



Westminster C of E Primary Academy

Everyone Welcome, Everyone Belongs, Everyone Flourishes...nourished by God's Love



KS1 Class Teacher

Fixed Term Contract until 31st August 2027

Salary MPS – ECTs welcome to apply

Required 1st September 2026

Closing date application: 3.00pm Friday 12th June 2026

Interview: Thursday 18th June 2026



Westminster C of E Primary Academy

Everyone Welcome, Everyone Belongs, Everyone Flourishes...nourished by God's Love



Thank you for taking an interest in this role.

We are really excited to have an opportunity to bring new ideas, enthusiasm and excellence into our fast-improving school.

We are looking for someone with enthusiasm for all aspects of school life, someone who loves children and wants to make real, every teacher's commitment to making a difference. In return we offer you the opportunity to contribute, to the future of our school community and make a real life-changing difference to our children.

Westminster is almost twice as large as an average primary school with very high mobility – children join us and leave us throughout the year. Significant numbers of our new children are asylum seekers and refugees and experienced severe trauma on their journey to our country, community and school. We know a number of our children have 3 or more ACEs through our Safeguarding and Inclusion work and recognise that there will be many more where we have not had notification or provide intervention.

We serve an area of extremely high socio-economic deprivation, where experience of, and aspiration to, education success has been historically and significantly low – IMD & LSOA data confirms the children live in an area that is identified as being in the most deprived 5% of the country and has become more deprived since 2015.

Our local community was even more adversely affected by the COVID pandemic due to its existing difficulties and is still recovering from the impact. Our community outreach work is growing; we support around 100 families in many ways including debt counselling; food bank supporting at least 30 families per week (this has doubled since 2021-22); access to benefits advisor; supporting families fleeing domestic violence; providing clothing and essential household items; support for applying to secondary schools and basic language & number skills training for parents and carers all in addition to the ongoing academic communication.

All of these challenges have resulted in our proactive work to ensure that our safeguarding work, refreshed curriculum, inclusion support and behaviour support meet the needs of all children, including the large proportion who are new to the country, community & school. This work also means you are trusted and supported to make positive relationships with the children, nurturing them and helping them grow, learn and love life.

You will be pivotal to our work at a time when we are making exciting changes to our school and at a time when our children need a kind, caring, hardworking and aspirational teacher to guide them on their way. You will be joining a team of supportive staff, ready to help you flourish in the early stages of your career.

I look forward to discussing this role with you further.

Simon Gallacher, Headteacher



Westminster C of E Primary Academy

Everyone Welcome, Everyone Belongs, Everyone Flourishes...nourished by God's Love



About BDAT

Westminster CofE Primary Academy is part of Bradford Diocesan Academies Trust. The successful candidate will be employed by BDAT although their main place of work will be at Westminster. BDAT strives to be diverse and inclusive employer a place where we can ALL be ourselves. We encourage and welcome applications from everyone.

General Information and Background

Bradford Diocesan Academies Trust (BDAT) is a Multi- Academy Trust (MAT) supporting a number of primary and secondary academies in Bradford. BDAT is the only Church of England MAT operating in Bradford and is part of the Diocese of Leeds. BDAT is a charity, governed by a board of trustees who are responsible for, and oversee, the management of the company. The Memorandum and Articles are available on the Trust's website at www.bdat-academies.org.

Our Mission Statement

"The Trust's mission is to provide an education of the highest quality within the context of Christian belief and practice." We believe every child only has one chance at a good education.

In practice, as a Trust, we seek to work with and alongside the academies in our Trust to provide a good quality of education to all children in our academies. The Trust does this through operating a light touch support role for academies at times of challenge and by establishing collaborative structures and processes to enable them to work together and share good practices. As our family of academies continues to grow, we are constantly looking at how we can continue to improve to establish effective and efficient ways of partnership working. We believe this means we are big enough to achieve business economies of scale whilst being small enough to retain our family of schools approach where we are truly able to know, understand and support each other.

Our Christian ethos

BDAT is a proudly Christian organisation committed to providing high-quality education for all within an ethos which encourages academic, vocational, mental, physical, and spiritual opportunities and development for each member of its academies. Whilst robust Christian principles underpin the work of the academy, everyone is encouraged to explore their own spirituality and to recognise and understand that of others. It is for this reason that we choose to support and sponsor Non-Church of England academies, as well as those within the faith.

ICARE

At BDAT we have considered the importance, effectiveness and sustainability of how we tackle issues like racism and other types of discrimination across all areas of our MAT and within each of our schools. We have led a Trust wide consultation to ensure we understand what we mean by inclusion and to look at what we can do differently centred around the Trust values: "ICARE". To download our ICARE consultation documents please [click here](#)

BDAT People: Our Faculty of Professional and Career Development

The BDAT Faculty of Professional and Career Development brings together into a single entity all that we currently do to recruit, develop and retain our staff. The Faculty provides the strategic direction to ensure that our professional and career development supports school improvement and drives our vision of BDAT as an employer of choice. By bringing all our work in this area under 'one umbrella' it ensures our staff know about BDAT's development offers and how they can be accessed. <https://bdat-people.org/>



Summary of main duties/responsibilities

Job Title:	Class Teacher
Line manager:	Headteacher, members of the SLT and the Governing Body
Job Purpose:	Acting within the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards (2012), through collaboration, dedication and the use of consistent high expectations, be responsible for the welfare, learning and achievement of all pupils in the class ensuring equality of opportunity for all, providing all children (including those who are new to the country, community & school) with the very best possible start to their education ensuring that Everyone is Welcome, Everyone Belongs and Everyone Flourishes, nourished by God's Love.

Teaching

- Set high expectations which inspire, motivate and challenge pupils
- Make accurate and productive use of assessment
- Promote good progress and outcomes by pupils
- Manage behaviour effectively to ensure a good and safe learning environment
- Demonstrate good subject and curriculum knowledge
- Fulfil wider professional responsibilities
- Plan and teach well-structured lessons
- Adapt teaching to respond to the strengths and needs of all pupils

Leading the curriculum, with the support of SLT

- Develop and review regularly the vision, aims and purpose for a national curriculum subject
- Monitor changes to curriculum teaching, learning and school improvement, and share with staff as appropriate
- Support the planning of a national curriculum subject that:
 - Is diverse and inclusive
 - Meets the needs of all pupils and the requirements of the national curriculum
 - Is well sequenced to promote pupil progress
 - Is effectively and consistently implemented across school
- Make sure there is an effective system of assessment that meets the requirements of the national curriculum and tracks the progress of pupils to check the curriculum has a positive impact on learning
- Keep parents regularly informed about children's progress and achievement in their national curriculum subject

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school



Westminster C of E Primary Academy

Everyone Welcome, Everyone Belongs, Everyone Flourishes...nourished by God's Love



Personal Conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality
- Have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities



Personal Specification

Qualifications	Essential	Desirable
Qualified Teacher Status	✓	
Experience & Skills	Essential	Desirable
Experience of teaching in Key Stage 1	✓	
Experience of teaching in Key Stage 2		✓
Experience of Read Write Inc		✓
Experience of using appropriate data to analyse the performance of pupils and set targets	✓	
Good organisational and interpersonal skills	✓	
Ability to plan a varied, experience led curriculum linking to class needs and interest	✓	
Able to offer expertise in one or more curriculum/extra-curricular area		✓
Training	Essential	Desirable
Evidence of continuing professional development	✓	
Evidence of Safeguarding & Prevent training	✓	
Commitment to continuing professional development	✓	
Commitment to develop knowledge in other curriculum areas and key stages	✓	
Special Knowledge	Essential	Desirable
Knowledge of effective behaviour management	✓	
Clear understanding of how children learn and awareness of effective teaching strategies	✓	
Knowledge of whole primary curriculum		✓
Personal Circumstances	Essential	Desirable
Eligible to work in the U.K.	✓	
No contra-indications in personal background/criminal record indicating unsuitability to work with children/young people	✓	
Emulate the values of Westminster: <i>Compassion, Thankfulness, Determination, Respect, Forgiveness and Responsibility</i>	✓	
Disposition/Attitude	Essential	Desirable
Ability to work closely as part of a team	✓	
Commitment to school vision	✓	
Ability to communicate effectively at all levels	✓	
Flexible and positive approach to change	✓	
Ability to maintain a high level of confidentiality and discretion at all times	✓	



Westminster C of E Primary Academy

Everyone Welcome, Everyone Belongs, Everyone Flourishes...nourished by God's Love



Practical / Intellectual Skills	Essential	Desirable
Proactive	✓	
Creative thinking	✓	
Physical / Sensory	Essential	Desirable
Must be able to perform all duties and responsibilities in work location with reasonable adjustments where appropriate	✓	
Equality & Safeguarding	Essential	Desirable
Candidates should indicate an acceptance of, and a commitment to, <ul style="list-style-type: none"> the principles of the school's equal opportunities policies and practices as they relate to employment issues and to the delivery of services to the community. 	✓	
Be committed to Safeguarding and promoting the welfare of children and young people	✓	
Understanding of current safeguarding legislation and a commitment to implementing these in school	✓	



Application Process

BDAT strives to be a diverse and inclusive employer, a place where we can ALL be ourselves. We encourage and welcome applications from everyone.

We will ensure that the selection process is fair and without discrimination for or against any candidate based on any of the protected characteristics (age, gender reassignment, marriage or civil partnership, pregnancy, disability, race, religion or belief, sex, and sexual orientation). The person specification sets out the criteria used to assess candidates through the selection process

Applications

Please ensure that all parts of the application are completed via our recruitment website – www.mynewterm.com We do not accept CVs as part of the selection process. Please ensure that you demonstrate how your experience and skills make you suitable for the position and fill in all parts of the form.

All applications will be acknowledged by email within 48 hours. Should you fail to receive a confirmation, please call 01274 648490.

Tours of the school are available by appointment,

Shortlisting

We assess all applications against the person specification criteria using the evidence you provide in expressions of interest. This is done by a shortlisting panel. We carefully check all applicants for gaps in employment and anomalies, which will be discussed with candidates invited to interview.

Candidates who best meet the person specification will be invited to an interview.

An email will be sent to all applicants informing them if they have been shortlisted or not, shortly after the closing date.

References

We request references for all candidates who are invited to interview. Your first referee should be your current or last, employer.

Interview Day

The timings will be confirmed in your interview invite letter. It will consist of a formal interview that is designed to be 2-way conversation, rather than a test. You will be asked to bring proof of your right to work in the UK, your qualifications and identity on the day.

Final Selection

Following the formal interview, we will use the person specification as a guide to select the most suitable candidate for our school. We will then inform each candidate to inform them of the outcome. We offer brief feedback on request.

Offer of Employment

We will make a verbal offer of employment by telephone on the day of the interview and this will be confirmed in writing. All offers are made subject to:

- Two references satisfactory to us



Westminster C of E Primary Academy

Everyone Welcome, Everyone Belongs, Everyone Flourishes...nourished by God's Love



- A satisfactory enhanced DBS check
- Satisfactory online checks
- Provision of proof of identity, right to work in the UK and qualification

Induction and Probation

All new staff will be part of an induction programme including Safeguarding Child Protection Training as soon as possible after their start date and at least once every academic year thereafter.

All new staff will be subject to a probation period which will be outlined in the employment contract.

Record Keeping and data protection

Records will be kept of:

- Job description and person specification;
- Shortlisting criteria;
- Any interviews conducted, including interview notes and any scoring undertaken;
- Reasons for selecting and rejecting candidates.

The BDAT retention policy states that applications and interview notes for unsuccessful candidates are retained for + six months

Disabled Applicants

Candidates indicating that they have a disability on the application form, providing that they meet the essential criteria on the Person Specification, will be included on a shortlist.

Key Dates

Closing date application: 3.00pm Friday 12th June 2026

Interview: Thursday 18th June 2026

How to contact us:

Westminster Church of England Primary Academy
Westminster Road
Bradford
BD3 0HW
Tel: 01274 648490
Email: anita.nila@west.bdat-academies.org

Queries regarding this vacancy: If you require a paper copy of this document or you have any questions about the vacancy, please contact Anita Nila on 01274 648490 or anita.nila@west.bdat-academies.org

Westminster Church of England Primary Academy is strongly committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. All posts are subject to satisfactory vetting, including an enhanced criminal records check via the Disclosure and Barring Service (DBS) and an online check.