



Woodland  
Academy Trust

*Ignite the spark, reveal the champion*

# Teacher Applicant Information Pack



Knockhall  
Primary School

*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. Woodland Academy Trust is 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 our 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.



AMBITION



COLLABORATION



COMPASSION

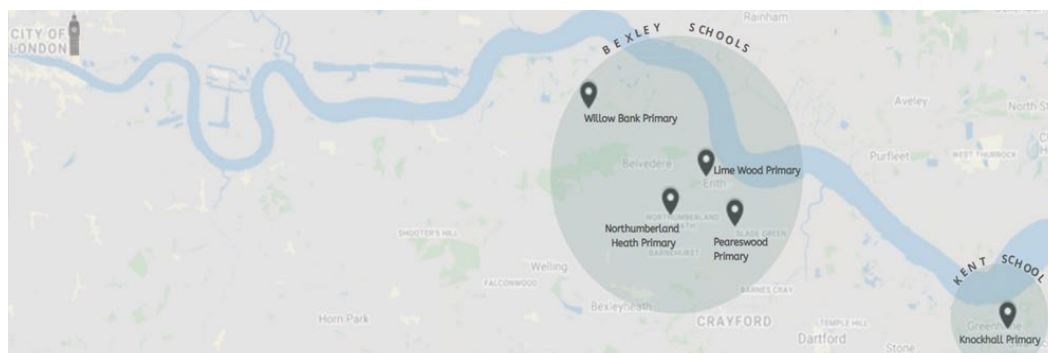


EXCELLENCE



INCLUSIVITY

Discover more about the Woodland Academy Trust by watching our video [here](#)



*Ignite the spark, reveal the champion*

## Welcome from the Headteacher

At Knockhall Primary School, we believe in fostering a community where kindness is at the core of everything we do. Our school is not just a place for academic growth; it is a place where we nurture compassion, empathy, and understanding. We are committed to creating an environment where every individual feels valued and respected.

Inclusion is a cornerstone of our educational philosophy. We celebrate the uniqueness of each student, recognising that our differences make us stronger as a community. Here, diversity is not just accepted; it is embraced. We strive to create a learning space where everyone feels seen, heard, and appreciated.

Our school is more than just a building; it is a community of learners, educators, and families working together towards a common goal – the success and well-being of our students. As we embark on this academic journey together, let us build bonds that go beyond the classroom. Let us create a sense of belonging that extends to every corner of our school.

I invite you to join us in cultivating a culture of kindness, promoting inclusion, and building a strong sense of community. Together, we can make Knockhall Primary School a place where everyone feels welcome, supported, and inspired to reach their full potential.



Miss Yiannadji, Headteacher

## About Our School

Knockhall Primary School is a two-form entry school situated at the heart of the community in Greenhithe, Kent.

It has recently had a brand-new build for the Early Years and Foundation stage children in addition to a recent extension for key stage 2.

We want to capture the minds of our learners by creating an inspirational curriculum that adults enjoy delivering. We always strive to improve on our outcomes to ensure our children get the very best from their time with us. More than anything however, we do this as peers, supporting each other along the way with a focus on our core purpose.

We are committed to our school values which are:

**Teamwork**-We work together as a team to help each other to achieve our goals by sharing

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ideas and helping one another.

**Respect-** We are kind and polite to everyone, listening to others, and treating each other the way we want to be treated.

**Honesty-** We always tell the truth and are truthful in what we say and do.

**Pride-** We accomplish great things and the efforts we make in school help us to feel happy.

Embedding these values into everything we do enables our pupils to go on and have successful life experiences.

## Knockhall Primary School



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

Knockhall Primary School,  
Eynsford Road,  
Greenhithe,  
DA9 9RF

01322 382053

## The Vacancy

|                                       |   |
|---------------------------------------|---|
| <b>Job title:</b>                     | Teacher   |
| <b>Status:</b>                        | Permanent   |
| <b>Hours:</b>                         | Full-time and part-time available                                   |
| <b>Grade:</b>                         | Main Pay Scale 1-6 (Fringe) plus a recruitment and retention bonus. |
| <b>Post Start Date:</b>               | April, May, September   |
| <b>Closing Date for Applications:</b> | 14 <sup>th</sup> April 2024   |

Are you an experienced educator with a passion for fostering academic excellence and shaping young minds? Knockhall Primary School are seeking to appoint dedicated teachers to join our dynamic, collaborative and inclusive team.

We have vacancies across the key stages depending on your skills set and passion, from early years to key stage 2.

If you have a proven track record of inspiring students, promoting a positive learning environment, and contributing to the success of a school community, we want to hear from you.

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The opportunities for our teachers to develop and enhance their skills and knowledge are endless, with our career pathways, specialist learning and development, CPD and our forward thinking PedTech approach, facilitated by our Apple Regional Training Centre.

As a successful candidate, you will play a key role in enhancing the overall educational experience for our pupils, contributing to a positive school culture, and continuing our ambition of excellence for all.

You will hold a valid teaching certification and relevant academic qualifications, with proven experience as a primary school teacher. You will have strong classroom management skills and a pupil-centred approach that inspires awe and wonder.

You will have a good understanding of teaching and learning, pedagogy and experience of using educational research such as Rosenshine's Principles. We are seeking to appoint staff who can work collaboratively with colleagues and who are passionate about providing all children with the very best learning experiences possible.

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

- Have experience of the primary phases; experience teaching KS2 particularly would be an advantage
- Be passionate about providing opportunities for children from a wide range of backgrounds
- Be keen to develop and make use of the school's links with the local community
- Have high aspirations and expectations for every pupil to succeed
- Understand the value of developing the 'whole' child.
- Be committed to forging strong relationships with parents
- Be an excellent teacher, committed to achieving the best outcomes for all pupils.
- Have the vision, passion and drive to improve standards in all areas of school life.

We welcome tours to experience our learning in action, please contact us if you wish to arrange a visit.

## **Applications**

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

Or if you would prefer to complete a word application form, please contact the school via email at: [recruitment@watschools.org.uk](mailto:recruitment@watschools.org.uk)

**Application Deadline: 14<sup>th</sup> April 2024**

**Interviews: To be arranged**

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Visits to the school are welcomed and can be organised by contacting [recruitment@watschools.org.uk](mailto:recruitment@watschools.org.uk)

For more information about our school please visit: [Knockhall Primary School website](#)

## Diversity & 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 that 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;
- Working collaboratively 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 teacher workload;
- A strong supportive ethos with dedicated line management structures and clear communication channels;
- Well-being 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;
- 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.

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## 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.



**Knockhall Primary**

**Teamwork   Respect   Honesty   Pride**

*Ignite the spark, reveal the champion*

## 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> |
|--|---|



|   |  |
|---|--|
|   | <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> |

|                              |  |  |
|------------------------------|--|--|
|                              |  |  |
| <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>  |  |

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