



SKINNERS'
TEMPLE
GROVE



Class Teacher (Part time)

Information for Candidates
January 2026

We reserve the right to make an appointment before the closing date, so early applications are encouraged.

Introduction from the Headteacher

Dear Candidate,

I am delighted that you are interested in a position with Skinners' Temple Grove.

Skinners' Temple Grove is a very happy school in which all children feel secure and confident. Our team are committed to going the extra mile to help pupils aspire to greatness in both their education and life journey.

We enable every child to flourish in every way and work together as a community to offer a launch pad for the children in our care to dive into life's adventures, striving for personal success and fulfilment.

We create a safe, welcoming environment that provides inspiring and motivating experiences, and support everyone to develop strategies that enable them to take full advantage of what the world has to offer.

We believe that everyone has the talent and potential to excel in life. We celebrate the uniqueness of every individual and cherish the diversity of the community we belong to.



Rebekah Leeves
Headteacher
Skinners' Temple Grove



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Our Vision and Values

Our Vision

We are here to enable every child to flourish in every way. We work together as a community to offer a launch pad for the children in our care to dive into life's adventures, striving for personal success and fulfilment. We create a safe, welcoming environment that provides inspiring and motivating experiences, and support everyone to develop strategies that enable them to take full advantage of what the world has to offer. We believe that everyone has the talent and potential to excel in life. We celebrate the uniqueness of every individual and cherish the diversity of the community we belong to. We want to make a difference, and strive to be the difference.

Our Values



together we are **Aspiring**



together we are **Resilient**



together we are **Respectful**



together we are **Encouraging**



together we are **Enriching**



Together we make the difference





SKINNERS'
ACADEMIES TRUST

Skinner's Academies Trust

Skinner's Academies Trust is a collaborative Trust of six high-performing schools in Kent and London working together to improve outcomes for all our students.

The Trust builds on the longstanding collaboration and shared values across the family of schools supported by The Skinner's Company, one of the Great Twelve Livery Companies of the City of London. The Company is a major not-for-profit organisation with a well-established reputation for philanthropy dating back

some 700 years. Education is a core charitable purpose and its schools aspire to provide all their young people with the opportunity to make the most of their talents and fulfil their potential.

Skinner's Academies Trust's mission is to provide its young people with the opportunity to make the most of their talents and fulfil their potential. To do that they ensure that each school has first-class teaching, management and leadership, and are supported and held to account by high-quality governing bodies.



Professional Development Skinner's Academies Trust

Skinner's Academies Trust is committed to investing in our people and as such offer a high-quality suite of professional development opportunities for all of our teachers. All teachers and leaders at the Trust demonstrate a commitment to being a reflective practitioner, open to learning and motivated to keep getting better.

We know that great professional development will lead to great impact in our schools. The pillars of our offer are designed to offer opportunities to all our staff, to support our vision for an excellent education in all our schools and to have a clear impact on outcomes for all our pupils.

Chartered College of Teaching Membership

All teaching staff are given full membership to the Chartered College of Teaching. This gives them access to a range of resources including research papers, articles, lesson videos and the quarterly journal, *Impact*; and opportunities to participate in CCT courses or become a Research Champion.

Research-Led Networking Opportunities

The Trust-wide Research Circle meets online each half term to explore an education-based text. It offers teachers from across the Trust with a passion for evidence-informed practice the opportunity to debate a range of research and its implications for classroom practice and student outcomes.

Copies of the book are free to members.

Development for Teachers

The Purposeful Practice Programme is designed to empower teachers to understand, some of the highest leverage classroom strategies that can be utilised to secure great outcomes for young people. Each module builds on the last with a key focus on formative assessment strategies and modelling and utilises analysis of classroom videos.

Development for Middle Leaders

Our bespoke Middle Leadership Programme is a 10-month course designed and delivered internally for those at the start of their leadership journey.

Throughout the course we explore evidence and good practice around effective leadership, use of data, managing teams and how to implement improvement. All participants are allocated a mentor who supports them throughout the course and get to visit each Trust school over the duration of the year.

Subject-Specific Collaboration

We have established Subject Communities for English, Maths, Science and MFL, enabling improvement at subject level the Trust through collaboration between subject leads and shared good practice. This gives heads of department an exciting chance to experience and learn from a range of practice across all our schools. The groups are facilitated by senior subject experts.



Job Description

classroom Teacher (Part time 0.4FTE - 2 days per week)

We are looking for a highly motivated and highly effective Classroom Teacher wishing to join an excellent team of teachers and staff who are committed to raising standards and expectations. The successful candidate will be a hardworking, creative, energetic, excellent classroom practitioner. They will have the capacity to help us establish a vibrant learning environment, and a culture of enthusiasm for learning. Their professionalism and dedication will enable our pupils to achieve more than they believe possible.

Responsible for: Teaching and learning, planning and preparation of lessons, assessment and data input

Working Pattern: Refer to School teachers' Pay and Conditions Document

Key Relationships: Leadership Group; Classroom Teachers; Teaching Assistants; Associate Staff; Parents/Carers

Purpose of the Job:

Have a regard to the curriculum for the school, with a view to promoting the development of the abilities and aptitudes of the pupils:

- planning and preparing lessons
- teaching, according to their educational needs, the assigned pupils, including the setting and marking of work to be carried out by the pupil in school and elsewhere
- assessing, recording and reporting on the development, progress and attainment of pupils

Key duties and responsibilities:

- To implement National Curriculum, policies and strategic plans.
- To liaise with the Headteacher and Deputy Headteacher to ensure the effective delivery of the curriculum.
- To participate in the design, development, implementation and review of the KS1 or KS2 curriculum through a collaborative approach.
- To participate in the design, development, implementation and review of assessment and reporting systems.
- To provide guidance and advice to pupils on educational and social matters .
- To promote the health and safety, general progress and well-being of the individuals within assigned classes.
- To communicate and consult with the parents of pupils.
- To participate in professional development and contribute to regular staff training/meetings.
- To encourage the team spirit in STG.
- To contribute to the subject leadership and extra-curricular activities programme of the school.
- To contribute to the development of a positive attitude between the STG and the wider community.
- To work with Specialist Teachers and Leadership Team from the Multi Academy Trust.
- To meet all requirements as appropriate of the Teachers' Standards (attached as Appendices to this document).

Job Description

Additional duties:

- Attend team meetings and staff meetings as required.
- Maintain confidentiality inside and outside the workplace.
- Understand and apply school policies and report all concerns to the Deputy Designated Child Protection Officer.
- Engage in relevant continuous professional development opportunities and performance management.
- Develop positive relationships and communicate with other agencies/professionals.
- Develop constructive relationships and liaison between senior leaders/teaching staff and associate staff.
- To undertake other duties as may reasonably be assigned by the Headteacher recognising that the duties of this post may vary from time to time without changing the general character of the post or the level of responsibility.

Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications and training	<ul style="list-style-type: none"> Hold a relevant teaching qualification recognised and approved by the DfE in the UK Have experience of the teaching within KS1 or KS2 	
Experience	<ul style="list-style-type: none"> Have a track record in collaborative planning and working Have experience of assessing, reporting and recording pupil progress and attainment Have a track record of delivering high quality teaching and learning Experience of adhering to organisational policies and procedures and maintaining confidentiality including Child Protection and safeguarding 	
Skills and knowledge	<ul style="list-style-type: none"> Knowledge and experience of relevant systems and specialist ICT packages Awareness of new initiatives, policy changes and their impact on the leadership of the school Awareness of Data Protection and confidentiality issues Awareness of, and work within, national legislation school policies and procedures relating to Health and Safety Have a track record in collaborative planning and working Have experience of assessing, reporting and recording pupil progress and attainment Have a track record of delivering high quality teaching and learning Experience of adhering to organisational policies and procedures and maintaining confidentiality including Child Protection and safeguarding 	
Personal qualities	<ul style="list-style-type: none"> Develop and maintain an aspirational and motivational outlook Commitment to high educational, professional and personal standards Understanding the importance of maintaining confidentiality A flexible approach to work A sense of humour Ability to manage a complex workload, to work independently and to tight deadlines Commitment to equal opportunities and valuing diversity A willingness to develop themselves and STG as an innovative and inspirational learning environment 	

Staff Wellbeing & Benefits

Skinner's Temple Grove is committed to providing a healthy and caring environment that promotes and supports positive mental health and wellbeing for our pupils, staff and stakeholders. Positive mental health and wellbeing is vital to what we do at school; it underpins the crucial work carried out to support pupils and their families. As a School we are highly committed to supporting staff's mental health and wellbeing, to ensure that there is a positive and supportive workplace.

Outlined below are some of the ways in which staff are supported:

- Key staff are trained as Mental Health Leads within the Trust and school
- Investing in practices which support teaching staff to maintain a healthy work-life balance (for example Kapow curriculum planning and the option to take PPA off-site - at home or at another Trust school).
- Continued learning and development for all staff through a wide range of CPD.
- A commitment to support staff with personal issues and an empathetic approach to such events.
- Recognising that staff working hours can be flexible depending on personal circumstances. We do not expect a response to communications outside of working hours.
- Continued learning and development for all staff through a wide range of CPD.
- A commitment to support staff with personal issues and an empathetic approach to such events.

Pension Scheme Contributions

We offer a valuable pension package of benefits for members and their dependents of both the teachers and local government pension schemes; generous employer contribution; tax relief on your contributions; flexibility to pay more or less in contributions; flexible retirement options.

Kent Rewards

Through Kent Rewards, employees are able to access a wide-range of discounts on high street and supermarket shopping, leisure facilities such as cinema and gym, and travel options such as holidays and hotel stays.



Application and candidate selection process: our candidate charter

We want every candidate to have an informed, engaging and positive experience, and to support this we've created our Candidate Charter which outlines our commitment to you.

We will:

- provide you with clear, accurate and timely information
- give you the opportunity to ask questions – and we will ensure you get the answers you need
- respond to enquiries promptly and usually within 24 hours during the working week
- adopt a fair and consistent assessment process;
- make sure you have all the documentation and details you need for an interview, well in advance
- provide you with real insight about what it's like to be part of our team
- ensure all offers are fair and equitable; and
- seek feedback on your experience at every opportunity, so we can continue to improve.



In return we ask that you:

- be honest and upfront about your experience, aspirations and motivations
- provide open and accurate information when submitting an application
- always give yourself the best opportunity to succeed – research who we are and how we work
- let us know if situations change in relation to your interest – and help us understand why; and
- prepare yourself for interview and let us know how we can support you.

Our commitment to you:

- **Transparency** We will treat you with respect, honesty and fairness
- **Protecting your privacy** We will ensure your information is secure and handled sensitively
- **Understanding You** will be given everything you need to make informed decisions
- **Showcasing talent** We will provide a good opportunity for you to share your skills, experience and potential
- **Feedback** We will provide constructive feedback professionally and promptly
- **Listening** We welcome feedback and we'll act on what you have to share
- **Inclusivity** Our hiring decisions align with our commitment to create a high-quality, diverse workforce.



Explanatory Notes

Skinner's Temple Grove is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.

The aims of our Safer Recruitment Procedures are to help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them.

What we will provide

All applicants for all vacant posts will be provided with:

- a job profile outlining the duties of the post, including safeguarding responsibilities;
- a person specification which will include a specific reference to suitability to work with children; and
- A standard application form found on Kent Teach

All applicants for employment will be required to complete this application form, containing questions about their academic and full employment history and their suitability for the role.

In addition, all applicants are required to account for any gaps or discrepancies in employment history.



Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

References

References will normally be requested at the selection stage directly from the referee. They will be asked about:

- the referee's relationship with the candidate;
- details of the applicant's current post and salary;
- performance history and conduct;
- any disciplinary action involving the safety and welfare of children, including any in which the sanction has expired;
- details of any substantiated allegations or concerns relating to the safety and welfare of children; and
- whether the referee has any reservations as to the candidate's suitability to work with children.

If the referee has any reservations, the Trust/Academy will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

We will also carry out online searches for all shortlisted candidates to identify any incidents or issues, related to suitability to work with children.

Pre-employment checks

- an enhanced DBS check is required for all successful applicants;
- Prohibition, social media and overseas checks will also be completed if necessary.

Royal Tunbridge Wells

Over 400 years ago a natural spring welled up from the ground and it was named 'The Tunbridge Wells' (the wells near Tonbridge).

Today our charming historic town, only 30 miles south east of London and a 45 minute train ride from the capital, is close to the unspoilt beauty of the surrounding High Weald Area of Outstanding Natural Beauty (AONB) and boasts the elegant charm of The Pantiles. For years Queen Anne visited, but when Queen Victoria made the town part of her regular holiday sojourns 'Royal' Tunbridge Wells, the town, came into being, hence the addition to the original name.



Royal Tunbridge Wells is highly accessible with excellent schools and a wide range of places to live and types of accommodation, both locally and a short distance away amidst the rolling hills, picturesque villages of Kent and East Sussex, ancient woods and open heaths.

Equidistant between London and the south coast it has easy links to the A21 and M25. There are also direct trains to and from London and the coast.

Many professional people move out of London into the area to enjoy the excellent living environment and quality of life whilst also having all the convenience of the major high street and local shops and selection of first-class restaurants, bars and cafes nearby.



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How to Apply



The closing date for applications is Monday 26 January 2026 at 12 noon with interviews w/c 2 February 2026.

- Application forms must be completed in full and applicants should directly address the skills and experience outlined in the person specification
- An application form is available on our Kent Teach Page [Skidders' Temple Grove, Tunbridge Wells](#).
- Skidders' Temple Grove will reimburse reasonable travel and accommodation costs to candidates attending interviews. You should retain copies of all receipts in relation to expenses incurred

For more information about this position, or to have a confidential discussion about the role, please contact HR Team on hr@skidderskent.org.uk

We look forward to hearing from you



Skinners' Temple Grove
Friars Way
Tunbridge Wells
Kent TN2 3UA

01892 520562
office@skinnerstg.org.uk
www.skinnerstg.org.uk