



# **KS1/KS2 CLASS TEACHER X2 POSTS**

## **RECRUITMENT PACK**

*April 2025*



# Meet our Headteacher



*Samantha Hill*

**Headteacher**

On behalf of all the children, staff and Governors we would like to thank you for showing an interest in a post here at Oakmeadow CE Primary & Nursery School.

At Oakmeadow, we are very proud of our pupils, our staff and to be a part of our local community of Bayston Hill. We are a large Church of England primary and nursery school of 480 pupils, and I feel incredibly privileged to spend my days with a diverse mixture of children and adults, all wonderful and unique. At Oakmeadow we are committed to ensuring we are a place where together all children dream, grow and achieve – a place where they experience ‘life in all its fullness’ (John 10:10)

We are a values-based school and this ethos of celebrating difference, promoting positive relationships and developing the whole child, enables pupils of all needs to thrive. We work hard all through the year in our charity fundraising so we can actively contribute to our wider community and daily we reflect in our assemblies and worship how we can continue to improve ourselves and our world.

Christian values run as a thread through our learning and teaching and collective worship forms an important part of our daily life.

While we recognise the importance of achieving high standards here at our school, we are truly passionate about developing the whole child - pupils who are emotionally resilient, empathetic and caring and positive contributors to society - and have designed our curriculum so that it provides the opportunity to do this. We are a fully inclusive Christian learning community where we believe all children have the right to achieve their potential and so we plan carefully to support and challenge them to do so. Thank you for showing an interest in our school, we hope to meet you soon to come and see what we offer - we know you will love it as much as we do!

# Job description



## Post title

Teacher



## Salary

M1-M6 (dependent on experience)



## Hours of work

1 FTE



## Post status

Maternity cover

## We offer

- An ambitious and exciting curriculum and learning experience for our young people.
- Excellent professional learning and support at every stage in your career, with opportunity for continued personal development through our Talent Pathway Career development opportunities including funded NPQ qualifications.
- An enthusiastic and supportive team of staff, parents and governors with shared values and aims
- A core belief in staff wellbeing and work life balance for all, evidenced in policy and practice.
- Benefits including funded counselling, physiotherapy and GP and other medical support.
- Spacious and modern facilities both inside and out for the children to access to support their learning.
- Research and evidence-based practice to ensure the best possible outcomes
- The most wonderful pupils to work with!

## Purpose

To deliver quality first teaching that gives every child the skills to achieve to their full potential, working in partnership with parents and the school to establish a supportive and nurturing learning environment in which all children make excellent progress.

## Why this role above others?

An exciting opportunity has arisen to appoint a dedicated, reflective teacher, who is confident that they have outstanding practice, to join our enthusiastic, hardworking team. This is a fantastic opportunity to join our mindful, passionate, and energised school, which is committed to research, learning, and giving our best.

This role will require an outstanding individual who has the potential to lead, develop and support effective practice for pupils and can ensure rapid progress in line with the schools' expectations.

Any questions regarding the role, please contact Helen Morris, Deputy Head, at [admin@oak.mmat.co.uk](mailto:admin@oak.mmat.co.uk)

Visits to our school are strongly encouraged and will be held on **Wednesday 7<sup>th</sup> May 9.30am and Thursday 8<sup>th</sup> May 3.30pm**

## Responsible to:

Headteacher

## Outline of role and main duties:

- To deliver lessons across all areas of the curriculum
- To contribute to planning and development of the curriculum for the year group.
- To be part of a Key Stage team and undertake the responsibilities desired.
- To create a secure, happy and stimulating classroom environment, maintaining the highest standards of organisation.
- Strive to develop the quality of pupils' personal and interpersonal skills
- Develop and deploy resources efficiently and effectively
- Promote the school values and aims and those of the Marches Academy Trust.

## Teaching and learning

- Excel in the Teaching Standards.
- Maintain behaviour for learning, in accordance with the school's procedures.
- Encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- Contribute to the development of schemes of work, assessments, resources and displays.
- Keep up to date with marking, assessments and data entry.
- Keep an accurate teaching record.
- To make appropriate educational provision for children with SEN and those learning EAL, with support from the SENCo.
- To be accountable for the management of all other staff members present within the classroom setting

## Curriculum development

- Contribute to the team responsibility for a subject or aspect of the school's work and develop plans which identify clear targets and success criteria for its development and/or preservation.
- Contribute to whole school's development activities.

## Standards and quality assurance

- Uphold cohort, school and Trust procedures, policies and plans.
- Represent the cohort in school development activities.
- Attend Key Stage, Year Team meetings and events to fully support the cohort, the school and the Multi-Academy Trust.
- Attend relevant CPD and meetings within the Trust and with outside agencies.

## Developing self and leading others:

- Take responsibility for own professional development including maintaining an up to date knowledge of developments and related legislation including engaging fully in performance management of self and other staff (if applicable)
- Contribute to effective staff induction and professional development
- Manage own workload, providing support where necessary and delegating where appropriate to ensure that professional duties are fulfilled, as identified

## Community responsibilities:

- Effective dialogue with parents in accordance with school policies.
- Attend and support community events as required.

## In addition to the above all Marches Academy Trust staff are required to:






- Adhere to policies and procedures, including Equality and Diversity and Health and Safety.
- Respect confidentiality: all confidential information should be kept in confidence and not released to unauthorised persons.
- Undertake appropriate training and development as required.
- Participate in the Performance Review Cycle.
- Demonstrate excellent relationship skills in dealing with all stakeholders.
- Ensure positive effective working relationships with the school teams, stakeholders and partners.







## Objectives and outcomes:

- To be agreed with the successful post-holder once appointed.
- The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Headteacher.
- The post holder may have opportunities to work in other schools within The Marches Academy Trust.

# Person specification

	 <b>Essential</b>	 <b>Desirable</b>
 <b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status.</li> <li>• A commitment to personal professional development and the professional development of others.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of recent professional development.</li> </ul>
 <b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching in Key Stage one or two.</li> <li>• Demonstrate strategies which encourage parents and carers to support their vital role in their child's learning and development.</li> <li>• Able to demonstrate use of innovative ways of teaching.</li> <li>• Knowledge and understanding of Key Stage 2 assessment.</li> <li>• A range of behaviour and classroom management strategies.</li> </ul>	
 <b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Knowledge of the statutory requirements and other relevant legislation relating to child protection procedures and safeguarding.</li> <li>• In depth knowledge of the curriculum and assessment.</li> <li>• Committed to achieving potential in the "whole child" including spiritual, physical, social and emotional development.</li> </ul>	

# Person specification

	 <b>Essential</b>	 <b>Desirable</b>
 <b>Skills</b>	<ul style="list-style-type: none"> <li>• Uphold and maintain the aims and philosophy of the school.</li> <li>• Committed to being involved in all aspects of school life.</li> <li>• Possess the understanding and ability to establish and maintain excellent working relationships with all members of our school team (colleagues, pupils, parents, governors and others who contribute to the work of the school).</li> <li>• Good interpersonal skills and be an effective communicator.</li> <li>• The ability to organise and manage work effectively.</li> <li>• Demonstrate good ICT skills.</li> <li>• To promote the school's Christian values and ethos and be a good role model to pupils, parents and staff.</li> </ul>	
 <b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Demonstrate good initiative and honesty.</li> <li>• Be trustworthy, reliable and enthusiastic.</li> </ul>	<ul style="list-style-type: none"> <li>• Willing to participate in school activities out of hours.</li> </ul>

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviour, and
- Attitudes to use of authority and maintaining discipline



# Welcome from the CEO



**This is a high achieving Trust that is imaginative and creative in its approach to teaching and learning and is keen to look for continued sustained improvement.**

Our vision 'Achievement through Caring' is central to all that we do at The Marches Academy Trust. Our schools are, innovative and striving to ensure that young people make the very most of their learning adventure and are equipped with the skills required to prosper in the modern world.

We are immensely proud of the Alliance of Leading Learning who provide a wide range of professional development opportunities across our Trust, nationally and internationally.

*Sarah Finch*

**CEO**

The Marches Academy Trust

## **Our family of schools currently includes:**

- The Marches School and Sixth Form in Oswestry
- Sir John Talbot's School and Sixth Form in Whitchurch
- Tilstock CE Primary School and Nursery in Whitchurch
- The Grove School and Sixth Form in Market Drayton
- Lower Heath CE Primary School and Nursery in Lower Heath
- Shrewsbury Academy in Shrewsbury
- Longlands Primary School and Nursery in Market Drayton
- Grange Primary School and Nursery in Shrewsbury
- Oakmeadow CE Primary School and Nursery in Shrewsbury
- Woodlands School in Wem
- Idsall School and Sixth Form in Shifnal



# Meet our Chair of Trustees



Alex Fry

Chair of Trustees

Thank you for your interest in this role.

The Trust is looking to appoint an individual to build on our Trust's current strengths and achievements.

As a thriving Trust serving over 6,000 students and their families in Shropshire, this a pivotal role in driving continuous improvement across our schools and will contribute to our vision of 'achievement through caring'.

Collaborative working with other schools in our Trust offers many benefits for students and staff; sharing best practice in teaching and learning, curriculum collaboration, extracurricular opportunities, staff development, finance and human resources, legal services, school improvement structures and governance arrangements.

We hope that the opportunity to shape the work of our schools and their staff to harness their professional expertise, with the goal of securing excellent outcomes, is one you would relish.

For the right individual, this is an exceptional opportunity. The right candidate will have no better chance of working with wonderful students, super staff and shaping our Trust into the future.

# Who we are



## Welcome to the Marches Academy Trust!

We are a multi-academy sponsor based in Shropshire, currently comprising five secondary schools, five primary schools and one special school.

Across our Trust we have a wealth of experience to inspire and motivate children, young people and staff to be the very best they can.

Achievement Through Caring drives our Trust, and our values are shared throughout our family of schools; we work together on embedding them in everything we do.

Our Trust prides itself on delivering high quality education and connecting with our children and young people to inspire and enthuse them to learn, achieve and to be happy.

## Welcome to Oakmeadow CE Primary.

Oakmeadow is a large primary in Shrewsbury, Shropshire. We provide excellent educational opportunities for children aged 2 -11. The amalgamation of two local primaries to create the school 11 years ago means that it has a merged culture and history of evolution involving the whole community. We are a Church of England school and we take pride in this - our foundations and values shaping our vision and practices. At Oakmeadow we are committed to ensuring we are a place where together all children dream, grow and achieve – a place where they experience ‘life in all its fullness’ (John 10:10)

### **Check out our website:**

[www.oakmeadowprimary.co.uk](http://www.oakmeadowprimary.co.uk)

### **Interested? Here's how to apply:**

<https://themarchesacademytrust.facebook.co.uk/vacancies>

### **The closing date for applications is:**

Friday 9<sup>th</sup> May 2025 at 12pm

### **Interviews will be held:**

Tuesday 20<sup>th</sup> and Wednesday 21<sup>st</sup> May 2025

### **Walk around dates:**

Wednesday 7<sup>th</sup> May 9.30am and Thursday 8<sup>th</sup> May 3.30pm

Please email [admin@oak.mmat.co.uk](mailto:admin@oak.mmat.co.uk) to book your place.

The Trust is committed to safeguarding and promoting the welfare of the children in our care and expect all staff to share this commitment.

A core belief in  
staff wellbeing  
and work life  
balance  
evidenced in  
policy and  
practice

# Our Trust Vision Statement and Values



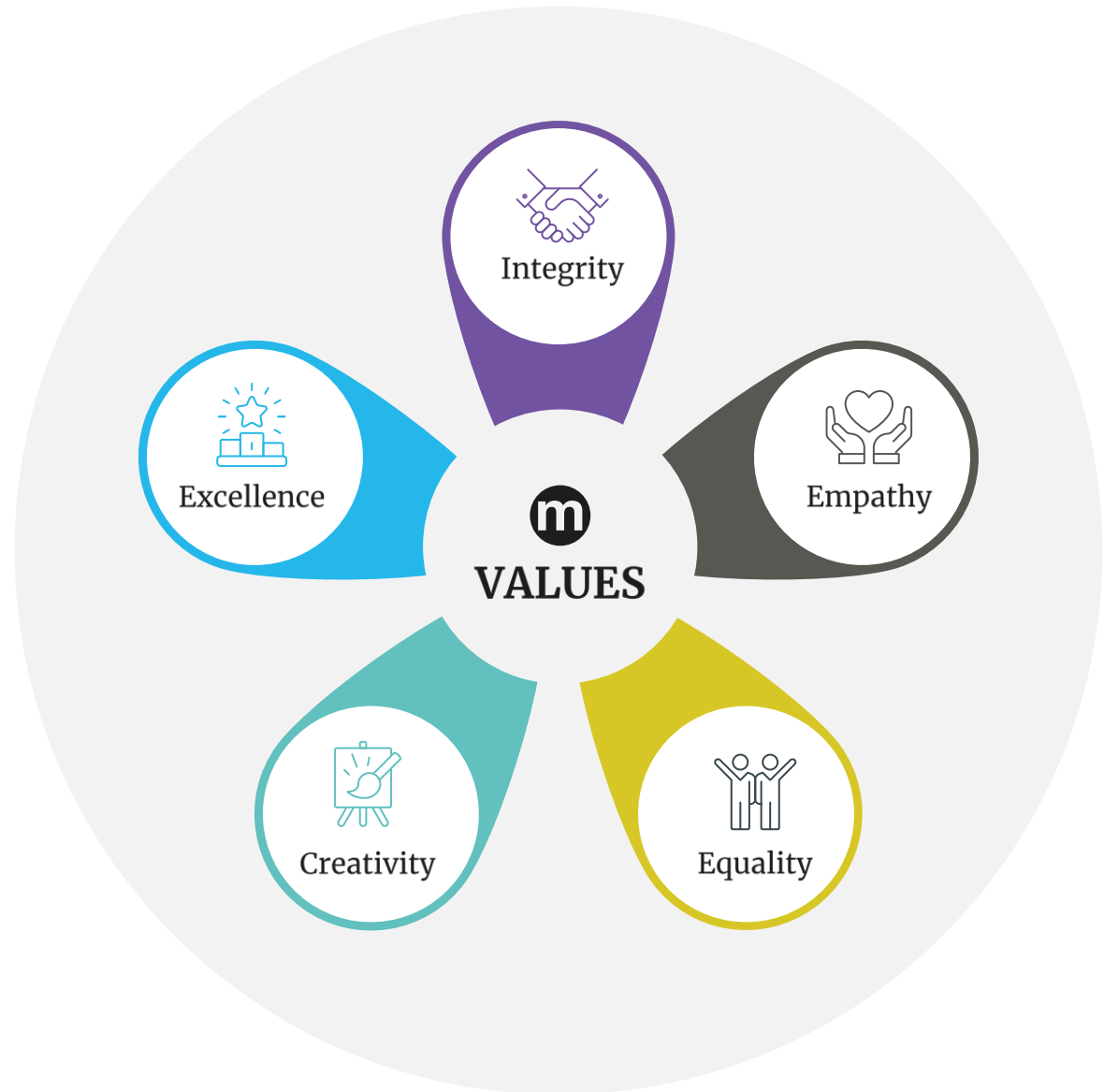
## Our Vision

Achievement through caring



## Mission Statement

As a Trust, it's our mission to empower everyone in our Trust and our communities to live and breathe our values and Achievement Through Caring, to reach their full potential.



# Our investment in you

## Talent Spotting our Future Leaders

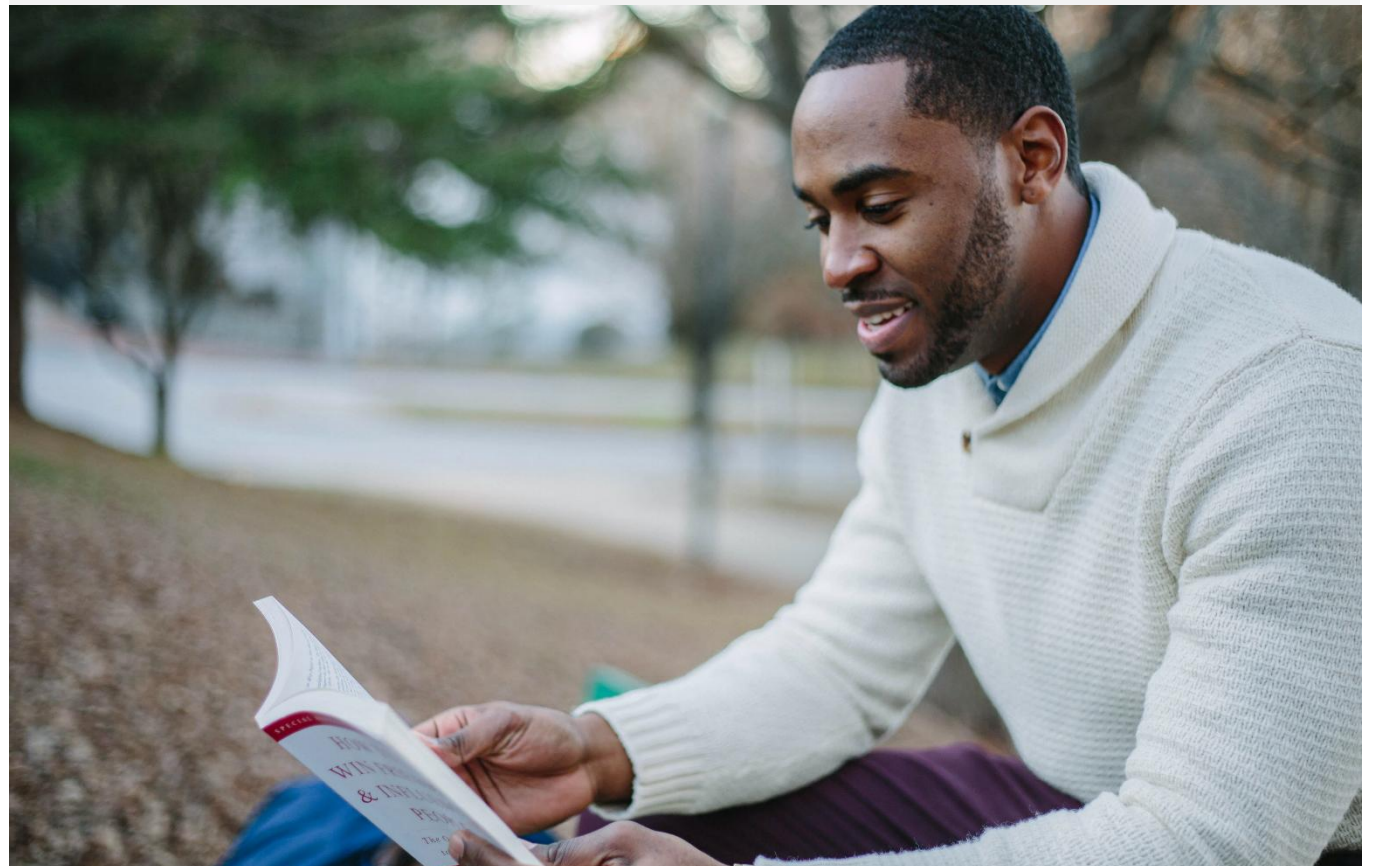
Our Talent Pathway supports the professional development of staff within the trust. We identify leadership talent and leadership needs for future succession planning – ensuring relevant and practical leadership development opportunities for staff.

Our talent management programme and our Career Development Pathways provide a framework for the discussion of your leadership journey and the professional learning you can access along the way.

## Talent Contract

The Talent contract is a promise; a covenant between yourself and the trust that the Trust will do its' very best to support and develop you professionally. The Contract describes a variety of Professional development opportunities and encourages you to identify and pursue your training needs.

We believe successful creative lifelong learners participate in a journey of self discovery. They know how to learn, acquire skills and feel safe to take risks with confidence and courage.





# Our investment in you

We really care about employee wellbeing and our commitment is set out in our Wellbeing Policy and Charter. This commitment is underpinned by our four pillars of wellbeing;

## Emotional

Some examples include a robust induction programme, Trust newsletter, professional performance reviews (appraisal) and line manager check-in meeting. We have clear policies and procedures relating to all aspects of your employment and we carry out an annual well-being survey to gauge the health of our staff.

## Physical

We are blessed that our schools are located in beautiful Shropshire market towns and /or rural locations. We can offer discounted local gyms and onsite facilities in our secondary schools.

## Financial

We offer membership to two great pension schemes; Local government pension scheme and Teachers' pension scheme. Our terms and conditions are aligned to Burgundy Book & School Teachers Pay & Conditions Document (teachers) and NJC Green Book (associate staff). We also recognise continuous service for sickness, maternity and annual leave entitlements for those transferring under the Redundancy payments (local government) Modification Order (RPMO).

## Social

Encouragement of great working relationships and sense of belonging through team building events, PD days, end of term events and Trust Awards evening.

Generous  
non-contact  
time for  
staff

## Wellbeing Offer

We are delighted that our wellbeing offer includes access to a free confidential medical and wellbeing service with School's Advisory Service (SAS) for all staff. Services available include counselling, bereavement counselling, physiotherapy, menopause support and stress awareness sessions. We encourage staff to utilize SAS in seeking out preventative and early intervention by making support easily accessible for all!



We are a school led inclusive partnership representing all phases and school contexts nationally and internationally. Our core team at The Marches Academy Trust have trained over 400 ITT and over 150 School Direct students; we have also led the professional learning of over 5,000 educational leaders and governors.

We deliver the DfE National Professional Qualifications, and we actively encourage our staff to complete an NPQ programme at their earliest opportunity.

We also talent spot, from within our Trust team, colleagues who want to share their expertise and enhance their experiences by becoming an Improvement Consultant.

Supporting schools, departments and individuals across the Trust and also external schools.

Embracing all our work is the unique Professional Learning Conference we host each year which continues to inspire school colleagues nationally.

In joining The Marches Academy Trust you have direct access to an outward facing large group of outstanding schools across the West Midlands and beyond.

Quite simply we want to ensure the right expertise exists to enhance a self-improving system and impact learners, leaders and schools to drive continuous improvement.

You will be part of this success story as a member of our team; and on starting your new post you will also be starting your learning journey - with all the benefits of being part of a large and successful Trust with exemplary partnerships nationally and internationally.



We hold true to delivering current, inspirational training that has real impact back in the workplace. Most importantly our participants confirm in countless testimonials that we invest in their leadership journey.

Cavelle Priestley-Bird, Executive Director  
of People and Development)

# Bits you need to know

The Marches Academy Trust values each person equally. We are committed to building a diverse team and embedding a welcoming, inclusive culture that encourages diversity and authenticity. We believe this will encourage creative ways of thinking – ensuring we collaborate more effectively and achieve better outcomes. We welcome applicants from all qualified candidates who share this commitment.

Everyone within our Academy Trust shares the objective to help keep children and young people safe by contributing to:

Providing a safe environment for children and young people to learn in an education setting and identifying those who are suffering or likely to suffer significant harm, taking appropriate action with the aim of ensuring they are kept safe both at home and within the education setting and we expect all staff to share this commitment. Shortlisted applicants will be asked to declare any criminal convictions and will be subject to online checks. The successful applicant will be subject to an enhanced DBS check.

“This post is exempt from the Rehabilitation of Offenders Act 1974 and as such all applicants who are appointed to this post will be subject to an Enhanced Disclosure from the Criminal Records Bureau before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once provisionally appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post.”





# Oakmeadow CE Primary School

part of the Marches Academy Trust

Oakmeadow CE Primary School and Nursery  
Longmeadow  
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