidently embrace the wide-ranging opportunities that we offer and are able to face challenges with determination and resilience.

We believe that all learning opportunities should be challenging, inspiring and engaging and, through our talented and passionate staff, we ensure this contributes to fantastic progress across and beyond the curriculum; which, in turn leads to a smooth transition into senior school. As a non-selective school, the personalised learning programmes that we have in place ensure that all

our children, from those with additional learning needs to those working beyond age-related expectations, receive the perfect balance of support and challenge, alongside a sense of fun and enjoyment that must accompany learning.

Whilst the academic standards of our children are very high indeed, we believe that the development of each child is about more than their achievements in the classroom. Through a commitment to community partnerships, trips, educational visitors, outdoor learning, extra-curricular activities, sport, music and drama, an education at Laxton Junior School offers an incredible array of opportunity.

Our children develop into confident individuals who are kind and respectful; they have the necessary independence to thrive in senior school whilst recognising the importance of collaboration through excellent communication and teamwork skills. From Reception to Year 6, our children are impressive, ever excited about engaging with the education we offer and determined to make the most of every opportunity.





# About the Role



The Head of Laxton Junior School invites suitable candidates to apply for the post of Year 3 Class Teacher (Maternity Cover), to take effect from 24 November 2025.

Laxton Junior School enjoys an outstanding reputation for teaching and learning, with children thriving both within and beyond the curriculum. We are seeking an exceptional teacher who embraces professional development and innovation, and who has the creativity, enthusiasm, and determination to inspire a lifelong love of learning in every child, enabling each to achieve their full potential.

At Laxton Junior School, kindness lies at the heart of everything we do. We are looking for someone who not only has excellent teaching skills, but who also cares deeply about children, their wellbeing, and their learning. The successful candidate will be dedicated to supporting pupils to be both happy and successful in all that they do.

The role requires a teacher with a strong curriculum knowledge, able to deliver consistently high-quality lessons. In addition, the ideal candidate will play an active role in our Games programme, supporting pupils to develop their physical skills, teamwork, and sportsmanship. A positive and proactive approach to behaviour management, alongside the ability to foster excellent relationships with children, parents, and colleagues, is essential.

This is an exciting opportunity for a talented, committed, and inspiring educator who brings both passion and a forward-thinking approach to their practice. The successful candidate will join a welcoming, collaborative, and highly motivated team of teachers, teaching assistants, and support staff, all united in our mission to help children grow into confident, capable, and compassionate young people, fully prepared for the opportunities and challenges that lie ahead.

# Key Responsibilities

## Teaching and Learning

- Ensure all children make outstanding progress
- Teach all children according to their educational needs
- Facilitate engaging learning opportunities in accordance with Laxton Junior School's policies
- Provide positive and productive feedback to all children in support of continuous learning
- Assess, record and report on the development, progress and attainment of children
- Share and celebrate children's learning in the classroom and around school
- Ensure lessons are well-planned and respond to the individual needs of each child
- Set appropriate homework

## Personal Development and Pastoral Care

- Ensure that the school safeguarding policy and procedures are followed at all times
- Promote the wellbeing of all children and report concerns to the appropriate staff members
- Promote and model high expectations of behaviour
- Inform the Health and Safety Officer of serious incidents and problems
- Ensure pupils are aware of, and conform to, the agreed standards of behaviour
- Make records of and reports on the personal and social needs of the pupils
- Communicate with parents on a regular basis and record meetings with parents
- Communicate and cooperate with external support agencies when necessary
- Participate positively and productively in meetings

## Assessment and Reports

- Ensure that information from formal and informal assessment procedures are used to inform future learning opportunities
- Provide and contribute to oral and written assessments, reports and references

## Continuing Professional Development

- Attend Staff Meetings, Briefings, INSET and courses, as required
- Participate in the school CPD and Appraisal process
- Participate in school-wide CPD initiatives and support the ongoing development of the school

## School Support

- Provide cover for other teachers when necessary and appropriate
- Carry out lunch and break duties in accordance with published rotas
- Encourage pupils to dress neatly, cleanly and according to school uniform requirements
- Liaise with other staff about pupils, subjects, teaching, learning and transition

## Extracurricular Activities

- Take responsibility for an after-school activity in accordance with school policy
- Create opportunities for the children through trips, visitors, events and residentials

## Resources

- Make use of the school resources and ensure they are appropriately used

## Administration

- Participate in the required administration and organisation of Class Teacher tasks

**These tasks are not exhaustive but highlight the significant responsibilities expected of the post holder.**

# Person Specification

Qualifications	Essential	Desirable
A Good degree or equivalent	✓	
Qualified Teacher Status	✓	
Evidence of ongoing learning and professional development	✓	
Experience	Essential	Desirable
Experience of working in a Primary or Prep School	✓	
Experience of delivering outstanding learning opportunities	✓	
Experience of using assessment to plan future learning opportunities	✓	
Experience of involving parents/carers in the education of their children	✓	
Experience of managing and promoting positive behaviour	✓	
Experience of contributing to a Games or PE programme and/ or the willingness and ability to support our Games Programme.	✓	
Experience of collaborative planning and team-teaching		✓
Knowledge and Skills	Essential	Desirable
Knowledge and understanding of what constitutes outstanding planning, teaching, learning and assessment	✓	
Excellent teamwork and collaboration skills	✓	
Excellent planning, organisation and time management skills	✓	
Excellent listening, communication and presentation skills	✓	
Excellent IT skills to support both learning and administration	✓	
Excellent knowledge of current initiatives and trends in education		✓
Personal Qualities	Essential	Desirable
Committed to safeguarding and promoting the welfare of children	✓	
Committed to the values of Laxton Junior School	✓	
Passionate about working with children	✓	
Ambitious, with very high expectations for self- and pupil-performance	✓	
Committed to both self- and school-improvement	✓	
Dedicated and hard-working and yet have a healthy work-life balance	✓	
Highly professional in their approach to work and relationships	✓	
Approachable and friendly with a sense of humour and perspective	✓	
Committed to the wider life of the school	✓	
Kind and caring, able to build positive relationships	✓	
Creative and imaginative, able to design a highly engaging curriculum	✓	
Enthusiastic and energetic, able to motivate, challenge and inspire	✓	



# Information for Applicants

## Equal Opportunities

Oundle School and Laxton Junior School are proud to be equal opportunities employers. The School is committed to providing equal opportunities in employment. We welcome applications from all and value diversity throughout the School community.

The School is committed to the elimination of unconscious bias, promoting an ethos of inclusion, respect for others and celebrating diversity in all its forms throughout the School community.

The recruitment process will be conducted in line with our Recruitment and Selection Policy and Procedures and in such a way as to result in the selection of the most suitable person for the role in terms of relevant experience, abilities and qualifications, as well as to meet the School's compliance requirements.

The School will make reasonable adjustments to assist in the application and interviewing process of any disability identified by potential applicants.

## Employment Information

Contract	Fixed-Term period to November 2026, covering maternity leave. Should the plans or circumstances of the person on maternity leave change, you will be given one month's notice accordingly.
Salary	Competitive and dependent on experience
Start Date	25 November 2025

## Benefits

Pension	Teaching staff are enrolled in the School's Pension Scheme
Fee Remission	Generous is available for all children of the successful candidate at both Laxton Junior School and Oundle School, subject to places being available and, in Oundle School's case, the child meeting the relevant entrance criteria
CPD	The School operates a successful and wide-ranging professional development programme, and all colleagues are supported to develop and improve
Other Benefits	BUPA Wellbeing Expenses Plan Access to some discounted tickets to the Stahl Theatre Cycle to Work Scheme Discounted membership and access to Oundle Sports Centre Family membership of the Oundle School swimming pool

The school reserves the right to alter or discontinue the provision of the benefits outlined below.  
The benefits, above, are summarised with full details available on request from the HR department.

## Further Information

If you have any queries relating to the specifics of the role or if you would like to arrange a visit or conversation, please contact: Mrs Lydia Waller, Head of LJS: [info@laxtonjunior.org.uk](mailto:info@laxtonjunior.org.uk) or 01832 277275.

# Making an Application

How to Apply	<p>Candidates should download the application form found <a href="#">here</a> and submit via:</p> <p><b>Email:</b> opportunities@oundleschool.org.uk</p> <p><b>Post:</b> Recruitment Team, The Bursary, Church Street, Oundle School, Oundle, PE8 4EE</p>
Closing Date	9.00am on Monday 22 September 2025
Interview	Will be held at Laxton Junior School week beginning 29 September 2025
Safeguarding and Welfare	<p>Laxton Junior School and Oundle School are committed to safeguarding and promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment. Successful applicants will be required to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service.</p>



# About Oundle School and the Town

## About Oundle School

Oundle School is one of the country's leading coeducational boarding and day schools, with 860 boarding and 250 day pupils.

Oundle School enjoys a strong reputation for academic excellence as the core of an all-round education and supported by outstanding pastoral care.

Departments follow GCSE, IGCSE, A level or Pre-U courses. In the past five years, 60% of all Upper Sixth results have been graded at A\*/A or equivalent; at GCSE, 86% of all grades have been graded A\*/A. The School has a strong tradition of pupils' securing places at Cambridge or Oxford, with over 20 leavers on average going on to study at one of the universities each year.

## About Oundle Town

Both Laxton Junior School and Oundle School are situated in the historic market town of Oundle, about 90 miles of London. The town is just 15 miles from Peterborough where there is a 45 minute direct train to London Kings Cross.

In the town, there are a range of independent shops, coffee houses and eateries, and a weekly market to which people visit from mile around.

Encircled by the river Nene there are numerous leisure and wildlife opportunities as well as many picturesque villages and important historical sites nearby.

Oundle School occupies much of the town, integrating beautiful Georgian architecture with modern educational and boarding infrastructure, as well as vast playing fields and the School theatre and chapel.







# Laxton

## Junior School

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Laxton Junior School, East Road, Oundle, PE8 4BX

T: 01832 277275 E: [info@laxtonjunior.org.uk](mailto:info@laxtonjunior.org.uk)

[www.laxtonjunior.org.uk](http://www.laxtonjunior.org.uk)