APPLICATION PACK



Teacher of Music & Drama
Maternity Cover
Start date: January 2027

Carpe Diem
THE JOHN FROST SCHOOL



Headteacher's Letter

19 November 2026

Dear Applicant

Thank you for your interest in the post of Teacher of Music & Drama (maternity contract). We are looking to appoint an imaginative and enthusiastic teacher whose excellent practice maximises student achievement across all year groups. This is a fixed term post covering maternity leave.

This is a very exciting time to be joining The John Frost School. In our last Estyn inspection in it was noted that:

'The John Frost School is a caring community that provides a calm and purposeful learning environment for pupils and staff alike. Pupils are welcoming and friendly and convey a strong sense of pride in their school. They behave well in lessons and around the school, and the majority make secure progress in their learning.' 'Pupils with special educational needs are identified and supported well.'

We welcome applications from people who want to be part of the team here and who will support the school leaders in making The John Frost School a truly outstanding school.

Please note that the closing date for this post is **Wednesday 9 December 2026.**

If there is any further information you require that you cannot find in the pack, please contact the school and ask to speak to me.

Yours sincerely

Mark Tucker
Headteacher

Job Description

Post Title: Classroom Teacher
Grade: MPS 1 – UPS 3
Directorate: Education
Division: Schools
Location: The John Frost School
Responsible to: Head Teacher

INTRODUCTION

This job description complements the standards, values and dispositions identified in the Professional Standards for Teaching and Leadership. The Teacher will align to, demonstrate and promote the overarching values and dispositions defined within the Professional Standards of:

1) Professional entitlement
2) Welsh language and culture
3) Rights of students
4) Literacy, numeracy and digital competence
5) The professional student
6) The system role

The post holder is required to undertake the professional duties and responsibilities of a teacher as specified in the School Teachers' Pay and Conditions Document.

JOB PURPOSE

To undertake the duties of a teacher in accordance with the *School Teachers Pay and Conditions Document*, the *Professional Standards for Teaching and Leadership* and other current educational legislation.

KEY AREAS

PEDAGOGY

1. Consistently secure the best outcomes for students through progressively refining and advancing teaching and influencing students.
2. Establish and maintain a learning environment that promotes positive learning habits and behaviours that meet the four purposes and enables students take growing responsibility for their own learning.

3. Utilise a range of assessment techniques to monitor and record student progress and to inform planning in order to meet identified needs of students.
4. Make effective use of differentiation to meet the needs of all students.
5. Make effective use of data to produce timely and accurate feedback, records and reports to facilitate a deeper understanding of learning and enhance the learning experience.
6. Involve parents, carers, other partners and stakeholders in student development in terms of the four purposes of the curriculum.
7. Embed, develop and extend the four purposes in planning, preparation and teaching to drive student experience and achieve positive outcomes for all students.
8. Utilise relevant pedagogies and disciplines within and across subject content, areas of learning and cross-curricular themes in both planning and delivery.
9. Deploy a wide range of teaching methods and blended learning experiences.
10. Extend students' cultural, linguistic, religious and socio-economic experience through the use of real-life, authentic contexts for learning.
11. Work with students to track progress in learning and identify next steps for progress.
12. Develop and use cross-curricular themes relevant to areas of learning to build links and enable effective reflection on learning.
13. Communicate and provide appropriate levels of challenge and expectations for the range of student abilities and characteristics in order to motivate students to achieve.
14. Seek, listen to and take account of the views of students in order to engage and encourage them as active participants in their own learning.
15. Encourage students to reflect upon their own learning and take an active role in managing their own learning agenda.
16. Promote and secure self-motivation and self-direction in students.
17. Provide time for students to reflect and evaluate own learning and behaviours.
18. Promote the links between high-quality learning experiences and outcomes and improved learning and well-being.

COLLABORATION

19. Work productively with all partners in learning in order to extend professional effectiveness.
20. Pro-actively seek and engage with advice and support from a range of formal and informal sources and implement this to improve outcomes for students.
21. Work with in-school colleagues collaboratively and innovatively to enhance student experience.
22. Support the development of others through contribution to whole school initiatives, involvement in programmes that extend expertise and developing high quality relationships with colleagues in order to have a positive impact upon student experiences.

PROFESSIONAL LEARNING

23. Take responsibility for own professional learning by continuously seeking to extend knowledge, skills and understanding and embracing challenge and support to progressively develop pedagogy.
24. Undertake wider reading to enhance understanding of theories and research relating to assessment, pedagogy, child and adolescent development and learning relevant to planning and day-to-day practice.
25. Engage with professional networks and communities
26. Use the Professional Learning Passport to record professional learning and reflect on and improve practice.

INNOVATION

27. Employ an innovative outlook to developing techniques and approaches to improve pedagogy and outcomes.
28. Support the development of others through modelling teaching techniques and utilising experience to offer advice and expertise.
29. Use professional judgement and critical analysis to develop new techniques and shape practice to take learning forward.
30. Evaluate, analyse and share the impact of changes in practice.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATION	Qualified teacher status/NQT Current EWC registration	Further qualifications and/or professional studies relevant to the age-range
KNOWLEDGE AND EXPERIENCE	Evidence of successful relevant teaching experience including teaching practice. Good understanding of effective curriculum planning, assessment and target setting approaches. Knowledge of 'A Curriculum for Wales' and its implications on teaching and learning. Knowledge and experience of using emerging technologies to support teaching and learning. Knowledge and experience of effective behaviour management strategies. Thorough understanding of safeguarding and child protection processes and procedures.	
SKILLS	Excellent written and verbal communication skills. A commitment to incremental development of personal skills and student's skills in the use of the Welsh language. Well-organised, flexible and innovative practitioner. Ability to create a challenging and effective learning environment and have effective student management skills. Ability to establish good relationships and work in partnership with other staff, governors, parents and other stakeholders	Ability to enhance the life of the school through extra-curricular activities. Ability to communicate, both verbally and in writing, through the medium of Welsh.
PERSONAL ATTRIBUTES	The ability to be resilient under pressure and remain positive and enthusiastic. A commitment to continuous professional learning A commitment to the promotion of the Welsh language and culture Excellent team member who is self-motivated and committed Commitment to equal opportunities and use of a variety of strategies and practices to promote equality in the classroom	

OTHER REQUIREMENTS	This post is exempt from the Rehabilitation of Offenders Act (1974) and a comprehensive screening process will be undertaken on all applicants. This will include an enhanced with barred list check with the Disclosure and Barring Service. (DBS) Understand and demonstrate a willingness to promote positively the equal opportunities policy of The Council	







Additional Information

MAKING AN APPLICATION

It is important that you explain clearly in your supporting statement why you are applying for the role and how you have been equipped for it by your experience and qualifications.

To apply for this role you will be redirected to Newport City Council Jobs portal.

REFERENCES

When providing details of referees' you must provide two references. One reference should be from your current employer or if unemployed, your last employer. Alternatively, your PGCE tutor. Where possible, references should be from separate sources and not from the same organisation or employer.

All referees should have known you for at least one year or more and cannot be from a spouse, partner, friend or relation, or from someone with whom you live.

DATA PROTECTION

Should you be unsuccessful with your application, the school will confidentially destroy your application form after six months. If you are successful in your application, this information will be kept securely as part of your personal employment record.



Safeguarding

The John Frost School is fully committed to safeguarding. If you are invited for interview you will be required to provide original documentation to prove your identify (e.g. passport, driving licence, P60/45) and original exam qualification certificates.

Successful applicants will be required to complete a disclosure form to enable an enhanced DBS check to be undertaken. Information from the DBS check will be held in strict confidence. You will also need to provide proof of your eligibility to work in the UK, complete a Medical Declaration, and confirm fitness for work. All teaching staff must be registered with EWC.

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all students. We endeavour to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice. While working in our school we expect you to take care of our students and follow our procedures. You will receive appropriate training in ‘Safeguarding’.