



Whitehill
Primary School & Nursery

Working at **Whitehill Primary School & Nursery**

Join our Team



For appointment of:
Classroom Teacher



PROUD TO BE
Aletheia
Academies Trust



Welcome from Whitehill Primary School & Nursery

Thank you for your interest in joining Whitehill Primary School and Nursery. We hope the information shared here gives you a real sense of our school, our place within Aletheia Academies Trust, and the opportunity this role offers.

Whitehill is a happy, caring and inclusive community where children are at the heart of everything we do. We understand the importance of early experiences in shaping future lives, and we are committed to ensuring that every child feels safe, valued and supported. Inclusion is central to our work, and we strive to ensure that all pupils, regardless of need or background, are able to access learning, experience success and feel a strong sense of belonging.

Our approach is rooted in knowing our children well and responding to their individual needs. We aim to nurture curiosity, communication, creativity and independence, enabling all pupils to grow into confident, capable and ambitious learners.

Since joining Aletheia Academies Trust in March 2025, Whitehill has become part of a wider family of schools with a shared commitment to improving life chances for all children.

Across the Trust, there is a strong focus on equity; working together to understand and remove barriers so that every pupil can access a high-quality education, regardless of their starting point or the school they attend.

Our staff team is dedicated, supportive and deeply committed to inclusion. Working alongside engaged governors and Trust colleagues, they provide a rich and inspiring curriculum, alongside thoughtful support that enables pupils with additional needs to thrive.

We welcome applications from individuals who share our commitment to inclusion and who are passionate about making a difference to children's lives. This is an opportunity to play a key role in ensuring that every child is supported to achieve their potential and to be part of a school and Trust that values both care and ambition.

Whitehill Primary School & Nursery



About us

Whitehill is a strong and thriving community, built on a shared commitment to ensuring that every child feels happy, valued and able to succeed. We are proud of the safe, nurturing environment we have created, where children are supported to grow both academically and personally.

Our aim is to enable every child to achieve their full potential. We place a strong emphasis on building confidence, encouraging ambition and supporting children to become increasingly independent in their learning and decision-making. Central to this is our commitment to inclusion, recognising that every child is different and ensuring that their individual needs are understood and met.

Our curriculum is carefully designed to meet the needs and interests of all learners. It is regularly reviewed and adapted to reflect the changing world around us, incorporating new ideas, technologies and approaches to learning. We are committed to ensuring that all pupils, including those with additional needs, can access the curriculum and experience success.

Children at Whitehill are encouraged to think beyond the classroom. They explore real-world issues, share their ideas and take an active role within the school and wider community. Through this, they develop a sense of responsibility, empathy and understanding of the world around them.

We are proud to offer a Nursery provision and a wide range of resources that support children at every stage of their development. Our learning environments, both indoors and outdoors, are designed to be engaging, supportive and inspiring, providing opportunities for all children to grow, develop and thrive.

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



Why work at Whitehill? Our Trust Benefits



Wellbeing & Health Support

We believe that looking after our people comes first:

- 24/7 GP helpline for you and your family
- One-on-one online employee counselling
- Free access to Physiotherapy
- Free annual eye tests & checkups
- Free annual Flu Vaccination

Rewards, Discounts & Pension

Your hard work deserves recognition and reward:

- Staff discounts (via Motorfinity & Kent Rewards)
- Pension options via LGPS or Teachers' Pension Scheme
- Reduced rate EV Charging at all applicable schools

Personal & Professional Growth

We are committed to your development every step of the way:

- Personal development days
- Trust-wide best practice networks
- CPD support, secondment options, and mentorship opportunities
- Clear progression paths for all

Work-Life Balance & Flexibility

We understand that life outside school matters. That is why we, in collaboration with our Trust, have developed a Workplace Charter to clearly demonstrate its commitment to staff wellbeing, mental health, and a healthy work-life balance.

Collaboration & Support

You will never work alone at Aletheia:

- Access to wider Trust expertise and central services (e.g. HR, IT, finance, etc.)



This is not just a job - it is a career enriched by trust, growth, and community.

Job Description

Job Title	Classroom Teacher
Location	Gravesend, Kent
Duration	Permanent
Work Hours	Full-time
Reporting to	Headteacher
Salary	MPS/UPS
Pension	Teachers' Pension
Start date	September 2026



About the Role

Are you ready for the next stage of your teaching career? Do you want to be part of a school community that is committed to ensuring every child is supported, challenged and inspired to achieve their very best?

Whitehill Primary School and Nursery is looking to appoint a motivated and reflective Class Teacher to join our committed and forward-thinking team. This is an exciting opportunity for someone who is passionate about teaching and eager to make a meaningful difference to children's learning, development and wellbeing.

The successful candidate will have a strong understanding of high-quality teaching and inclusive classroom practice, with the ability to engage, support and challenge all learners. They will play an important role in helping children develop the knowledge, skills and confidence they need both within and beyond the classroom.

At Whitehill, there is a strong commitment to creating a positive and inclusive learning environment where children feel safe, valued and encouraged to thrive. Staff work collaboratively to ensure that all pupils are supported to achieve their full potential and develop a lifelong love of learning.

Applications are welcomed from practitioners who:

- Are aspirational and committed to achieving the best outcomes for all pupils
- Are reflective and keen to continue developing their practice
- Have high expectations of themselves and the children they teach
- Are enthusiastic, adaptable and able to work positively as part of a team
- Are passionate about inclusive education and removing barriers to learning
- Demonstrate professionalism, integrity and strong interpersonal skills
- Build positive relationships with children, families and colleagues
- Value contributing to wider school life and being part of a wider Trust community

This is an opportunity to join a supportive and collaborative team within a Trust that is committed to improving life chances for all children.

Key Responsibilities



- Plan and deliver engaging, well-structured lessons that inspire curiosity, support progress and meet the requirements of the National Curriculum.
- Use a range of assessment strategies to monitor progress, identify next steps and ensure that all pupils are supported to achieve well.
- Create a safe, positive and inclusive classroom environment where children feel valued, respected and confident to participate in learning.
- Adapt teaching and provide appropriate support and challenge to meet the needs of all learners, including pupils with SEND, EAL, high attainers and those requiring additional pastoral support.
- Build strong relationships with parents, carers and the wider school community, recognising the importance of partnership in supporting children's learning and wellbeing.
- Promote high expectations for behaviour, attendance, presentation and engagement, using positive and restorative approaches in line with school policy.
- Encourage children to become increasingly independent, reflective and resilient learners who are able to think critically, persevere and take pride in their achievements.
- Contribute positively to wider school life through participation in staff meetings, professional development, school events, parent consultations and extra-curricular opportunities.
- Work collaboratively with colleagues across the school and Trust, sharing effective practice and contributing to wider school improvement.
- Uphold safeguarding responsibilities at all times, ensuring that any concerns are identified, recorded and reported appropriately.
- Commit to ongoing professional development, keeping up to date with curriculum developments, educational research and statutory guidance.





- Commit to ongoing professional development, keeping up to date with curriculum developments, educational research and statutory guidance.
- Ensure that pupils develop secure knowledge, understanding and skills across the curriculum, preparing them well for future learning.
- Work in line with school and Trust policies and undertake additional responsibilities appropriate to the role, as reasonably directed by senior leaders.
- Model and promote the values of Aletheia Academies Trust, ensuring that all pupils feel they belong, are known and are supported to reach their full potential.

This job description is intended to reflect the general nature and responsibilities of the role and is not an exhaustive list of duties. The postholder may be required to undertake other duties appropriate to the role, as directed by the Headteacher.

Person Specification



	E	D
Qualifications and Experience		
• Qualified Teacher Status (QTS)	E	
• Degree-level qualification	E	
• 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 National Curriculum	E	
• Knowledge of effective teaching and assessment strategies for early learners	E	
• Experience in leading a subject area		D
• Strong classroom and behaviour management skills	E	
• Excellent communication and organisational skills	E	
• Understanding of working in a Multi Academy Trust		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 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 the Whitehill Primary School Office on:

Email: Admin@Whitehillprimary.com

Telephone: 01474 352 973

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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