



▶ Barnsole Primary School

Candidate Information Pack



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Dear Prospective Applicant

Thank you for your interest in joining Barnsole Primary School. We are delighted that you're considering becoming part of our vibrant, values-led learning community.

Barnsole Primary is a thriving three-form entry school located in the heart of Gillingham, Medway. With a rich history spanning over 125 years, we are proud to serve a diverse and inclusive community of approximately 670 pupils aged 3 to 11. Our school is split across two welcoming sites: Nursery to Year 2 are based on our Infants site, with Years 3 to 6 located just across the road on the Juniors site. We are conveniently located a 15-minute walk from Gillingham train station, making us easily accessible by public transport.

We are part of the Maritime Academy Trust, a collaborative family of 13 primary schools across Medway, Kent and South East London. Being part of the trust enables us to share best practice, innovate together and provide excellent professional development opportunities for all staff.

Why Barnsole?

In February 2024, Ofsted confirmed our 'Good' rating, recognising what we already know – that Barnsole is a school where children thrive. Highlights from the report include:

“Pupils are proud of their school.”

“There are trusting relationships between staff and pupils.”

“The school is a calm and orderly environment.”

“Staff have high expectations and pupils behave well.”

“Parents praise the kind, caring and supportive staff.”

“Pupils talk confidently about the 'Barnsole Values' and understand the importance of kindness and responsibility.”

We are passionate about nurturing every child to reach their full potential – academically, socially, and emotionally. Our approach is rooted in equity, equality, and inclusion, ensuring that every family is welcomed and every child is supported to succeed.

Join Our Team

At Barnsole, you'll be joining a dedicated and passionate team of professionals who truly care about the children and community we serve. We pride ourselves on being a supportive and friendly workplace, with a strong emphasis on staff development, collaboration and wellbeing. Our Inclusion Team plays a vital role in ensuring every child and family receives the support they need to flourish.

We are looking for like-minded individuals who share our ethos and values – professionals who are enthusiastic, reflective, and committed to making a difference. We encourage you to explore our school website to get a deeper sense of who we are, what we do, and the dynamic learning taking place every day.

Come and Visit Us

We know that choosing the right school is an important decision – and that visiting in person can make all the difference. We warmly invite you to come and see Barnsole in action. Come and experience our nurturing environment, meet our wonderful staff and pupils, and see first-hand the strong sense of community that makes Barnsole such a special place to work.

To arrange a visit or for further information, please contact:

Helen Rixon, School Office Manager

✉ office@barnsole-maritime.org

☎ 01634 333400

We look forward to welcoming you to Barnsole and thank you once again for considering joining our school community.

Warm regards,

Mr J Smales
Headteacher

Our Vision and Values

Our Vision:

Empowering every child, nurturing diversity, fostering lifelong curiosity and resilience – aspirations are high for all.

At Barnsole, we believe in creating a learning environment where pupils and staff are inspired to grow together. Our holistic curriculum is designed to:

1. Promote mutual respect, positive values and wellbeing
2. Encourage teamwork and resilience in the face of new challenges
3. Foster a supportive, creative and stimulating environment
4. Celebrate diversity and work in partnership with families and the wider community

Our **Barnsole Values**, developed with input from our pupils, are embedded throughout our curriculum and school life. These values, alongside British Values, support children in becoming confident, respectful and responsible citizens.

September	Respect
October	Friendship
November	Cooperation
December	Kindness
January	Courage
February	Honesty
March	Perseverance
April	Equality
May	Forgiveness
June	Responsibility
July	Empathy

Barnsole Photo Gallery



What the Parents say about Barnsole Primary School

"My child is really enjoying his time in Reception and I am happy with the progress he is making."

"I have found my child's teachers and teaching assistants all approachable and interested in my child's wellbeing."

"My son struggles with social communication. He will not often take part without building a relationship first. This is something Barnsole are working hard at promoting and scaffolding for him."

"My child's confidence has grown since being at Barnsole."

"Brilliant progress – thank you!"



Maritime Academy Trust

Maritime is a charitable education trust with schools across London and the South East and led by the CEO – Nick Osborne.

As an education charity, Maritime are fully committed to advancing education for the public benefit. It is our mission to empower our schools with the means to drive ever greater and more enjoyable outcomes for children.

This is done by seeking out the intersection between logic and magic; between the knowledge children need, the skills that will enable them to navigate a future world of work that doesn't exist yet, and a journey through education that will stick with them as they grow.

Our Maritime Entrepreneurial Curriculum brings this all together, weaving essential skills and knowledge into a thematic approach to learning that is embraced by all of our schools. It culminates with our Maritime Expeditions: child-led learning showcases that demonstrate how children have found solutions to real-world challenges.

Like our name suggests, Maritime draws on the heritage of our original Greenwich home. We are explorers and adventurers who believe that our community grows stronger the more people we meet and the more we learn from them. Our whole approach to what we do, our whole mindset, is that through strong collaboration we can most effectively spark innovation throughout our schools. Collaborate, Innovate, Educate.

We are very proud of how we work together, approaching everything through the lens of our Maritime Behaviours, the ways of working that build towards our vision and make it enjoyable to be a part of the team.

As an employee of the Maritime Academy Trust you can expect:

- a positive working environment
- national terms and conditions
- tailored programmes of CPD with cross trust development opportunities
- a generous package of staff benefits.

You can find out more information about Maritime Academy Trust on the [website](#).

Staff Benefits

The Maritime Academy Trust is able to provide our children with a phenomenal education because we employ the very best Teachers and Support Staff, who share our vision, values and behaviours. We want our employees to feel valued and offer a competitive package of benefits.

Your Maritime Benefits

The Maritime Academy Trust is able to provide our children with a phenomenal education because we employ the very best Teachers and Support Staff, who share our vision, values and behaviours. We want our employees to feel valued and offer a competitive package of benefits.

National Terms & Conditions



Mental Health First Aiders



Enhanced maternity & paternity benefits



CPD & Progression opportunities



Early salary access & financial advice



Interest free Travel Work Loans



Access to face to face counselling sessions



Annual Flu Vaccinations



Eyecare Vouchers



Local Government & Teachers Pensions Schemes



Cycle to Work Scheme



Comprehensive Employee Assistance Programme



Application Guidance

Thank you for your interest in working with the Maritime Multi-Academy Trust. This Application Guidance has been developed to help you to complete your application. Please take a few minutes to read through the information before filling out the application form.

Your application will be your first point of contact with the Trust and the school you would like to work with. The content of your application will determine whether or not you will be invited to interview, therefore it is essential that you complete it as fully as possible. We will not make any assumptions about your abilities and do not take into account any previous applications.

CVs are not acceptable in the place of a completed application form and all candidates are required to address the criteria on the person specification for the post. However, you may submit a CV in addition to your completed application form.

Personal Details

Enter fully and clearly your name, address and telephone number(s) so that you can be easily contacted in the event that you are shortlisted to attend an interview.

Employment

State clearly your current or most recent employer's name and address. Include details of the post held and (if applicable) reason for leaving.

Previous Employment

Enter names and addresses of all previous employers, starting with the most recent. You can also include work experience placements, holiday jobs or voluntary work in which you have developed skills relevant to the job you are applying for. It is very important that you complete this section in chronological order, and detail accurately any gaps between employment and other activities.

Education

Provide full details of your education at secondary level and above along with details of degrees/diplomas and any other qualifications, including those that you are currently studying for. Make sure you give all the information required, including levels and grades of any examinations taken. If a required qualification has been specified for the role, make sure you give all the information required and levels of any examinations taken. You will be expected to provide documentary evidence if you are invited for an interview.

Supporting Statement

This section is very important. It gives you the opportunity to detail why you feel you are the best person for the job and why you are applying, and is the key information that is used for shortlisting. Before completing this section refer to the Job Description and Person Specification for the role.

Application Guidance

Focus on how your skills, knowledge and experience meet each role requirement, detailed in the person specification giving specific examples. In completing this section you may refer to both paid and voluntary work and your experience within any school or any relevant experience outside work.

Referees

Provide the names, addresses and email addresses of two people who are willing and able to provide references in support of your application. One of these must be your current (or most recent) employer.

If you are an ECT We suggest you ask the Headteacher of your most recent placement and your university or college tutor, as they will be able to comment upon your teaching skills.

If you are not currently working with children but have done so in the past, the second referee should be the employer by whom you were most recently employed in work with children. Please note that family members, friends and relatives are not acceptable referees.

Referees will be asked about past disciplinary actions or allegations excluding those that were deemed to be unfounded, unsubstantiated or malicious when assessing your application.

If you are subsequently made a conditional offer of employment, further information may be sought about health and absences.

Eligibility to Work in the UK

If you are selected to attend for an interview you will be asked to provide documentary evidence of your right to work in the UK.

Declarations

If you are appointed, you will be required to complete an Enhanced Disclosure and Barring Service (DBS) application. The DBS will provide a report to you confirming whether you have any history of criminal convictions, including cautions and bind-overs.

All posts in schools are exempt from the Rehabilitation of Offenders Act 1974; this means you must declare all convictions, including those that would normally be regarded as 'spent'. The existence of a criminal background does not automatically mean that you cannot be appointed but it may do so.

We need to know if you have a close relationship with and/or are related to any employee, governor or anyone else connected to the school, in order to ensure a fair selection process.

If you have a disability please provide details of any adjustments that you will require if shortlisted for an interview. Any details you provide regarding a disability will be dealt with sensitively and will only be disclosed to staff involved in the selection process when it is considered appropriate and necessary.

Application Guidance

Submitting Your Application Form

Before submitting your application form ensure that you take time to read it through to check for any errors or omissions. You may find it useful to keep a copy of your submitted application form to refer to if you are short listed for the post you are applying for. Your completed application must be submitted before the specified closing date.

Next Steps

You will be notified whether you have been shortlisted to attend an interview. It is the policy of the Trust that feedback is not provided to candidates at the shortlisting stage

Online Checks

In line with KCSIE 2024 guidance, as part of the shortlisting process, the Trust reserves the right to conduct an online search on shortlisted candidates as part of our due diligence and to share any pertinent information found concerning a candidate's suitability to work with children with Hiring Managers to be discussed at interview stage.

Safeguarding

It is an offence to apply for a job if you are banned from working with children.

Please see our policy statement on the recruitment of ex-offenders

Maritime Trust and its schools are committed to recruiting with care and safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to a satisfactory DBS check.

A copy of the Maritime safeguarding policy can be found here.

Shortlisted applicants will be asked to complete a criminal history declaration before interview.

Privacy

A copy of our **privacy statement** for job applicants can be found here

Diversity

Maritime Academy Trust embraces diversity and equal opportunity in a serious way. We are committed to building a team that represents a variety of backgrounds, perspectives and skills. The more inclusive we are, the better our work will be.

Job Description

Job Title:	Maritime Teacher
Grade:	Upper Pay Range 1 - 3 + + TLR
School/Team:	Barnsole
Reporting To:	
Direct Reports:	Direct and supervise assigned support staff and where appropriate, other teachers

This job description is based on the DfE Teacher Standards which define the core purpose and functions expected of a good teacher.

In addition, the contribution and achievements of Upper Pay Range Teachers are expected to be substantial and sustained. Substantial means significant, in raising standards of teaching and learning in their own classroom and across the wider school, which impacts on pupil progress and the effectiveness of staff and colleagues. Taking advantage of opportunities for professional development and using outcomes effectively to improve pupils' learning. A teacher who is able to lead the professional development of others, sharing their own good practice.

Core Purpose

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. Teachers should:

- Maximise the achievement of all children
- Be responsible for these children's safety and welfare
- Assist in the development of the Key Stage or particular area of the school.
- Promote the aims, values and vision of the school and Trust

Job Description

Specific Responsibilities

Delivery of an appropriate curriculum and setting challenging learning objectives for all pupils. High levels of competency in own planning which meets and extends the needs of learners and supports other colleagues to do the same.

Responsibility for pupil attainment, progress and outcomes.

Skilled in the use of assessment for learning strategies to respond immediately and effectively to the needs of all pupils within their own class, and through supporting colleagues, in other classes.

Responsibility for gap analysis and completion of assessment trackers.

To establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect; establishing a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.

Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and use distinctive teaching approaches to engage and support them.

Effectively lead on school wide initiatives demonstrating a sustained impact.

Have high expectations of behaviour, promoting self-control and independence of all learners.

Plan for and create a classroom environment which will facilitate independent learning and enable children to fulfil their potential.

Maintain appropriate and efficient records, integrating formative assessment into planning.

Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.

Participate in meetings and professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies.

Proactively contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback which impacts on pupil progress.

Job Description

Be responsible for improving teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of appraisals.

Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.

Participate in meetings which relate to the school's management, curriculum and administration.

Cover for absent colleagues and carry out playground duties within the remit of the current School Teachers' Pay and Conditions document

General

To undertake any other work appropriate to the level and general nature of the post's duties.

To undertake all duties with due regard to the provisions of health and safety regulations and legislation, the Trust's Equal Opportunities, Data Protection and statutory obligations in respect of safeguarding children.

Person Specification


Job Title:	Maritime Teacher
Grade:	Upper Pay Range 1 - 3
Academy/Team:	Barnsole

Method of Assessment: AF = Application Form, T = Test, P = Presentation, I = Interview

Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.

Criteria	Method of Assessment	Essential/ Desirable
Knowledge & Experience		
Educated to Degree level.	AF	E
Qualified teacher status.	AF	E
Successful primary teaching experience.	AF/I	E
Secure knowledge of the National Curriculum.	AF/I	E
	AF/I	E
Knowledge of effective assessment and teaching and learning strategies.		
	AF/I	E

Person Specification

Have successful and sustained experience of leading an area of the curriculum/academy development and/or leading a team.	AF/I	E
Knowledge of guidance and requirements around safeguarding children.		
Skills and Abilities		
Ability to adapt teaching to meet pupils' needs. 	AF/I	E
Ability to build effective working relationships with pupils.	AF/I	E
Ability to effectively deploy a wide range of effective behaviour management strategies.	AF/I	E
Ability to form positive relationships with children, colleagues and parents.	AF/I	E
Ability to effectively use ICT to enhance teaching & learning.	AF/i	E
Ability to build key stage or departmental/subject teams to improve provision and outcomes	AF/I	E
Ability to lead the professional development of key stage or departmental/subject colleagues		
General		
Commitment to the highest standards of child protection and safeguarding.	AF/I	E
Commitment to contribute to the strategic goals of the School and Trust.	AF/I	E
Understanding of and commitment to the Trust's/School's equal opportunities policies and ability to put into practice in the context of this post.	AF/I	E
Understanding of and commitment to the Trust's obligations in respect of the General Data Protection Regulations (GDPR) 2018.	AF/I	E



Contact Us



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[@barnsoleprimaryschool](https://www.facebook.com/barnsoleprimaryschool)



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Please apply online via
the link below



<https://mynewterm.com/jobs/144423/EDV-2025-BPS-64821>



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