



Whitehill
Primary School & Nursery

Working at Whitehill Primary School & Nursery

Join our Team



For appointment of:
Classroom Teacher
(Maternity Cover)



PROUD TO BE
Aletheia
Academies Trust



Headteacher Welcome

Angela Carpenter

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

Whitehill is a happy, caring, inclusive and vibrant community. We recognise that early life experiences echo on into adult life and shape who we become. Every child needs to feel valued, safe and nurtured if they are to fully embrace their innate qualities of curiosity, communication, innovation, deduction, and creativity to become confident, independent and ambitious learners who thrive.

Whitehill joined Aletheia Academies Trust on 1st March 2025. We were keen to join a Trust that has expertise in the Primary Phase and has a reputation for improving the life chances of children.

The school has benefited greatly from joining the Trust in a multitude of ways, we feel part of a bigger family, who are all committed to ensuring that we provide the very best education for the children we serve.

I am extremely proud to lead a team that is highly committed to providing the very best opportunities for the children who attend Whitehill Primary School and Nursery. Staff, supported by governors, work hard to deliver a rich and challenging curriculum, to prepare children for future education and to help them acquire the skills and enthusiasm needed to pursue learning for the rest of their lives.

I look forward to receiving your application.

Whitehill Primary School & Nursery



Whitehill is a strong and thriving community, united by a shared commitment to ensuring everyone thrives and finds happiness in their lives. We take immense pride in the safe and nurturing environment we have cultivated here at Whitehill.

Our goal is to empower every individual to grow and achieve their fullest potential. We nurture confidence, encourage ambition in all areas of life, and support the development of independence in decision-making.

Our curriculum is thoughtfully designed to meet the unique needs and interests of every child. We understand that the world is evolving at a rapid pace, and the challenges our students will face in the future may differ greatly from those of the past. To prepare them, our curriculum is continuously reviewed and adapted to embrace new technologies, ways of thinking, and innovative approaches to learning.

Students engage with real-world issues on local, national, and global levels, sharing their thoughts and ideas for solutions. They are encouraged to take an active role in the school, local, and wider community by participating in fundraisers and supporting those less fortunate.

Whitehill is proud to offer a Nursery provision and a wealth of resources that cater to a wide range of interests and needs. We take great pride in the inspiring and dynamic learning environments we've created both inside and outside the classroom. These spaces provide our students with countless opportunities to grow and thrive.

“Children flourish in early years. The environment is rich with language and well planned activities. Children show engagement, enthusiasm and collaboration.” – Ofsted



Staff Benefits



We value every one of our employees and want to give back as much as possible. To show our appreciation, we offer a range of perks and benefits as outlined below:



Trust-wide commitment to your ongoing Continuous Professional Development (CPD) including secondment opportunities.



Unlimited access for you and your family to 24/7 GP telephone consultations.



Enhanced annual leave allowance with term-time offerings.



Access to a wide array of discounts including Motorfinity, Kent Rewards and Blue Light Card.



Access to mental health and wellbeing support including counselling, mindfulness and physiotherapy sessions.



Access to Local Government and Teachers' Pensions Schemes.



Free eye test, examinations and eye care vouchers.

For a full range of what Aletheia Academies Trust offer, please scan:



Job Description

Job Title	Classroom Teacher
Location	Gravesend, Kent
Duration	Fixed term (maternity cover) from January 2026 to Aug 2026
Work Hours	Full-time
Reporting to	Headteacher
Salary	MPS/UPS
Pension	Teachers' Pension
Start date	January 2026



About the Role

We are looking for an experienced and motivated Key Stage 2 Teacher to join our committed and forward-thinking teaching team at Whitehill Primary School. This is a fixed-term maternity cover position from January 2026 to August 2026, with the possibility of extension for the right candidate.

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.

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 Headteacher.

Person Specification



Qualifications and Experience

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

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Skills and Knowledge

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

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Personal Qualities

- Committed to safeguarding and promoting the welfare of children
- Have good personal organisation
- Be positive, creative and energetic, committed to making our 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@aletheiastrust.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](#).



PROUD TO BE
Aletheia
Academies Trust

Contact Us

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