



**Temple Mill**  
Primary School

# Recruitment Pack

## KS2 Classroom Teacher



# Welcome to THAT

Thank you for your interest in joining The Howard Academy Trust. We are a family of 9 academies—4 primary, 4 secondary, and 1 alternative provision—working across Medway, Kent, and Bexley. As a Trust, we are committed to delivering the highest standards of education for all children and young people, regardless of their background.

Our vision, *"Working together to create a community of successful learners"* underpins everything we do. We firmly believe that every child deserves access to at least a good education, and we are proud that every academy within our Trust has maintained or improved its Ofsted rating. Notably, Temple Mill Primary School and Waterfront UTC made the remarkable journey from Special Measures to Good at their first inspection since joining us—a testament to the dedication and expertise of our staff.



At The Howard Academy Trust, we recognise that our people are central to our success. We are committed to supporting and developing our staff so that they, in turn, can provide an outstanding education for our students. Each of our academies serves its own unique community, and our role as a Trust is to provide the support, guidance, and collaboration needed to drive continuous improvement.

We are always looking for talented and passionate individuals to join our team. If you share our belief in the power of education and want to be part of an organisation that truly makes a difference, we would love to hear from you.



**Owen McColgan**  
Chief Executive  
The Howard Academy Trust



# THAT Benefits

The Howard Academy Trust is very pleased to offer our staff a vast range of benefits, both professional and personal, as we believe that our excellent teaching and support staff should be supported at work and rewarded for the great work they do.



Platinum  
Workplace  
Wellbeing Award



benenden  
health  
Subsidised Private  
Healthcare



Free flu jabs  
every autumn



Employee Assistance  
Programme with  
Free Counselling



Mental Health  
First Aiders  
in all schools



Early finish for  
teaching staff on  
Fridays for CPD/PPA



Multiple routes  
into teaching



Opportunities for  
collaborative CPD



Trust-wide training  
and networking  
events



Career Progression  
and upskilling  
opportunities



Bespoke in-house  
Into Leadership  
Courses



LGPS/TPS Pension  
Scheme & Generous  
Contributions



Competitive salary  
with annual pay  
progression



Early salary  
withdrawal with  
Access EarlyPay



Minimum 25 days  
annual leave for  
full time staff,  
plus bank holidays



Discounted hire of  
school facilities



Cycle to work  
scheme



Free car parking  
at each Trust site



EV Charging across  
sites



On site catering  
with a full  
lunch menu



Discounted gym  
membership



A diverse and  
inclusive workplace



Staff referral  
scheme



Flexibility  
for life events



Annual  
Trust Awards

We are happy to talk about flexible working.





# Our Family of Schools



**The Howard School**  
1,500 Pupils on Roll  
Located in Rainham, Kent



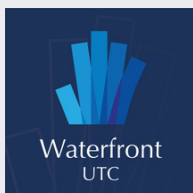
**Temple Mill Primary School**  
240 Pupils on Roll  
Located in Strood, Kent



**Deanwood Primary School**  
230 Pupils on Roll  
Located in Rainham, Kent



**Thames View Primary School**  
450 Pupils on Roll  
Located in Rainham, Kent



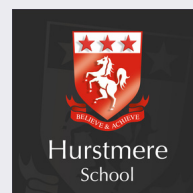
**Waterfront UTC**  
370 Pupils on Roll Rated  
Located in Gillingham, Kent



**Miers Court Primary School**  
410 Pupils on Roll  
Located in Rainham, Kent



**The Abbey School**  
1,100 Pupils on Roll  
Located in Faversham, Kent



**Hurstmere School**  
960 Pupils on Roll  
Located in Sidcup, London



**The Rowans AP Academy**  
93 Pupils on Roll  
Located in Chatham, Kent

# Welcome to

## Temple Mill Primary School



We are a proudly inclusive school, and our aim is to equip children with the skills, knowledge and understanding to enable them to make informed decisions about the important things in their lives.

We are a single form entry school with eight classes, from Nursery to Year 6. As a small school, we soon get to know each other and we are pleased to enjoy positive partnerships with our parents and families.

At Temple Mill, we aim to provide the children with a curriculum which is broad, well balanced and above all stimulates the children to learn. To serve our pupils, our curriculum is designed to give our children a foundation of an appreciation of the local environment and their own life experience, then build from here to enable them to explore how this relates to the wider world and the possibilities that they will find there.

Our curriculum is designed to enable pupils to develop the social skills to self-regulate and function as independent members of society who are able to make decisions for themselves, resolve minor conflicts between themselves and their peers, and have the emotional literacy to understand a situation from another's perspective. A focus on developing oracy underpins our curriculum and seeks to build children's confidence and self-worth; this is seen as the foundation for their successful future. The well-being of our school community is promoted through the themes of kindness, respect and working together, which is enhanced by the active inclusion of personal development activities such as mindfulness, debate and participation in events such as class assemblies. Children are challenged in their learning, whatever their starting point, and are supported to become the best they can be.

*Mrs Lewis, Principal*

### About our KS2 Department

- A shared corridor, with independent work areas and access to patio area to enhance learning environments.
- Increased leadership opportunities for Key Stage 2 students, encouraging them to lead projects.
- Focus on personal development, setting challenges that foster a sense of responsibility and initiative.



  
NOR  
**251**

  
Age Range  
**3-11**

  
PP  
**20.7%**

  
FSM  
**19.5%**

  
SEN  
**19.9%**

  
EAL  
**12%**

# Job Description

<b>Job Title:</b>	Key Stage 2 Classroom Teacher
<b>Contract Type:</b>	Full time, Permanent
<b>Remuneration:</b>	STPC Main/Upper Pay Range

## Core Purpose and Scope

The holder of this post is expected to carry out the professional duties as described below, as circumstances may require and in accordance with the Trust's policies, under the direction of the Senior Leadership Team and Principal. The post-holder is required to fully support the vision, ethos and policies of the Trust.

## THAT Vision & Values

As a Trust, our Vision and Values are achieved through:

- Excellent teaching and learning that promotes inclusivity;
- Regular opportunities for collaborative CPD to ensure best practice across academies;
- A proactive network for joint working across academies, for staff at various career stages;
- The highest standards of behaviour and conduct achieved through clear expectations and positive relationships;
- The unique character of each academy is valued and contributes to the THAT whole Trust ethos;
- Shared whole trust values of dignity, respect and ambition.
- High aspirations for all involved with the Trust;
- Each academy is a hub for its local community and families;
- Facing outwards and working in collaboration with other organisations and stakeholders;
- A centralised team that allows academies leaders to focus on their core purpose of education.

## Values and Behaviour

Teaching & Support Staff play a vital role in making the education of the students their first concern, and are accountable for achieving the highest possible standards in work and conduct. All members of staff must act with honesty and integrity; have strong knowledge within their field, keep their knowledge and skills up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of the students in the school.

### **Personal and professional conduct**

The post holder should always conduct themselves professionally, treating students and staff with mutual respect, regardless of personal beliefs, in accordance with Trust ethos, policies and practices.

### **Key responsibilities:**

- Be an excellent classroom practitioner adapting teaching styles to suit all groups of learners
- Ensure planning of work is differentiated appropriately and evaluate the impact on progress and attainment for all groups of learners
- Use assessment to set clear targets for improvement of students' achievement and monitor pupils' progress towards those targets
- Use appropriate teaching learning strategies to communicate clear learning objectives and expectations for achieving excellence
- Secure a good standard of behaviour for learning within the classroom through establishing appropriate rules and high expectations which students' respect, acting to pre-empt and deal with inappropriate behaviour in the context of the school's behaviour policy
- Be familiar with the SEND Code of Practice and support and plan for student's needs accordingly
- Evaluate your own teaching critically to improve effectiveness
- To work as part of a strong team to evaluate and accurately assess student's learning needs
- To encourage children's initiative, creativity, responsibilities and independence

### **Additional duties:**

- All staff, with the support of the Academy's designated DSL, have a responsibility for providing and safeguarding the welfare of the students and young people
- To be familiar with and support any health and safety procedures and ensure all duties and responsibilities are discharged in accordance with the Academy's health and safety at work policy



*This job description does not form part of the Contract of Employment and is not necessarily a comprehensive description of the duties required but outlines the main responsibilities of the post. It will be reviewed regularly and may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Academy at the reasonable discretion of the line manager.*

*An enhanced DBS check will be required for this post. The job description is current at the date shown, but, in consultation with you, may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title. The successful candidate must have a commitment to safeguarding and promoting the welfare of children and young people.*



# Person Specification

Please refer to these requirements when completing the application. The Person Specification is related to the requirements of the post as determined by the Job Description.

Essential	Desirable
<b>Education and Qualifications</b>	
<ul style="list-style-type: none"> <li>Teaching Qualification</li> <li>Degree or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Further degree</li> <li>Evidence of ongoing Professional Development</li> <li>Willingness to undertake CPD</li> </ul>
<b>Experience</b>	
<ul style="list-style-type: none"> <li>Excellent oral and written communication skills</li> <li>Record of successful teaching with a clear understanding of the teaching provision required</li> <li>Excellent classroom practice</li> <li>Ability to implement a range of teaching strategies</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working within the academy or education sector</li> </ul>
<b>Knowledge and Understanding</b>	
<ul style="list-style-type: none"> <li>Effective use of data to analyse performance and manage interventions to measure the impact on achievement and attainment</li> <li>Good understanding of effective procedures for managing and promoting positive behaviour among students</li> <li>Clear understanding of the role of parents and the school community improvement, and how this can be practiced</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of child protection and safeguarding policies</li> <li>Sound understanding of equal opportunity issues within the workplace and the importance of culture and ethos, and how these impacts on morale, high expectation, and high standards</li> </ul>
<b>Characteristics and Competencies</b>	
<ul style="list-style-type: none"> <li>Ability to create a happy, challenging and effective learning environment</li> <li>A solution-focused mindset and determined “no-excuses” approach to raising standards</li> <li>A personable nature to build effective relationships with parents and all members of the school community</li> <li>A creative and good-humoured approach to all aspects of teaching</li> <li>Ability to work to professional standards, think independently and make judgements, to influence others through discussion</li> <li>Ability to be flexible and well organised to manage, at times, unpredictable and variable workload</li> </ul>	

