



**Ditton C of E
Junior School**

Working at Ditton C of E Junior School

Join our Team



**For Appointment of:
Classroom Teacher**





Headteacher's Welcome

Mrs Beth McKenzie

Thank you for your interest in the role at Ditton C of E Junior School. I hope that the information within gives you an insight into our school, Aletheia Academies Trust and the unique opportunity this position offers.

We are incredibly fortunate to have access to large grounds and extensive resources which we have many plans to improve provision for all children for.

The school has worked on many areas within the last year, developing a clear vision and values which encompasses all that we do as a school. Our Christian vision, linked to 'Aspire, Believe and Care' guides all of our development within the school. We also have additional values that we aspire for all the children to live out within their daily lives at Ditton; these are: **PERSEVERANCE, RESPECT, RESPONSIBILITY, COMPASSION & LOVE.**

We want to make sure that the school we are building here stays rooted in this community and mirrors your aspirations.

Ditton officially joined Aletheia Academies Trust on the 1st November 2023. The school aspired to become a part of a larger organisation, which offered opportunities to not only the children, but also to staff and the community. The School felt that it was important to join a Trust which allowed it to keep its own identity and develop the vision for the local community that it serves.

Our team of dedicated professionals go above and beyond every day to ensure children have the best education and live life to the fullest through our values of responsibility, respect, perseverance, courage and empathy.

It is these values and principles that make me feel so proud and privileged to serve as the Headteacher of Ditton Church of England Junior School.

I look forward to receiving your application.



At Ditton Church of England Junior School, we believe in providing the best quality teaching and learning for all our pupils. We all work together to ensure that our curriculum engages all learners and provides opportunities for deeper learning. Wherever possible we encourage children to plan the direction of their learning. In doing so, we will enable our pupils to develop the ability to acquire confidence and a positive mental attitude to all tasks, leading to the improvement of knowledge and skills within an environment that allows for individual differences and learning styles: whilst maintaining a sense of safety and security.

Our school vision is taken from the bible. Jesus said, "I have come that they may have life and live it to the full." Adults and children here talk a lot about what a full life means, and we realise it's not just about getting and grabbing loads of opportunities, but also about handling those opportunities well. To help us explore that we have six values around how to live your life and grow. PERSEVERANCE, RESPECT, EMPATHY, RESPONSIBILITY, COMPASSION & LOVE.

We want to make sure that the school we are building here stays rooted in this community and mirrors your aspirations.



Job Description

Job Title	Classroom Teacher
Location	Aylesford, Kent
Duration	Permanent
Work Hours	Full-time
Reporting to	Headteacher
Salary	MPS/UPS
Pension	Teachers' Pension Scheme



Have you reached the next stage of your career? Are you ready to join our mission to ensure all our children achieve the very best?

We are looking for an experienced and motivated Key Stage 2 Teacher to join our committed and forward-thinking teaching team. This is an exciting opportunity for a passionate educator to make a meaningful impact during a critical stage of a child's education. The successful candidate will be responsible for delivering a broad and balanced curriculum to pupils in Years 3 to 6, fostering academic progress, independence, and a love of learning as pupils prepare for the transition to secondary education.

The role requires a strong understanding of how to engage, support, and challenge pupils through high-quality teaching, effective assessment, and inclusive classroom practices. You will play a key role in helping pupils build essential knowledge, skills, and character—equipping them not only for academic success, but also for life beyond the classroom.

Central to this role is the creation of a positive, inclusive, and respectful learning culture in which all pupils feel safe, valued, and empowered to thrive. You will actively contribute to a school community that champions diversity, celebrates individual strengths, and supports every child to fulfil their potential.

About You

We are looking for an inspiring practitioner who:

- Is aspirational and inspirational
- Is a keen learner, who is reflective and is committed to improving their practice
- Has high expectations of themselves and the children
- Is passionate, shows initiative but remains grounded
- Is resilient, adaptable and able to work under pressure
- Passionate about inclusive education ensuring all pupils achieve their potential
- Models exceptional professionalism, commitment and integrity and uses their excellent interpersonal skills to establish positive working relationships with their team, parents and children
- Contributes to wider school life and understands the importance of being part of a wider school and Trust community.

Key Responsibilities



Plan, prepare, and deliver engaging lessons in line with the National Curriculum for Key Stage 2, ensuring learning experiences are purposeful, progressive, and relevant.

Use a range of formative and summative assessments—including observations, quizzes, and work sampling—to accurately assess, track, and report on pupil progress against age-related expectations.

Create a safe, welcoming, and inclusive classroom environment where pupils feel emotionally secure, confident to take risks, and respected for their individuality.

Adapt teaching methods and provide differentiated support to meet the needs of all learners, including those with SEND, EAL, high-attainers, and pupils requiring pastoral support.

Work collaboratively with parents, carers, and the wider school community to build strong home–school partnerships that enhance each child’s learning and wellbeing.

Implement restorative, positive behaviour strategies in line with school policy to support all children’s social, emotional, and behavioural development, ensuring they can thrive. Including encourage good practice regarding punctuality, standards of work and homework.

Encourage pupils to think and talk about their learning, develop self- control and independence, concentrate, and persevere, and listen attentively.

Participate actively in school life, including staff meetings, parent consultations, staff training, school events, open evenings, and extra-curricular activities.

Contribute to whole-school and Trust-wide improvement initiatives by sharing best practice within Key Stage and trust networks, and by engaging in peer-to-peer observations.

Uphold safeguarding procedures, ensuring timely identification, recording, and reporting of any child protection concerns.





Commit to ongoing professional development, keeping current with curriculum changes, pedagogical research, and statutory obligations.

Ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;

Engage in and comply with all school and Trust-wide policies and processes and undertake any additional duties as may be deemed reasonable by the line manager.

Live and model the AAT vision, ensuring all pupils feel they belong, are seen, and are supported to reach their full potential.

This is illustrative of the general nature of the role. It is not a comprehensive list of all tasks expected to be carried out. The post-holder may be required to do other duties appropriate to the level of the role, as directed by the Head of School.



**“Behaviour is positive around the school and in lessons.”
- Ofsted, 2019**

Person Specification



E D

Qualifications and Experience

- | | | |
|---|---|---|
| • Qualified Teacher Status (QTS) | E | |
| • Degree-level qualification | E | |
| • Experience in teaching Key Stage 2 | | D |
| • Experience in using evidence-based pedagogy to improve outcomes for all | E | |
| • Experience of meeting the needs of EAL pupils | | D |
| • Ability to teach an effective systematic synthetic phonics programme. | E | |

Skills and Knowledge

- | | | |
|---|---|---|
| • Commitment to safeguarding and promoting the welfare of children | E | |
| • Ability to use a range of strategies to deliver engaging lessons that meet all individual learning needs | E | |
| • Developed effective ways of working with and establishing excellent relationships with parents and carers | E | |
| • Evidence of recent relevant CPD | | D |
| • Sound understanding of the KS2 National Curriculum | E | |
| • Knowledge of effective teaching and assessment strategies for early learners | E | |
| • Experience in leading a subject area | | D |
| • Experience in phase leadership | | D |
| • Strong classroom and behaviour management skills | E | |
| • Excellent communication and organisational skills | E | |
| • Understanding of working in a Multi Academy Trust | | D |
| • Experience of preparing pupils for national assessments (e.g., Year 6 SATs) where appropriate. | | D |

Personal Qualities

- Committed to safeguarding and promoting the welfare of children
- Have good personal organisation
- Be positive, creative and energetic, committed to making our new school a model of outstanding practice
- Committed to continuing professional development
- Commitment to the aims of the school and the wider Trust.

All Essential Criteria

E = Essential

D = Desirable

How to Apply



If you are interested in this position and would like to have a more detailed conversation or arrange a visit to the school before making the decision to apply for the post, please contact:

People and Culture Team

HR@aletheiatrusted.org.uk

01474 531495

To apply for this role, please visit [MyNewTerm](#).



Aletheia Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and governors to share this commitment. All successful candidates will be subject to an enhanced DBS check along with other relevant employment checks, including overseas criminal background checks where applicable. Our policy statement on the recruitment of ex offenders can be found on our website. All new employees, volunteers and governors will be required to undertake safeguarding training on induction which will be regularly updated in line with statutory guidance.

Please click here to view: [Our Trust policies](#) or [Our recruitment of Ex-Offenders policy](#).



Contact Us

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