



**Watererton**  
Academy Trust

# Application Pack

Class Teacher



<b>Job Title</b>	Class Teacher
<b>Salary &amp; Grade</b>	MPS1 - MPS6
<b>Contract</b>	Full time, Permanent
<b>Reporting to</b>	Headteacher
<b>Start Date</b>	September 2026

## Dear Applicant

Thank you for your interest in the role of Teacher at Kings Oak Primary.

At Kings Oak Primary, we believe that all children deserve the opportunity to reach their full potential regardless of their background or starting points. We aim to achieve this by providing a rewarding, enjoyable and challenging school experience that allows children to grow socially, emotionally and academically in a calm, inclusive and welcoming environment.

Our staff are friendly, supportive and dedicated to providing the very best teaching and learning experiences for our children. We value our staff and provide access to professional development opportunities for career development positions.

We are working hard to become a more diverse organisation and we welcome applications from everyone we always appoint on merit using a fair and equal process.

Kings Oak Primary is committed to safeguarding and promoting the welfare of children. All staff and volunteers must share this commitment. Background checks and an enhanced CRB will be required.

If you are looking for an exciting, challenging and rewarding career, we encourage you to visit us in person to see what you could achieve working as a member of our truly outstanding team.

We look forward to receiving your application.

## About Us

Waterton Academy Trust is a thriving and values-led partnership of schools committed to giving every child the best possible start in life.

Established in 2014 with Walton Primary Academy as its founding member, the Trust has grown steadily and strategically, guided by a strong moral purpose and a deep understanding of the communities we serve. We believe that **success is a shared experience** – every learner, every member of staff, and every school should flourish, together.

By the end of 2026, we expect to support more than 4,000 pupils across our schools, with a dedicated team of over 600 staff and an annual turnover approaching £28 million.

Our growth has not been about size alone - it reflects the strength of our educational offer, the diversity of our provision, and the depth of our partnerships.

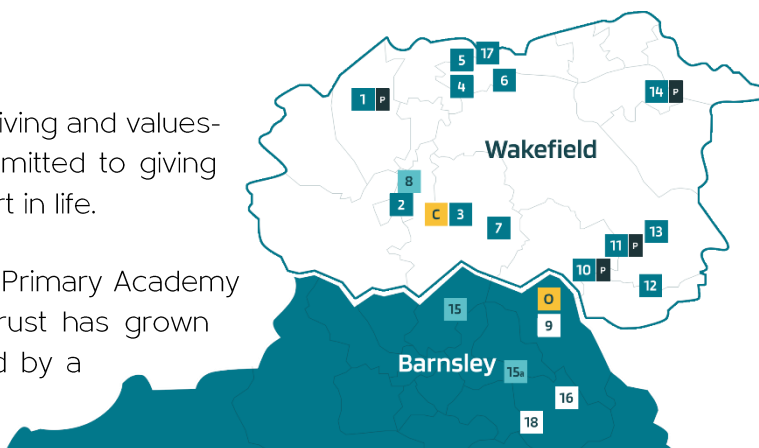
We work across two key regions - Wakefield and Barnsley - and are proud to be seen as a trusted and collaborative presence within the wider education system. All our schools are primary-phase, and collaboration sits at the heart of how we work.

In response to local need, our first independent special academy – Newstead Academy opened in Barnsley in 2023 and has already grown to include a satellite site based at Hunningley. Building on this success, we have opened a new specialist setting - Hammer Lane Academy - in Wakefield in September 2025. These developments are a testament to our commitment to inclusive education and our ability to work alongside local partners to meet the needs of all learners.



We also know that a great start in education begins early. That's why we've expanded our offer to include four pre-school settings, with plans for further growth.

If you share our belief that all children deserve the highest-quality education and want to be part of a forward-thinking, people-centred organisation, we'd love to hear from you.



### Our Locations

#### Waterton Offices

- C - Centre for Excellence
- O - Operations Office

#### Waterton Schools

- 1 - Wrenthorpe Academy
- 1p - Wrenthorpe Pre-School
- 2 - Sharlston Community School
- 3 - Walton Primary Academy
- 4 - Normanton Junior Academy
- 5 - Lee Brigg Infant and Nursery School
- 6 - Normanton Common Primary Academy
- 7 - Crofton Infant's School
- 8 - Hammer Lane Academy
- 9 - Churchfield Primary School
- 10 - King's Meadow Academy
- 10p - The Meadow Pre-School
- 11 - West End Academy
- 11p - The Woodland Pre-School
- 12 - South Kirkby Academy
- 13 - Ackworth Mill Dam School
- 14 - Cherry Tree Academy
- 14p - Cherry Blossom Pre-School
- 15 - Newstead Academy
- 15a - Hunningley Academy
- 16 - Kings Oak Primary
- 17 - Alfton Junior Academy
- 18 - Jump Primary Academy

## Our Vision and Values

The Trust is proud of its shared vision and values, which are embedded across all aspects of our work.

This vision—centred on collaboration, aspiration, enjoyment, and equity—guides our actions and unites our schools in a common purpose. We aim to create a culture where success is a shared experience, every child enjoys a rich and relevant curriculum, and all pupils are supported to achieve their full potential, regardless of background.

Candidates interested in joining the Trust are encouraged to explore our vision and values to ensure they align with their own ethos and long-term aspirations.





## About The School

Welcome to Kings Oak Primary. We are proud to be an Ofsted Outstanding school at the heart of a community that is passionate about educating young people. Our school strives to provide the best opportunities to support the development of every child from three to eleven and promotes learning for everyone for life. We believe in forming strong partnerships with our community and providing an excellent service to enable every family and young person with the greatest opportunity to improve their life chances. We are committed to promoting positive mental health and emotional wellbeing to all pupils, their families, staff and governors. We hope your child will be happy, safe, achieve and enjoy the time they are with us in our school and that our children become well-rounded citizens in our community and the wider world. We aim to provide first quality learning and teaching experiences, through a creative curriculum, for our children to ensure they are equipped with the vital knowledge, skills and understanding to live in a forever changing world.

We aim for everyone within the school community regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity to be treated equally, without discrimination and prejudice. Thus resulting in everyone having equal opportunities enabling them to achieve and succeed.

We welcome your cooperation in providing children with every advantage for development within school and value parental support. Positive relationships are the key to success.

Please view through our website to look at some of the amazing learning experiences that we offer and see what a vibrant and ambitious school we are!



## Our Pupils

Waterton Academy Trust serves communities with some of the highest levels of deprivation in the region, and in the country. In response, we place children's well-being, voice, and enrichment at the very heart of our work. We believe that every pupil, regardless of background, should feel the full benefit of belonging to a trust that puts their experience of school first.

Pupil voice is not just encouraged - it's embedded in our decision-making. Our elected Children's Parliament meets regularly with the CEO and Headteachers, sharing their views and shaping priorities for improvement. Their efforts were recognised nationally, receiving a letter of commendation from former Prime Minister Theresa May.

Beyond the classroom, we create rich and joyful experiences that promote creativity, confidence, and healthy living. Our roaming art gallery, Waterton's Got Talent, and Waterton Young Chef of the Year celebrate the diverse talents of our pupils, while our annual MATlympics and extensive sports offer promote inclusion, teamwork, and well-being.

These experiences are not just events; they are integral to our mission—ensuring that every child in a Waterton school is heard, celebrated, and empowered to thrive.

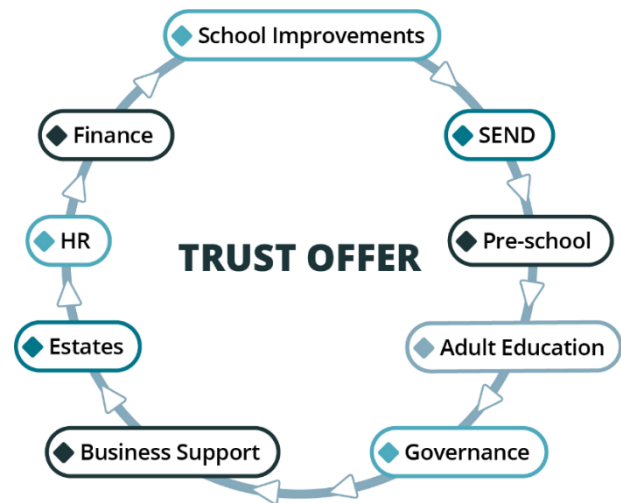


## Trust Offer

At Waterton Academy Trust, we are proud to provide a consistent, high-quality offer that enables every school - regardless of size, Ofsted rating, or context - to thrive. Our Trust Offer ensures that all academies benefit from the same comprehensive package of educational and operational support, tailored to meet individual school needs while remaining accessible to all.

This offer is underpinned by our belief that school leaders should be able to focus their time and energy on what matters most: delivering excellent teaching and learning. By reducing operational burdens and providing high-quality, evidence-informed school improvement support, we create the conditions in which pupils and staff can flourish.

Our investment in a strong and expert central team means that every school can draw upon specialist support in areas such as safeguarding, governance, curriculum, finance, HR, IT, estates, marketing, and data protection. This support is complemented by access to legal advice and professional development, including high-impact CPD, leadership development, and coaching.



The Trust Offer is more than a service package - it's a reflection of our values. It supports excellence, equity, and collaboration across all Waterton schools, enabling leaders to deliver the very best for their pupils, every day.

**To read about impact in 2025, please read our annual report to stakeholders on the Trust website.**

<https://www.watertonacademytrust.org/academies/trust-performance/>

## Job Description – Teacher

<b>Job Title</b>	Teacher
<b>Reporting to</b>	Headteacher
<b>Grade</b>	MPS

<b>Main Purpose</b>	<p>To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils Ensure delivery of high-quality teaching and learning for which they are accountable</p> <p>Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity, have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils. (Teachers' Standards, DFE, 2011)</p> <p>Teachers' Standards, DFE, 2011. A teacher must:</p> <ul style="list-style-type: none"> <li>• Set high expectations which inspire, motivate and challenge pupils (TS1)</li> <li>• Promote good progress and outcomes by pupils (TS2)</li> <li>• Demonstrate good subject and curriculum knowledge (TS3)</li> <li>• Plan and teach well-structured lessons (TS4)</li> <li>• Adapt teaching to respond to the strengths and needs of all pupils (TS5)</li> <li>• Make accurate and productive use of assessment (TS6)</li> <li>• Manage behaviour effectively to ensure a good and safe learning environment (TS7)</li> <li>• Fulfil wider professional responsibilities (TS8)</li> <li>• Demonstrate consistently high standards of personal and professional conduct (PART TWO)</li> </ul>
<b>Planning, Development and Co-ordination</b>	<ul style="list-style-type: none"> <li>• To set challenging teaching and learning objectives which are relevant to all pupils in their classes.</li> <li>• To use teaching and learning objectives to plan lessons and sequences of lessons.</li> <li>• To select and prepare resources, and plan for the effective and safe organisation, taking into account pupils' interests, learning needs, language and cultural backgrounds, with the help of support staff where appropriate.</li> <li>• To contribute to the teaching team, meetings and events.</li> <li>• To plan for the deployment of support staff where deployed to contribute to pupils' learning.</li> <li>• To plan for opportunities for pupils to learn in and outside of school contexts.</li> <li>• To produce long, medium and short term plans in accordance with the school's policies and procedures and within required deadlines.</li> </ul>

<p><b>Teacher, Learning and Classroom Management</b></p>	<ul style="list-style-type: none"> <li>• To have high expectations which inspire, motivate and challenge pupils and build successful relationships centred on teaching and learning.</li> <li>• To establish a purposeful and stimulating learning environment where diversity is valued and where pupils feel safe, secure and confident.</li> <li>• To teach the required knowledge, understanding and skills relevant to the curriculum for pupils in their age range.</li> <li>• To teach well-structured sequences of lessons and schemes of work which interest and motivate pupils, make learning objectives clear, employ interactive teaching methods and provide collaborative opportunities.</li> <li>• To promote active and independent learning that enables pupils to think for themselves and plan and manage their own learning.</li> <li>• To differentiate teaching to meet the needs of pupils of all ability ranges taking into account varying interests, experiences and achievements of boys and girls and different cultural and ethnic groups to promote good progress and outcomes by all.</li> <li>• To organise and manage teaching and learning time effectively.</li> <li>• To organise and manage the physical teaching space, tools, materials and resources safely and effectively with the help of support staff where appropriate.</li> <li>• To set high expectations for pupils' behaviour and conduct and establish a clear framework for classroom discipline in line with the school's policy. Anticipate and manage pupils' behaviour constructively and promote self-control and independence.</li> <li>• To use IT effectively to enhance the delivery of teaching and learning.</li> <li>• To take responsibility for teaching a class or classes over a sustained and substantial period of time.</li> <li>• To provide homework which consolidates and extends work carried out in the class and encourages pupils to learn independently.</li> <li>• To work collaboratively with other professionals and manage the work of support staff to enhance pupils' learning.</li> <li>• To recognise and respond promptly and effectively to equality issues as they arise in the classroom and challenge stereotyped views, bullying and harassment in accordance with the school's policies and procedures.</li> <li>• To create a culture which shows tolerance of and respect for the rights of others, not undermining fundamental British values including: democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with difference faiths and beliefs).</li> <li>• Be aware of and comply with policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate adult.</li> <li>• To attend and participate in regular meetings.</li> <li>• To participate in training, continuous professional development and other learning activities as required including participation in the school's appraisal and capability arrangements.</li> </ul>
<p><b>Monitoring and Assessment</b></p>	<ul style="list-style-type: none"> <li>• To make appropriate use of the school's monitoring and assessment strategies to evaluate pupils' progress towards planned learning objectives.</li> <li>• To use monitoring and assessment information to improve planning and teaching for improved learning outcomes.</li> </ul>

	<ul style="list-style-type: none"> <li>• To monitor and assess the effectiveness of learning activities and provide immediate and constructive feedback to support pupils as they learn.</li> <li>• To involve pupils in reflecting on, evaluating and improving their own performance and progress.</li> <li>• To assess pupils' progress accurately against appropriate standards.</li> <li>• To identify and support pupils with differing levels of ability and those experiencing behavioural, emotional and social difficulties.</li> <li>• To identify levels of attainment for pupils learning English as an additional language.</li> <li>• To record pupils' progress and achievements systematically, providing evidence of the range of their work, progress and attainment overtime to inform planning.</li> <li>• To report on pupils' attainment and progress to parents, carers and other professionals in accordance with the statutory reporting and assessing frameworks.</li> </ul>
<p><b>Subject Co-ordination and Leadership</b></p>	<ul style="list-style-type: none"> <li>• To implement and review the school's development plan in conjunction with the Senior Leadership Team and/or line manager.</li> <li>• To develop and audit schemes of work and other documentation related to the use of the subject within school and to support cross curricular delivery including subject support for colleagues to enable curriculum requirements to be met</li> <li>• To develop strategies for the use of the subject to promote new teaching methods and improve learning throughout school and to monitor their effectiveness in raising standards of teaching and learning.</li> <li>• To lead or contribute to professional development activities as part of the planned programme for the school and to promote the sharing of good practice.</li> </ul>
<p><b>Core Duties</b></p>	<ul style="list-style-type: none"> <li>• The education and welfare of a designated class/set groups in accordance with the Conditions of Employment of School Teachers as laid down in the current Pay and Conditions Document.</li> <li>• To ensure that the requirements of the National Curriculum (2013), EYFS Statutory Framework (2023) and KCSIE (2023), the school aims and all policies agreed by the Governing Body and Waterton Academy Trust are fully complied with.</li> <li>• To wholly commit to ensuring children and young people and fully supported and safe. To safeguard all children and young people whilst promoting their welfare.</li> </ul>
<p><b>Expectations of All Employees</b></p>	<ul style="list-style-type: none"> <li>• Represent and promote Waterton Academy Trust values internally and externally</li> <li>• Ensure that all stakeholders receive an excellent customer service experience in all dealings with you and with Waterton Academy Trust</li> <li>• Deliver your day-to-day duties consistently with the agreed service level</li> <li>• Actively promote and act, at all times, in accordance with Trust policies, e.g. Code of Conduct, Health and Safety, Equal Opportunities and Safeguarding</li> <li>• Make a commitment and contribution to the overall ethos and values of the trust, upholding these in all activities connected with the role</li> <li>• Undertake other duties commensurate with the job level</li> <li>• Promote high standards of personal professional conduct in</li> </ul>

	accordance with the Trust Employee Code of Conduct
<b>Additional Information</b>	The duties and responsibilities highlighted in this Job Specification are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis.
<b>Characteristics of the Post</b>	<p>Employees are encouraged to participate in training activities in order to enhance their own personal development.</p> <p><b>The employment checks are required:</b></p> <ul style="list-style-type: none"> <li>• Evidence of entitlement to work in the U.K.</li> <li>• Evidence of essential qualifications - see job specification</li> <li>• Two satisfactory references</li> <li>• Confirmation of medical fitness for employment</li> <li>• Registration with appropriate bodies (where applicable)</li> </ul> <p>The following employment checks are required for those positions which are based in a school or working with vulnerable young people and adults: Evidence of a satisfactory safeguarding check e.g. DBS check at the relevant level.</p>

## Person Specification – Teacher

AF: Application Form

OT: Occupational Task

CQ: Certificates/Qualifications

I: Presentation

I: Interview

R: Reference

<b>Qualifications</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed</b>
Qualified Teacher Status	X		AF/CQ
First Degree or Equivalent	X		AF/CQ
Evidence of further professional development		X	AF/CQ/I
<b>Experience, Skills and Knowledge</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed</b>
Experience within the primary or early years phases of education	X		AF/I/R
Excellent classroom practitioner	X		AF/I/R
A strong commitment to inclusion with high expectations for all learners	X		AF/I/P
Understanding of effective techniques and policies for behaviour management	X		AF/I/R/P
Knowledge and experience of up to date developments in IT and E-Learning for teaching and management purposes.	X		AF/I/R
A good understanding of the requirements of transition between key stages.		X	AF/I/R/P
<b>Personal Attributes</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed</b>
Creative, enthusiastic, motivational and proactive, keen to embrace new ideas and challenges	X		AF/I/R/P
Works well as part of a team	X		AF/I/R/OT
Flexible, listens and is prepared to seek advice and support	X		AF/I/R/P
Committed to continuing professional development for self and others	X		AF/I
Committed to active parental involvement	X		AF/I/R/P
Commitment to making learning engaging	X		AF/I/R/P
Can act on own initiative and is self-motivated and organised	X		AF/I/R/OT
Is reflective and takes responsibility for continuing professional development.	X		AF/I/R/OT
<b>Suitability to work with children and young people</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessed</b>
Satisfactory DBS disclosure and standard Trust pre-secondment checks	X		AF, R, I
Ability to work in a way that promotes the safety and well-being of learners	X		AF, R, I

## Next Steps

For further information about the opportunity please contact our office on [KingsOakOffice@watertonacademytrust.org](mailto:KingsOakOffice@watertonacademytrust.org) or 01226 272740

## To Apply

Please submit applications via My New Term.

## Selection Timeline

**Closing Date:** Friday 29<sup>th</sup> May 2026 - midday

**Shortlisting:** Monday 1st June 2026

**Interviews:** Friday 5<sup>th</sup> June 2026

**Start Date:** September 2026

*Waterton Academy Trust is wholly committed to ensuring children and young people are fully supported and safe. We are dedicated to the safeguarding of all children and young people whilst promoting their welfare and expect all staff and volunteers to share this responsibility. An enhanced DBS check is required for the successful candidate, this process is completed by an online third party company. The position is also subject to two satisfactory references. Shortlisted candidates will be asked to provide details of any unspent convictions and those that would not be filtered, prior to the date of interview. We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on request. Waterton Academy Trust is wholly committed in ensuring that all employees, future employees and applicants are treated equally regardless of age, disability, gender reassignment, marriage and civil partnership, maternity, race, religion and belief, sex and sexual orientation.*

***It is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children.***