



**Woodland  
Academy Trust**

*Ignite the spark, reveal the champion*

# Upper Key Stage 2 Teacher Applicant Information Pack



**AMBITION**



**COLLABORATION**



**COMPASSION**



**EXCELLENCE**



**INCLUSIVITY**

*Ignite the spark, reveal the champion*

## Welcome from the CEO

Dear Applicant,

Thank you for expressing an interest in this role at Woodland Academy Trust. We are a small but ambitious Trust that puts the children and community first. We are on an exciting journey to achieve the best possible outcomes and excellence for all.

To support us on our journey, we are welcoming applications from skilled and committed applicants who have vision, drive and ambition and would be keen to hear about your experiences and what skills you can bring to this role. We seek to attract staff who have a growth mindset, strong values and work ethic and care deeply about serving communities.

This is an exciting time to join Woodland Academy Trust as we further strengthen our school improvement offer across the Trust. You will benefit from working with a strong team, receive the very best professional development and have the opportunity to make a real difference to the daily learning experiences of our wonderful children.

We look forward to your application.

Yours faithfully,

Nav Sanghara,

Trust Leader (CEO)



## About Woodland Academy Trust

The Woodland Academy Trust was formed in September 2011 and currently consists of five primary schools, four of which are located in the London Borough of Bexley and one in Kent.

All our schools share the same mission; *ignite the spark, reveal the champion*. We are an inclusive and ambitious Trust, striving to achieve the best possible outcomes for our children. Our aim is to provide the highest quality learning experiences for every child by creating an ethical culture of empowerment and growth for all. We believe deeply in the importance of nurturing strong partnerships with our local communities and beyond.



Discover more about us by watching our video [here](#). You can also find out information about Woodland Academy Trust by visiting our website: [Woodland Academy Trust](#).

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## Our Schools



Visit our website:  
[www.knockhallprimaryschool.co.uk](http://www.knockhallprimaryschool.co.uk)



Visit our website:  
[www.limewoodprimaryschool.co.uk](http://www.limewoodprimaryschool.co.uk)



Visit our website:  
[www.northumberlandheathprimaryschool.co.uk](http://www.northumberlandheathprimaryschool.co.uk)



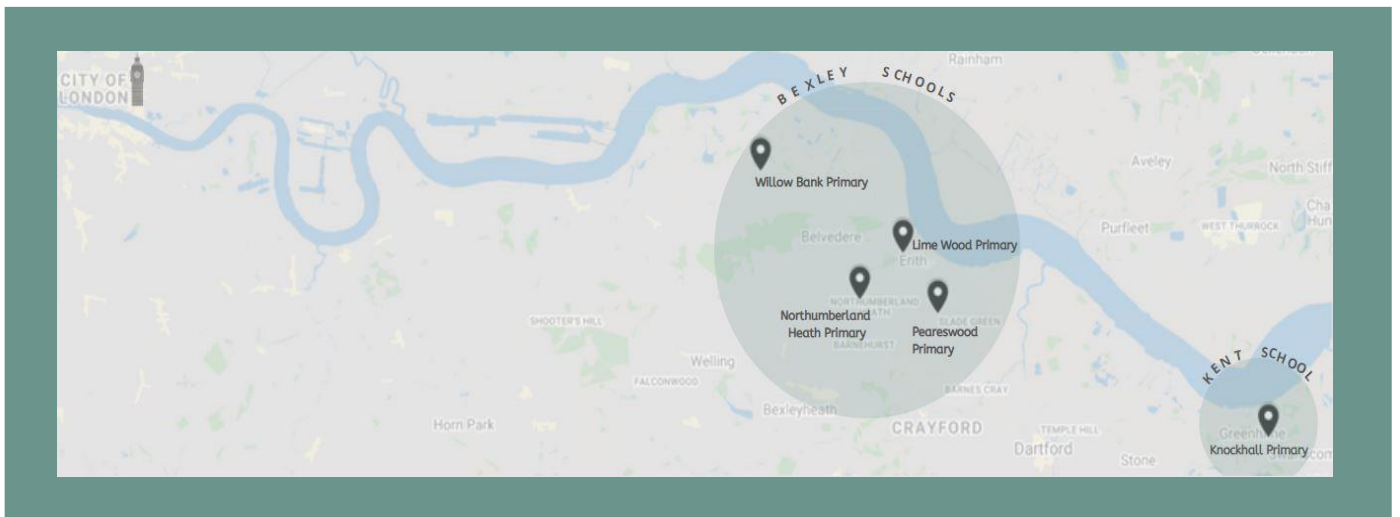
Visit our website:  
[www.peareswoodprimaryschool.co.uk](http://www.peareswoodprimaryschool.co.uk)



Visit our website:  
[www.willowbankprimaryschool.co.uk](http://www.willowbankprimaryschool.co.uk)



Discover more about our schools: <https://www.woodlandacademytrust.co.uk/our-schools/>



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## The Role

<b>Job title:</b>	Teacher (full time)
<b>Status:</b>	Permanent
<b>Hours:</b>	32.5 hours per week (full-time)
<b>Working weeks per year:</b>	52 weeks
<b>Grade:</b>	Teachers' Main or Upper Pay Scales
<b>Post Start Date:</b>	September 2024
<b>Closing Date for Applications:</b>	5 <sup>th</sup> May 2024

Are you ready to inspire the next generation of bright minds? Do you thrive on creating engaging and dynamic learning experiences? If so, we have the perfect opportunity for you!

Woodland Academy Trust are seeking enthusiastic Upper Key Stage 2 Teachers to join our vibrant and supportive primary school communities. Located in Bexley & Kent, our schools are dedicated to providing a nurturing environment where every child can flourish academically, socially, and emotionally.

As an Upper Key Stage 2 Teacher, you will play a pivotal role in shaping the educational journey of our students. You will design and deliver engaging lessons that cater to a diverse range of learning needs and styles, ensuring that each child is challenged and supported to ignite their spark and reveal the champion. From igniting a passion for literature to exploring the wonders of science, you will inspire curiosity and critical thinking in your students every day.

### **Key Responsibilities:**

- Plan and deliver creative and stimulating lessons in line with the national curriculum.
- Assess and monitor student progress, providing constructive feedback to support their development.
- Foster a positive and inclusive classroom environment where every child feels valued and respected.
- Collaborate with colleagues to enhance the overall learning experience and contribute to school-wide initiatives.
- Establish effective communication channels with parents and caregivers, providing regular updates on student progress and wellbeing.

### **To be successful, you will:**

- Have a good understanding of teaching and learning, pedagogy and experience of using educational research such as Rosenshine's Principles
- Be an experienced KS2 teacher with a passion for teaching at primary level
- Demonstrate a passion for education and a genuine desire to make a positive impact on the lives of students from a wide range of backgrounds

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- Have a creative and innovative approach to teaching, with the ability to adapt lessons to meet the needs of diverse learners.
- Possess excellent classroom management skills, creating a supportive and inclusive environment where every child feels valued and respected.
- Foster strong relationships with students, colleagues, parents, and caregivers through clear and effective communication.
- Show a commitment to your own professional development, staying informed about current educational trends and best practices.
- Be proactive and resourceful, seeking out opportunities to enhance the learning experience both inside and outside the classroom.
- Embrace collaboration and teamwork, actively contributing to a positive and collaborative school culture.
- Exhibit resilience and adaptability, remaining flexible in the face of challenges and continuously striving for improvement.
- Uphold high standards of professionalism and integrity, serving as a positive role model for students and colleagues alike.
- Have a growth mindset, constantly seeking feedback and reflection to refine your teaching practice and drive student success.

The post is full-time on a permanent contract. Applications would also be welcomed from part-time candidates.

## Applications

Please apply by visiting our recruitment page at: [Woodland Academy Trust- Join Us](#)

*We want to ensure that our recruitment process is accessible to all. If you would prefer the application form and material in an alternative format or you would like to know more about our recruitment process, please email [recruitment@watschools.org.uk](mailto:recruitment@watschools.org.uk)*

**Application Deadline:** 5<sup>th</sup> May 2024  
**Interviews:** Date to be confirmed

Please note that due to the volume of applications we receive, we reserve the right to close this position early should a suitable candidate be found. Therefore, early application is advised.

For further information or to arrange an informal chat about the role, please contact [recruitment@watschools.org.uk](mailto:recruitment@watschools.org.uk)

## Diversity and Inclusion

Woodland Academy Trust values and cares about the lived experience and backgrounds our colleagues can bring to their roles. We believe a diverse team strengthens our organisation and encourages innovation.

We welcome applications from all backgrounds and ensure our colleagues feel respected and valued for being themselves.

We are committed to ensuring that employees who have a disability are given every possible assistance in the workplace. All disabled applicants that meet the minimum criteria for the job will be given the opportunity to be interviewed. We have a commitment to make reasonable adjustments to our recruitment and selection processes, where appropriate, this is to ensure that no candidate, whether or not they have a disability, is unfairly prevented from demonstrating their true abilities.

## Our Offer

Woodland Academy Trust seek to appoint colleagues who share in our values and mission to *ignite the spark and reveal the champion*. We recognise that in order to offer the best outcomes for our children, our staff teams need the opportunity to be the very best they can be too. We do this by ensuring we have in place for all staff:

- Continuous professional learning focusing on core areas;
- Collaborative working with agencies around us and offering formal training opportunities, bespoke and targeted professional development as well as in-house, bespoke training from our many experts and coaching and mentoring;
- Embedding initiatives to support with reducing workload;
- Having a strong supportive ethos with dedicated line management structures and clear communication channels;
- Offering wellbeing assistance and support including a dedicated employee assistance helpline and occupational health;
- Opportunities to take part in exciting initiatives and projects that help shape the way our children will learn in the future;
- A wide range of family friendly policies in place for staff;
- Recognising national terms and conditions for staff;
- Teachers and Local Government pension schemes;
- Cycle to work schemes.

## Safeguarding Children and Young People

Woodland Academy Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References

We are committed to ensuring a positive work environment and selecting candidates who align with our values and culture. As part of our thorough recruitment process, *in accordance with DfE Keeping Children Safe in Education 2023, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the recruitment process.*

Any information we come across will be handled confidentially and considered in a professional manner. Our aim is to better understand your qualifications and suitability for the role. If you have any concerns or questions about this process, please contact us for more information.



## JOB DESCRIPTION AND PERSON SPECIFICATION

<b>JOB TITLE</b>	Class Teacher
<b>RESPONSIBLE TO</b>	Senior Leaders
<b>SALARY</b>	Main and Upper Pay Scales
<b>HOURS</b>	1267.5 hours/ 52 weeks per year
<b>ALL STAFF RESPONSIBILITIES</b>	<ul style="list-style-type: none"> <li>• To live our Trust values, demonstrating ambition, collaboration, compassion, excellence and inclusivity in your everyday work life.</li> <li>• To value professional development and welcome any training opportunities to develop personal skills and knowledge.</li> <li>• To agree to follow the school and Trust's policies and procedures.</li> </ul>
<b>MAIN PURPOSE OF THE ROLE</b>	To carry out the professional duties of a teacher in accordance with the Statutory Teachers Pay and Conditions Document as well as the policies of the school, under the direction of the Headteacher.

<b>Planning, teaching and class management</b>	<p>Hold responsibility for a class and plan their teaching to achieve progression of learning through:</p> <ul style="list-style-type: none"> <li>• Identifying clear teaching objectives and specifying how they will be taught and assessed;</li> <li>• Setting tasks which challenge pupils and ensure high levels of interest;</li> <li>• Setting appropriate and high expectations;</li> <li>• Setting clear targets, building on prior attainment;</li> <li>• Identifying SEN or very able pupils;</li> <li>• Providing clear structures for lessons maintaining pace, motivation and challenge;</li> <li>• Making effective use of assessment and ensure coverage of programmes of study;</li> <li>• Ensuring effective teaching and best use of available time;</li> <li>• Maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework;</li> <li>• Using a variety of teaching methods to:             <ul style="list-style-type: none"> <li>- Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary;</li> <li>- Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions;</li> <li>- Select appropriate learning resources and develop study skills.</li> </ul> </li> <li>• Ensuring pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;</li> </ul>
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	<ul style="list-style-type: none"> <li>• Evaluating own teaching critically to improve effectiveness;</li> <li>• Ensuring the effective and efficient deployment of classroom support;</li> <li>• Taking account of pupils' needs by providing structured learning;</li> <li>• Opportunities which develop the areas of learning identified in national and local policies and particularly the foundations for English and Maths;</li> <li>• Encouraging pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively;</li> <li>• Using a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.</li> </ul>
<b>Monitoring, assessment and reporting</b>	<ul style="list-style-type: none"> <li>• Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching.</li> <li>• Mark and monitor pupils' work and set targets for progress.</li> <li>• Assess and record pupils' progress systematically and keep records.</li> <li>• Check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving.</li> <li>• Undertake assessment of pupils as requested by examination bodies, and school procedures.</li> <li>• Prepare and present informative reports to parents.</li> </ul>
<b>Curriculum Development</b>	<ul style="list-style-type: none"> <li>• Have lead responsibility for a subject or aspect of the school's work and develop plans which identify clear targets and success criteria for its development and / or maintenance.</li> <li>• Contribute to the whole school's planning activities.</li> </ul>

*Please note that we are committed to safeguarding and promoting the welfare of our pupils and expect all those who work with us to share this commitment. Successful applicants will need to undertake a DBS Enhanced Clearance check (Disclosure and Barring Service). We give high priority to promoting diversity throughout the Trust.*

Person Specification		
	Essential	Desirable
<b>Education, Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of continuous INSET &amp; commitment to further professional development.</li> <li>• Child protection and safeguarding training.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Teaching at Foundation Stage, KS1 or KS2 (experience at KS2 would be an advantage)</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching across the whole Primary age range.</li> <li>• Working in partnership with parents/carers.</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• The Class Teacher should have knowledge &amp; understanding of: <ul style="list-style-type: none"> <li>- The theory and practice of effective teaching &amp; learning for the individual needs of all children including EAL, SEN, Able &amp; Talented (e.g classroom organisation and learning strategies); statutory National Curriculum requirements at the appropriate key stage;</li> <li>- The monitoring, assessment, recording and reporting of pupil's progress;</li> <li>- The statutory requirements of legislation concerning Equal Opportunities, Health &amp; Safety SEN &amp; Child Protection;</li> <li>- The positive links necessary within school and with all its stakeholders.</li> </ul> </li> <li>• The Class Teacher will be able to: <ul style="list-style-type: none"> <li>- Promote the school's aims positively, and use effective strategies to monitor motivation and morale;</li> <li>- Create a happy, challenging and effective learning environment establishing high expectations;</li> <li>- Implement effective classroom management and organisation;</li> <li>- Assess the needs of individuals accurately recording &amp; reporting their progress;</li> <li>- Develop good personal relationships with parents/carers, governors and the community;</li> <li>- Communicate effectively (both orally and in writing) to a variety of audiences.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Use of technology and digital learning to enhance children's learning.</li> <li>• Knowledge of the preparation and administration of statutory National Curriculum tests.</li> <li>• Understanding of the links between schools, especially, networks and partner schools.</li> <li>• Able to develop strategies for creating community links.</li> </ul>

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<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Approachable</li> <li>• Committed</li> <li>• Empathetic</li> <li>• Enthusiastic</li> <li>• Organised</li> <li>• Flexible</li> <li>• Reflective</li> <li>• Professional</li> <li>• Collaborative</li> <li>• Inclusive</li> <li>• Compassionate</li> <li>• Ambitious</li> </ul>	
<b>General Circumstances</b>	<ul style="list-style-type: none"> <li>• Understanding of safeguarding and its importance within an educational setting.</li> <li>• Awareness and understanding of equality and diversity.</li> </ul>	

# Ignite the spark, reveal the champion



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Woodland Academy Trust



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