

SKINNERS' KENT  
PRIMARY SCHOOL



PRIDE IN OUR SUCCESS

## CLASSROOM TEACHER EYFS OR KS1 (MATERNITY COVER)

**Information for Candidates**

**April 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' Kent Primary School (SKPS).

SKPS opened on 1 September 2015 and offers a unique and diverse learning community providing the highest quality education in which all pupils can thrive and achieve their potential. The school is part of Skinners' Academies Trust which enables a wide variety of learning opportunities for all our children and staff.

SKPS is an inclusive school where personalised learning ensures we meet the needs of all pupils and enables them, irrespective of their starting point, to achieve their full potential. We aspire for all pupils to feel safe, happy and have a love for learning.

Our curriculum offers an all-round education to enable the development of the whole child to inspire, flourish and succeed within the framework of the Early Years Foundation Stage and National Curriculum. It is designed to foster curiosity and creativity, to develop motivation and habits that encourage our pupils to be lifelong learners. The life skills we teach our pupils will give them confidence and self-belief. We aim for all pupils to leave us ready to make the transition to secondary education and ultimately to play their part in their local community as well as nationally and internationally.

If you share our aspirations for young people and want to work within a dynamic learning environment in which all members of our community have the opportunity to flourish and succeed, then we would be very interested in receiving an application from you.

Mrs Gemma Wyatt  
Headteacher  
Skinners' Kent Primary School



# OUR VISION AND VALUES



Our mission is to develop a passion for learning and achieving.

Skinner's Kent Primary School seeks to create, develop and maintain an education that focuses on providing opportunities for success for all and celebrating the achievements of everyone in all aspects of life at the school. We want our young people to recognise the potential that they have and to fulfil this.

Reflecting our school values, we will motivate and encourage our pupils to achieve their very best by being:

## Successful in Life

- We use commitment to never give up and improve our learning
- We use creativity and our imagination to think of new ways to do things
- We use curiosity to wonder about the world and ask questions
- We use co-operation to help us help each other and work with others



## Kind to all

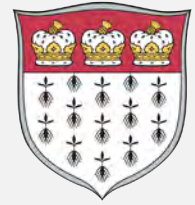
- We show tolerance towards other people and are inclusive because we recognise there are many kinds of people
- We show respect to others and treat them the way we want to be treated
- We show empathy towards others in our community and around the world by understanding how they feel
- We show appreciation when we notice the beauty of people and the world

## Proud of themselves and others

- We use our independence to work on our own and solve problems
- We use our confidence to believe in ourselves and show we are proud of what we do
- We use our enthusiasm to get excited about learning and life
- We use our integrity to tell the truth and stand up for what is right



# SKINNERS' ACADEMIES TRUST



SKINNERS'  
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 it's 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: SKINNERS' ACADEMIES TRUST



SKINNERS'  
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.

## **SLT Community of Practice**

All senior leaders across the Trust can join the SLT Community of Practice, giving them the opportunity to share good practice in school improvement. Leaders participate in visits to Trust schools, hear from external experts and provide professional and supportive critique to one another.



# JOB DESCRIPTION



## **CLASSROOM TEACHER FOR EYFS or KS1 (PART TIME - MATERNITY COVER)**

We are seeking a passionate and dedicated Classroom Teacher to join our team for a maternity cover position in EYFS or Key Stage 1. The successful candidate will create a nurturing, engaging, and inclusive learning environment, delivering high-quality teaching that supports every child's development and curiosity. This is an excellent opportunity for a committed practitioner who is enthusiastic about early learning and eager to make a positive impact within a supportive school community.

**Post:** Class Teacher for EYFS or KS1 (0.6FTE -3 days per week – Mat Cover) *days can be arranged depending on the candidate*

**Salary:** Main Pay Scale (Dependent on experience)

**Responsible to:** Headteacher SKPS

**Responsible for:** Teaching and learning, planning and preparation of lessons, assessment and data input and a whole school subject leadership area (subject to experience)

**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 EYFS or KS1 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 SKPS.
- 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 SKPS 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

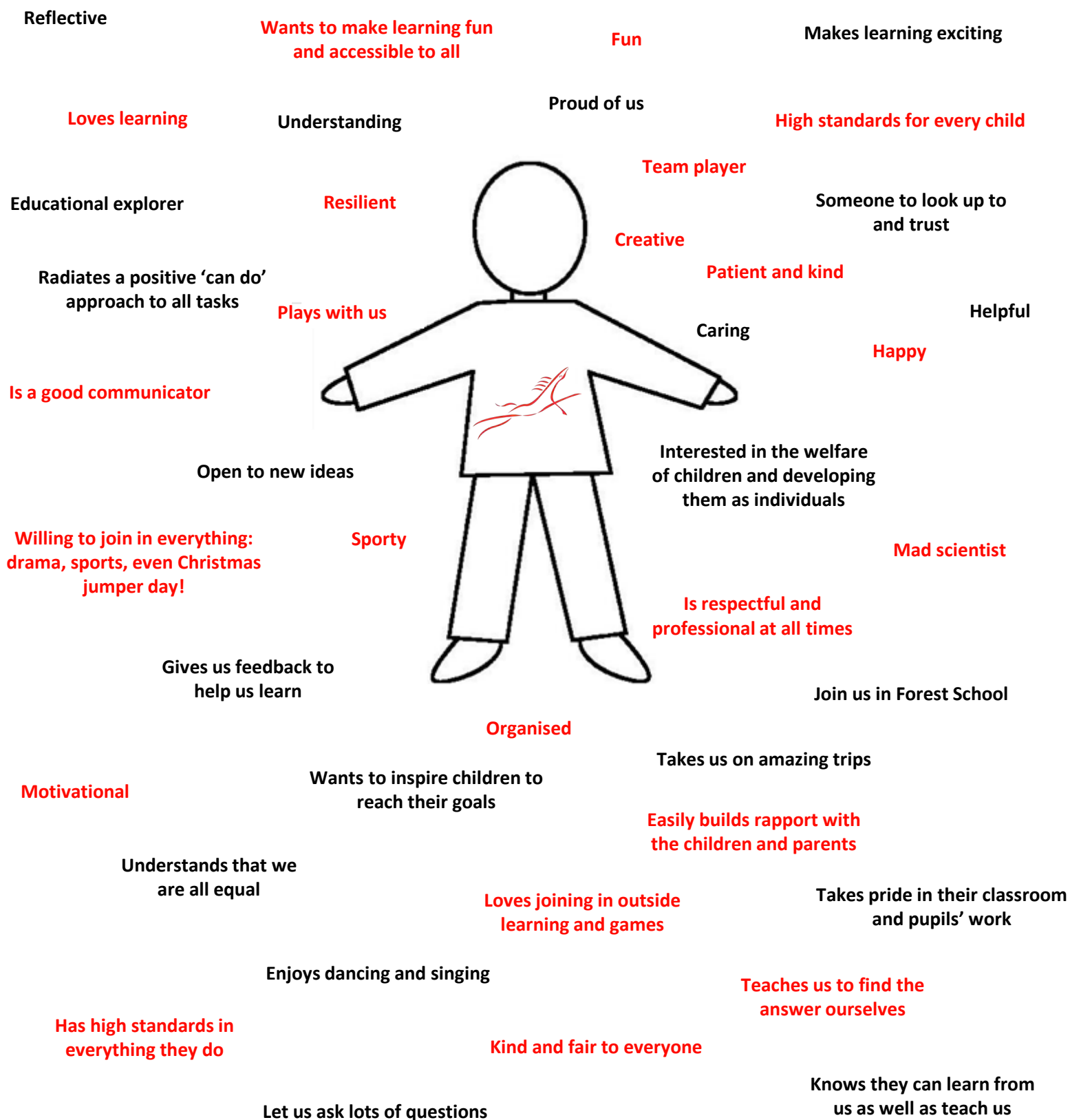


Criteria	Essential	Desirable
<b>Education / Qualifications</b>	<ul style="list-style-type: none"> <li>• Hold a relevant teaching qualification recognised and approved by the DfE in the UK</li> <li>• Have experience of the teaching within EYFS or KS1</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Have a track record in collaborative planning and working</li> <li>• Have experience of assessing, reporting and recording pupil progress and attainment</li> <li>• Have a track record of delivering high quality teaching and learning</li> <li>• Experience of adhering to organisational policies and procedures and</li> <li>• Maintaining confidentiality including Child Protection and safeguarding</li> </ul>	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge and experience of relevant systems and specialist ICT packages</li> <li>• Awareness of new initiatives, policy changes and their impact on the</li> <li>• Leadership of the school</li> <li>• Awareness of Data Protection and confidentiality issues</li> <li>• Awareness of, and work within, national legislation school policies and</li> <li>• Procedures relating to Health and Safety</li> </ul>	
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Have a track record in collaborative planning and working</li> <li>• Have experience of assessing, reporting and recording pupil progress and attainment</li> <li>• Have a track record of delivering high quality teaching and learning</li> <li>• Experience of adhering to organisational policies and procedures and maintaining confidentiality including Child Protection and safeguarding</li> </ul>	
<b>Attributes and Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Develop and maintain an aspirational and motivational outlook</li> <li>• Commitment to high educational, professional and personal standards</li> <li>• Understanding the importance of maintaining confidentiality</li> <li>• A flexible approach to work</li> <li>• A sense of humour</li> <li>• Ability to manage a complex workload, to work independently and to</li> <li>• Tight deadlines</li> <li>• Commitment to equal opportunities and valuing diversity</li> <li>• Willingness to develop themselves and SKPS as an innovative and</li> <li>• Inspirational learning environment</li> </ul>	

# ARE YOU THIS PERSON?



This is what our Governors, staff and pupils say about someone who could be a teacher at our school



# 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
- 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
- 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



# STAFF WELLBEING & BENEFITS



**Skidders' Kent Primary School 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.
- An email protocol which supports communications only between the hours of 7am and 6pm
- A working on-site protocol which encourages everyone to be off-site no later than 6pm
- Random acts of kindness initiatives
- 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 pensions schemes; generous employer contribution; tax relief on your contributions; flexibility to pay more or less in contributions; flexible retirement options.

## **Cycle to work**

The Academy is a registered employer of the Cyclescheme which is the UK's most popular Cycle to Work benefit, providing staff members with the opportunity to purchase a bike of their choice, tax free. Staff can save 25-39% of the cost of a new bike and accessories whilst also spreading the cost. Payments are deducted via payroll over a term of 12 months.

## **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.

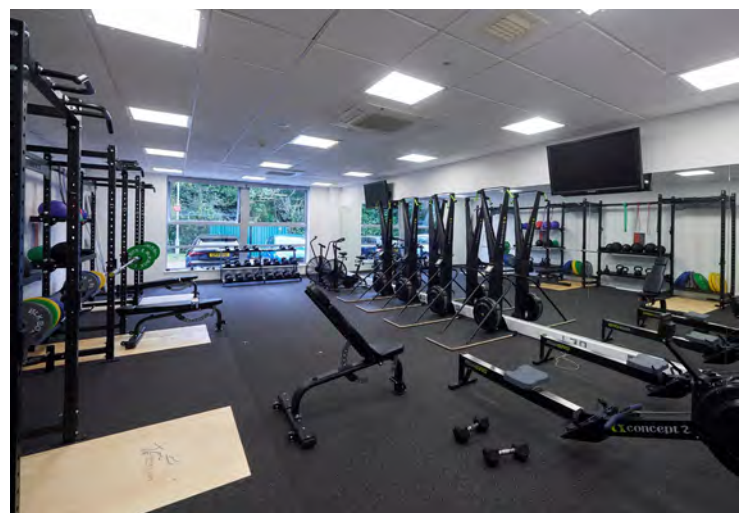
## **Onsite-gym**

Staff have free use of The Skidders' Kent Academy's fitness suite and sports facilities

## **Education Sector benefits**

Staff have access to the following programmes as part of their employment within the Education sector:

- Headspace, providing resources and research around mindfulness and meditation
- Spire Healthcare: Wellbeing and health promotion initiatives including full access to a dedicated Wellbeing website
- Nuffield Health Tunbridge Wells: 30% discount



# EXPLANATORY NOTES



**Skinner's' Kent Primary School 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 aim of our Safer Recruitment Procedure is 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 TES

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 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, overseas and social media checks will also be completed.

# HOW TO APPLY



The closing date for applications is **Thursday 7 May 2026 at 12 noon** with interviews commencing in the week beginning **11 May 2026**.

- Application forms must be completed in full and applicants should directly address the skills and experience outlined in the person specification
- Skinners' Kent Primary School 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 on **01892 553031** or **hr@skinnerskent.org.uk**.

**We look forward to hearing from you**

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**Skinners' Kent Primary School**  
The Avenue  
Knights Wood, Tunbridge Wells  
Kent TN2 3GS

01892 553060  
info@skps.org.uk  
www.skps.org.uk

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