



St Mary's and St John's C of E School

Primary Teacher

Applications will be considered as they are received

Candidate Information – March 2026





Contents

- [Introduction](#)
- [Vision and Ethos](#)
- [Academy Information](#)
- [Staff wellbeing](#)
- [Job Description](#)
- [Person Specification](#)
- [Selection Process](#)



Introduction

St Mary's and St John's School (SMSJ) is an all-through school serving the local community, providing education for pupils from early years through topost-16. Rooted in strong values and a strong sense of community, SMSJ aims to inspire curiosity, confidence, and a love of learning across all stages of education. The school has continued to grow and develop overtime, establishing a strong reputation for high expectations, academic achievement, and inclusive practice. Pupils benefit from a broad and balanced curriculum, delivered by dedicated staff who place teaching, learning, and pupil wellbeing at the heart of school life. SMSJ is proud of the progress and outcomes achieved by its pupils across E.Y.F.S., Phonics ,Key Stages 1 and 2, G.C.S.E., and post-16 pathways. A strong emphasis is placed on developing effective learning behaviors, personal development ,and preparing pupils for future education and life beyond school.

Wren Academies Trust

Wren Academies Trust was established in September 2020 with an all through school in Finchley and Wren Academy Enfield, a new 11–18 secondary school. The development of a second academy has strengthened collaboration and innovation across the Trust, with subject departments regularly sharing resources and aligning assessments to reduce workload. The Trust continues to expand with the inclusion of St Mary's and St John's, a Barnet all-through school, which formally joined the Trust in 2025. This expansion marks an important milestone in the Trust's growth and enables enhanced collaboration, shared expertise, and aligned approaches to teaching and learning. As a result, staff benefit from increased opportunities for professional development, career progression, and sustained school improvement across the Trust.

Louisa Taylor, Primary Executive Headteacher

Welcome from the Head Teacher

Thank you for your interest in this post in St Mary's and St John's School. We are a supportive and wonderful team looking for someone passionate and enthusiastic to join our team.

The information given in the documentation here and more general information elsewhere on our website should give you a clear understanding of the Academy. If you wish to find out more, please contact Juliet Jemihe on 020 8202 0026 and we are happy to organise for you to visit the school, meet our wonderful team and visit the classrooms.

If you decide to apply, please follow this guidance carefully. Your completed application form, via MyNewTerm, must be received by the Academy by **xxxxxx**.

Finally, thank you for taking on the demanding and time consuming task of preparing your application for this role. I look forward to meeting you if you are selected for interview.

Aaron Doherty
Primary Headteacher



Vision and Ethos

'...with God, all things are possible.' (Matthew 19:26)

With Christ every day, every task, every situation, every relationship brims with divine possibility. God is always at work in our lives.

Our vision is drawn from Matthew's gospel in which Jesus is talking to his disciples about what they must do if they hope to inherit eternal life. Jesus's wisdom guides us to acknowledge that wealth is not material, but that true wealth is gained from working collaboratively for the common good. Here, Jesus speaks about the value of serving others in order to store up treasure in heaven. Our students will be equipped with the hope, ambition, qualifications and values necessary to meet the challenges of an ever-changing world, knowing that God is always at work in our lives.

Our curriculum vision is rooted in our school vision.

Influential Education

To enhance the future life-chances and opportunities of our learners, irrespective of their starting point, by providing an influential education and delivering a powerful curriculum capable of creating young people who can contribute positively to the economic, cultural and social flourishing of their communities. Students will be exposed to a curriculum that is dynamic, ambitious, mindful of spiritual and ethical development and reflects the context and needs of the students it is delivered to.

At SMSJ we strongly believe that education is the key to social mobility; providing limitless opportunities for our pupils to shape their futures. We aim to develop the whole child - academically, artistically, physically, spiritually, morally, socially and culturally. We believe that the acquisition of knowledge and skill are of equal importance, and therefore have developed a curriculum using a cumulative and spiral approach. Subjects are taught discreetly, as individual subjects, but we do make cross curricular links that enable children to apply knowledge and skills in other areas and answer a 'Big Question?'

Academy Information 2025 - 2026

St Mary's and St John's School is an all-through Church of England school serving the local Barnet community, providing education for pupils from early years through to post-16. The school is rooted in strong Christian values and is committed to nurturing the academic, personal, and spiritual development of every child.

As an all-through school, SMSJ offers continuity and stability across all phases of education. Pupils benefit from a carefully planned curriculum and a consistent approach to teaching, learning, and pastoral care as they progress through the school. Strong relationships between staff, pupils, and families support a positive and inclusive learning environment.

SMSJ is a popular and well-regarded school within the local community. Parents value the school's clear ethos, high expectations, and the approachable and supportive nature of the staff team. The school places a strong emphasis on partnership with families to ensure the best possible outcomes for pupils.

The school maintains high academic expectations alongside a strong focus on developing pupils' character, behavior, and learning habits. A calm and purposeful learning culture underpins all aspects of school life, enabling pupils to make strong progress and develop the skills, resilience, and confidence needed for future success.

In 2025, St Mary's and St John's formally joined the Wren Academies Trust, strengthening opportunities for collaboration, shared expertise, and professional development. As part of the Trust, SMSJ continues to build on its strengths while benefiting from a wider network committed to excellence in education.



Academy Information

SMSJ is a comprehensive school that welcomes students of all academic abilities and maximises their potential. We are also a vibrant and culturally diverse community.

Our curriculum is innovative, challenging and engaging with strong links to our Christian Vision.

We prioritise the children developing firm foundations in Reading, Writing and Maths with a focus on supporting all children reaching age related expectations as well as a high percentage of children achieving greater depth.

We use My Letters and Sounds. to teach phonics and White Rose to deliver Maths to ensure the core skills are taught to a high standard and then we also have a range of strategies to encourage creative writing and cross curricular work.

Our wider curriculum is designed based on enquiry-based questions and core concepts which allows the children to reflect on their learning and make links to their future.

We go above and beyond our curriculum with a variety of trips and workshops organised and we also participate in specialist weeks such as STEM week and Art week hosting a wonderful Art exhibition this year.

We focus on every child making progress and getting better. We invest in specialist interventions and high-quality teaching which has resulted in excellent academic outcomes for all.

In 2025 our results were:

EYFS – GLD	73%
Phonics screening %	87%
TT check Average	24.6
KS2 % Reading KS2% Reading Greater depth	89% 52%
KS2 % Writing WA KS2 Greater Depth(GD)	83% 52%
KS2 Maths WA KS2 Maths Greater Depth	90% 46%
Expected Standard in R, W & M	76%
Average score in Maths	108.6
Average score in Reading	108.6
Average score in SPAG	110.4



Year on year we have recruited a talented and committed staff who share the ambition of creating a uniquely successful school. Colleagues are encouraged to innovate and to develop new ways of learning and working together.

SMSJ benefits from a well-maintained and welcoming school environment that supports a wide range of teaching and learning approaches. Classrooms and shared spaces are designed to be purposeful, flexible, and supportive of both whole-class teaching and small-group work. The school places a strong emphasis on creating a positive and professional working environment in which staff feel valued and supported.

Other benefits of teaching at SMSJ:

- A supportive, collaborative staff team committed to continuous improvement
- Polite, motivated, and ambitious pupils who are keen to learn
- A welcoming and inclusive school culture underpinned by strong Christian values
- High-quality professional development opportunities, including personalised training and clear pathways for career progression
- Transformational coaching programmes that empower teaching staff and shape the next generation of leaders
- A strong focus on staff wellbeing, with initiatives designed to support work–life balance
- Access to appropriate technology to support teaching and professional practice
- Consistent approaches to assessment and feedback that prioritise impact and reduce unnecessary workload
- Skilled and supportive teaching assistants who work closely with teachers and engage in relevant training
- Long-term curriculum planning and high-quality resources to support effective teaching and learning.



Further details on the curriculum, structure and ethos of the Academy are available on our website: www.smsj.barnet.sch.uk

Staff Well Being

At **St Mary's and St John's C of E School**, staff wellbeing is a key priority. We are committed to creating a positive, supportive working environment where colleagues feel valued, respected, and able to thrive professionally. Our school provides a welcoming and purposeful setting that supports effective teaching, collaboration, and wellbeing.

Staff at SMSJ are encouraged to be reflective practitioners and to continually develop their practice. High-quality professional development is central to our approach, with a clear focus on improving teaching and learning. We offer structured CPD, coaching opportunities, and support for staff at all stages of their careers. Early Career Teachers benefit from strong mentoring and collaborative year group and phase teams.

Time is built into the school week to support planning, reflection, and professional dialogue. Staff are encouraged to work collaboratively, share good practice, and learn from one another. Opportunities to observe colleagues and be observed are viewed as a professional entitlement and an important part of ongoing development.

Our senior leadership team works closely with staff to review and improve wellbeing and workload. Approaches to assessment and feedback are designed to be purposeful and manageable, with a focus on in-class feedback and reducing unnecessary marking. Reporting processes are kept meaningful and proportionate, supporting clear communication with parents while reducing workload for staff.

Most importantly, staff at SMSJ work with polite, motivated pupils in a caring and inclusive school community, where strong relationships and shared values underpin all aspects of school life.



Staff Benefits

- A two-week October half term break.
- Excellent professional development opportunities including support for programmes of further study and planned career development. This includes the opportunity to study for NPQs.
- Timetabled professional development time during the school day
- An exceptionally talented and mutually supportive staff team of teachers and student services colleagues across the trust. Our staff body is inclusive and representative of the community in which we serve. We have consistently recruited a talented and committed staff who share the ambition of creating a uniquely successful school
- Instead of formal observations or learning walks, we offer a coaching programme which has a positive impact of staff practice and ensures we all work together to improve the quality of education offered at Wren Academy.
- Support from specialist SEND and SEMH higher level teaching assistants to support children with additional needs and to ensure we can offer emotional support and nurture for those children without impacting teacher's workload.
- Talented, courteous and ambitious students
- All staff, whatever their role, are equally valued and the contribution of student services colleagues to the life and success of the Academy is celebrated
- Protected PPA and additional subject leadership time to empower staff leading curriculum areas
- Leadership have an open-door policy to support all staff



Job Description



Job Purpose

To create an inspiring and dynamic learning environment, where all children can learn and make progress reaching their fullest potential. To support the school improvement plan initiatives, led by the Headteacher, to ensure the continued development of the school.

Teaching and Learning

- Plan and prepare high quality lessons
- Use the school policies and the new National Curriculum to set clear targets for improvement of pupils' achievement and monitor progress towards these targets
- Teach high quality lessons that meet the needs of all children within the class, and facilitate excellent learning and progress
- Regularly provide feedback to children in accordance with the school policy
- Assess, record and report on the development, progress and attainment of children
- Ensure the effective deployment of classroom support
- Effectively use ICT to support teaching and learning
- Plan and deliver a smooth transition between year groups
- Prepare and uphold a positive learning environment
- Prepare children for any National assessments

Pastoral

- Promote the general progress and wellbeing of individual children
- Make records of and reports on the personal and social needs of children
- Work in partnership with parents, support staff and other professionals
- Meet with parents/carers to report on pupil progress and ongoing educational needs.
- Maintain high standards of behaviour for learning
- Promote and safeguard the health, welfare and safety of pupils
- To support and attend school events when required
- Uphold the Christian Ethos of the school by teaching our core Christian values and leading prayers and hymns in class

Assessment

- Provide oral and written assessment, reports and references relating to individual children and groups of children
- Effectively use ICT to support assessment and performance tracking
- Complete provision maps and evaluate them regularly

Professional Behaviour

- To maintain high standards of professional behaviour towards colleagues and students
- To lead by example and to follow the School's dress code and code of conduct
- To carry out duties in a friendly, helpful and professional manner
- To have a flexible approach and to be prepared for the unusual
- To play a full part in the life of the school community, to support its distinctive aim, ethos and policies, and to encourage staff and students to follow this example
- To support the school in meeting its legal requirements as a Church School
- To have a record of excellent health, attendance and punctuality

Person Specification

Qualifications

- Degree
- Qualified Teacher Status
- ECTs and Experienced teachers are welcome to apply

Professional Skills and Experience

- Experience as a good/outstanding teacher
- Ability to use technology to enhance teaching and learning
- Experience in using data to inform planning and future developments
- Experience in monitoring and evaluating lessons
- Ability to communicate with pupils, with parents and other professionals
- Knowledge of use of data systems to support target setting, review and tracking of children's progress and the use of data to support teacher planning
- Ability to work as part of a team
- Ability to establish and communicate clear standards and expectations
- Ability to communicate to a high standard, both in written and oral form
- Be Committed to maintaining an inclusive Christian ethos in the Academy.

Personal Attributes

- High expectations of self and others
- Qualities and standards driven
- Demonstrates a positive attitude and commitment to equality
- Encourages ideas, initiatives and innovation in others
- Highly motivated showing resilience, stamina and reliability under pressure
- Manages own time well to meet competing demands
- Ability to relate well to children and young people, parents and members of the community
- Ability to work in a friendly and considerate manner within and across school teams
- Ability to foster a positive ethos

How to Apply

Application deadline

Completed application will be considered as they are received, but the cut off date is 17 July 2026.

Completing your application

Candidates are asked to read the details carefully, especially the Job Description and Person Specification. Please complete all the standard information required on the application form. Failure to provide information requested may lead to your application being rejected.

CVs can not be accepted.

We no longer require a personal statement, however if you would like to send additional information about why you feel you would suit a job at Wren Academies Trust, please attach it to an email or on your application.

Selection process

The selection process may have a combination of tasks, activities, lesson observations and interview. Further details will be provided to the candidates shortlisted for interview.

References

Candidates are advised that references will be taken up immediately after shortlisting. Please ensure that referees are warned of the need to respond within the timescale set. The post will be offered subject to satisfactory completion of pre-employment checks.

Equality, Diversity and Inclusion

The Trust is committed to inclusion and is an equal opportunities employer. We aim to create a welcoming, respectful and safe environment for all members of our community, from every ethnicity, gender, sexual orientation, age, ability/disability, religion and background. We know that more diverse teams are stronger teams, and that the more inclusive we are, the more our staff and pupils will feel a sense of belonging and will thrive. To enable us to make any reasonable adjustments, please let us know what you would require when you submit your application.

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). The Trust may carry out online searches on shortlisted applicants and all applicants will be required to provide details of their online profile, including social media accounts, as part of their application.

The post is exempt from the Rehabilitation of Offenders Act 1974. The Trust is therefore permitted to ask job applicants to declare all convictions and cautions on a self-declaration form in advance of attending an interview (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply.

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