



Woodland  
Academy Trust

# Early Career Teacher Applicant Information Pack



*Ignite the spark, reveal the champion*



AMBITION



COLLABORATION



COMPASSION



EXCELLENCE



INCLUSIVITY

## Welcome from the CEO

Dear Applicant,

Thank you for expressing an interest in this role at Woodland Academy Trust. We are a small but ambitious Trust that puts the children and community first. We are on an exciting journey to achieve the best possible outcomes and excellence for all.

To support us on our journey, we are welcoming applications from skilled and committed applicants who have vision, drive and ambition and would be keen to hear about your experiences and what skills you can bring to this role. We seek to attract staff who have a growth mindset, strong values and work ethic and care deeply about serving communities.

This is an exciting time to join Woodland Academy Trust as we further strengthen our school improvement offer across the Trust. You will benefit from working with a strong team, receive the very best professional development and have the opportunity to make a real difference to the daily learning experiences of our wonderful children.

We look forward to your application.

Yours faithfully,

Nav Sanghara,

Trust Leader (CEO)



## About Woodland Academy Trust

The Woodland Academy Trust was formed in September 2011 and currently consists of five primary schools, four of which are located in the London Borough of Bexley and one in Kent.

All our schools share the same mission; *ignite the spark, reveal the champion*. We are an inclusive and ambitious Trust, striving to achieve the best possible outcomes for our children. Our aim is to provide the highest quality learning experiences for every child by creating an ethical culture of empowerment and growth for all. We believe deeply in the importance of nurturing strong partnerships with our local communities and beyond.



Discover more about us by watching our video [here](#). You can also find out information about Woodland Academy Trust by visiting our website: [Woodland Academy Trust](#).

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## Our Schools

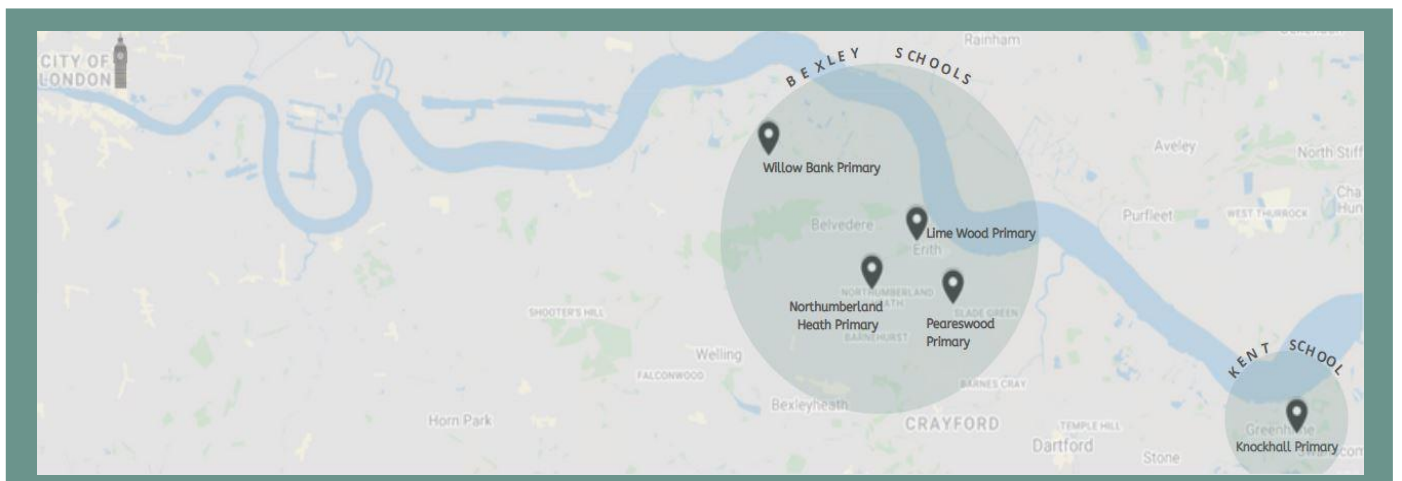


Discover more about our schools and our Trust by watching our videos:

[Watch our Trust videos](#)

You can also explore our schools' websites to find out more

<https://www.woodlandacademytrust.co.uk/our-schools/>



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## The Role

<b>Job title:</b>	Early Career Teacher
<b>Status:</b>	Permanent
<b>Hours:</b>	1267.5 hours
<b>Working weeks per year:</b>	52 weeks per year
<b>Grade:</b>	Teachers' Main Pay Scales
<b>Post Start Date:</b>	September 2026

Are you passionate about teaching and ready to begin your career in a supportive, forward-thinking environment? Woodland Academy Trust is seeking enthusiastic **Early Career Teachers** to join our dedicated teams across our Trust schools.

As an ECT within Woodland Academy Trust, you will be responsible for the standards and progress of your pupils and will be motivated to help every child ignite their spark and reveal the champion within. You will join a Trust that is ambitious for its children, values innovation, and is committed to inclusive, high-quality teaching and learning.

We recognise that the first two years of teaching are crucial in shaping confident, skilled and reflective practitioners. We are passionate about providing our Early Career Teachers with an excellent induction, including dedicated ECT mentors, high-quality training, development opportunities and cross-Trust events to support you throughout your ECT journey.

Woodland Academy Trust is proud to be **technologically forward-thinking**. Our teachers are encouraged and supported to use digital tools, assistive technologies and **AI-informed approaches** to reduce workload, enhance teaching, and remove barriers to learning. We actively embed **Universal Design for Learning (UDL)** principles, ensuring lessons are planned and delivered so that all pupils – regardless of ability, background or need - can access, engage with and succeed in learning.

The successful candidate will be excited to develop their practice in teaching and learning, pedagogy and curriculum design, drawing on educational research such as Rosenshine's Principles. You will work collaboratively with colleagues to create inclusive, engaging and ambitious learning experiences where every child can thrive.

### **To be successful, you will:**

#### **Have Ambition**

- Have high aspirations and expectations for every pupil to succeed
- Demonstrate vision, passion and drive to continually improve standards

#### **Be Collaborative**

- Work positively as part of a dedicated team
- Build strong relationships with parents, carers and the wider community

- Engage with Trust-wide professional development and networks

### **Show Compassion**

- Understand the importance of developing the whole child
- Support pupils who may be struggling academically, emotionally or socially

### **Demonstrate Excellence**

- Be committed to high-quality teaching and learning
- Create a positive, well-managed and inclusive classroom environment
- Reflect on practice and actively seek opportunities to improve

### **Champion Inclusivity and Innovation**

- Use Universal Design for Learning to plan accessible, flexible lessons
- Embrace technology and AI-supported tools to enhance learning and inclusion
- Be passionate about providing opportunities for children from diverse backgrounds
- Promote respect, acceptance and equality within the classroom and wider school community

If this sounds like you, we would love to hear from you.

**Please note that due to the volume of applications we receive, we reserve the right to close this position early should a suitable candidate be found. Therefore, early application is advised.**

## **Applications**

Please apply by visiting our current vacancies page at: [Woodland Academy Trust- Work With Us](#)

*We want to ensure that our recruitment process is accessible to all. If you would prefer the application form and material in an alternative format or you would like to know more about our recruitment process, please email [recruitment@watschools.org.uk](mailto:recruitment@watschools.org.uk)*

**Application Deadline:** 7<sup>th</sup> March 2026  
**Interviews:** To be arranged

For further information or to arrange an informal chat about the role, please contact [recruitment@watschools.org.uk](mailto:recruitment@watschools.org.uk)

## Diversity and Inclusion

We strive to achieve a diverse workforce, fully representative of our diverse society and the ethnic make-up of the pupil population in the UK. People of colour are currently under-represented on our staff teams. We are keen to attract applications from a diverse pool of candidates and determined to be a fully inclusive employer, and a great workplace for people of ethnic minority heritage as well as white heritage.

## Our Offer

Woodland Academy Trust seek to appoint colleagues who share in our values and mission to *ignite the spark and reveal the champion*. We recognise that in order to offer the best outcomes for our children, our staff teams need the opportunity to be the very best they can be too. We do this by ensuring we have in place for all staff:

- Continuous professional learning focusing on core areas;
- Collaborative working with agencies around us and offering formal training opportunities, bespoke and targeted professional development as well as in-house, bespoke training from our many experts and coaching and mentoring;
- Embedding initiatives to support with reducing workload;
- Having a strong supportive ethos with dedicated line management structures and clear communication channels;
- Offering wellbeing assistance and support including a dedicated employee assistance helpline and occupational health;
- Opportunities to take part in exciting initiatives and projects that help shape the way our children will learn in the future;
- A wide range of family friendly policies in place for staff;
- Recognising national terms and conditions for staff;
- Teachers and Local Government pension schemes;
- Cycle to work schemes.

## Safeguarding Children and Young People

Woodland Academy Trust is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health

- Identity
- Relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Disclosure & Barring Service Check (for all staff and volunteers)
- References

We are committed to ensuring a positive work environment and selecting candidates who align with our values and culture. As part of our thorough recruitment process, in accordance with the DfE Keeping Children Safe in Education, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the recruitment process.

Any information we come across will be handled confidentially and considered in a professional manner. Our aim is to better understand your qualifications and suitability for the role. If you have any concerns or questions about this process, please contact us for more information.

### **Our Commitment to Innovation in Recruitment**

At Woodland Academy Trust, we are proud to be at the forefront of innovation in education- this includes how we recruit. We actively use AI-powered tools and digital platforms to support and streamline our recruitment processes. From anonymised shortlisting grids to data-informed candidate scoring, we ensure fairness, transparency, and efficiency at every stage.

As a Trust, we believe in human decision-making enhanced by smart technology. AI supports us in removing unconscious bias, improving turnaround times, and focusing more of our time on getting to know the people behind the applications. For further information, or to opt-out, please view the Privacy Statement on our website.



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## JOB DESCRIPTION AND PERSON SPECIFICATION

<b>JOB TITLE</b>	Class Teacher
<b>RESPONSIBLE TO</b>	Assistant Headteacher
<b>SALARY</b>	Main and Upper Pay Scales
<b>HOURS</b>	1267.5 hours/ 52 weeks per year
<b>ALL STAFF RESPONSIBILITIES</b>	<ul style="list-style-type: none"> <li>• To live our Trust values, demonstrating ambition, collaboration, compassion, excellence and inclusivity in your everyday work life.</li> <li>• To value professional development and welcome any training opportunities to develop personal skills and knowledge.</li> <li>• To agree to follow the school and Trust's policies and procedures.</li> </ul>
<b>MAIN PURPOSE OF THE ROLE</b>	To carry out the professional duties of a teacher in accordance with the Statutory Teachers Pay and Conditions Document as well as the policies of the school, under the direction of the Headteacher.

<b>Planning, teaching and class management</b>	<p>Hold responsibility for a class and plan their teaching to achieve progression of learning through:</p> <ul style="list-style-type: none"> <li>• Identifying clear teaching objectives and specifying how they will be taught and assessed;</li> <li>• Setting tasks which challenge pupils and ensure high levels of interest;</li> <li>• Setting appropriate and high expectations;</li> <li>• Setting clear targets, building on prior attainment;</li> <li>• Identifying SEND or very able pupils;</li> <li>• Providing clear structures for lessons maintaining pace, motivation and challenge;</li> <li>• Making effective use of assessment and ensure coverage of programmes of study;</li> <li>• Ensuring effective teaching and best use of available time;</li> <li>• Maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework;</li> <li>• Using a variety of teaching methods to: <ul style="list-style-type: none"> <li>- Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary;</li> <li>- Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions;</li> <li>- Select appropriate learning resources and develop study skills.</li> </ul> </li> <li>• Ensuring pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;</li> </ul>
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	<ul style="list-style-type: none"> <li>• Evaluating own teaching critically to improve effectiveness;</li> <li>• Ensuring the effective and efficient deployment of classroom support;</li> <li>• Taking account of pupils' needs by providing structured learning;</li> <li>• Opportunities which develop the areas of learning identified in national and local policies and particularly the foundations for English and Maths;</li> <li>• Encouraging pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively;</li> <li>• Using a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.</li> </ul>
<b>Monitoring, assessment and reporting</b>	<ul style="list-style-type: none"> <li>• Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching.</li> <li>• Mark and monitor pupils' work and set targets for progress.</li> <li>• Assess and record pupils' progress systematically and keep records.</li> <li>• Check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving.</li> <li>• Undertake assessment of pupils as requested by examination bodies, and school procedures.</li> <li>• Prepare and present informative reports to parents.</li> </ul>
<b>Curriculum Development</b>	<ul style="list-style-type: none"> <li>• Have lead 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 maintenance.</li> <li>• Contribute to the whole school's planning activities.</li> </ul>

Person Specification		
	Essential	Desirable
Education, Qualifications and Training	<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of continuous INSET &amp; commitment to further professional development.</li> <li>• Child protection and safeguarding training.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Teaching at Foundation Stage, KS1 or KS2.</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching across the whole Primary age range.</li> <li>• Working in partnership with parents/carers.</li> </ul>
Knowledge and Skills	<ul style="list-style-type: none"> <li>• The Class Teacher should have knowledge &amp; understanding of:               <ul style="list-style-type: none"> <li>- The theory and practice of effective teaching &amp; learning for the individual needs of all children including EAL, SEND, Able &amp; Talented (e.g classroom organisation and learning strategies); statutory National Curriculum requirements at the appropriate key stage;</li> <li>- The monitoring, assessment, recording and reporting of pupil's progress;</li> <li>- The statutory requirements of legislation concerning Equal Opportunities, Health &amp; Safety, SEND &amp; Child Protection;</li> <li>- The positive links necessary within school and with all its stakeholders.</li> </ul> </li> <li>• The Class Teacher will be able to:               <ul style="list-style-type: none"> <li>- Promote the school's aims positively, and use effective strategies to monitor motivation and morale;</li> <li>- Create a happy, challenging and effective learning environment establishing high expectations;</li> <li>- Implement effective classroom management and organisation;</li> <li>- Assess the needs of individuals accurately recording &amp; reporting their progress;</li> <li>- Develop good personal relationships with parents/carers, governors and the community;</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Use of technology and digital learning to enhance children's learning.</li> <li>• Knowledge of the preparation and administration of statutory National Curriculum tests.</li> <li>• Understanding of the links between schools, especially, networks and partner schools.</li> <li>• Able to develop strategies for creating community links.</li> </ul>

	<ul style="list-style-type: none"> <li>- Communicate effectively (both orally and in writing) to a variety of audiences.</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Approachable</li> <li>• Committed</li> <li>• Empathetic</li> <li>• Enthusiastic</li> <li>• Organised</li> <li>• Flexible</li> <li>• Reflective</li> <li>• Professional</li> <li>• Collaborative</li> <li>• Inclusive</li> <li>• Compassionate</li> <li>• Ambitious</li> </ul>	
<b>General Circumstances</b>	<ul style="list-style-type: none"> <li>• Understanding of safeguarding and its importance within an educational setting.</li> <li>• Awareness and understanding of equality and diversity.</li> </ul>	



# Woodland Academy Trust

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

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**Follow us on social media to see what's happening across our Trust!**



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