



**STOUR VALE
ACADEMY
TRUST**

CLASS TEACHER

RECRUITMENT PACK



Class Teacher

Full Time and Permanent

Main Pay Scale

Are you passionate about teaching and committed to making a difference for every child? If so, we would welcome your application for a full-time, permanent class teacher position at Holywell Primary and Nursery School starting in September 2026.

At Holywell, our work is guided by a clear vision:

- Every child known, happy and learning.
- Every adult positive, nurturing and skilled.
- Every lesson inclusive, purposeful and engaging.

We are looking for a teacher who:

- Is a consistently effective classroom practitioner.
- Works hard and takes pride in their work.
- Adapts their teaching to meet the needs of all children.
- Has high expectations and a clear belief that every child can succeed.
- Is positive, reliable and a strong team player who is committed to developing their practice.

In return, we offer:

- A supportive and collaborative staff team.
- Enthusiastic children who are keen to learn.
- A clear and shared focus on improving teaching and learning.
- Shared planning, strong curriculum resources and a balanced approach to workload in a two-form entry setting.
- Opportunities for professional development within school and across the Trust.

We welcome applications from both experienced teachers and Early Career Teachers.

Holywell Primary School is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment. Appointments are subject to satisfactory pre-employment checks, including an enhanced DBS check. We are committed to equality of opportunity and welcome applications from all suitably qualified candidates.

Visits to school are warmly welcomed and encouraged. We are holding school tours on:

Friday 15th May 2026 at 9.30am

Tuesday 19th May 2026 at 4pm

To arrange to join one of our tours, please contact:

Alison Barratt

School Business Manager

0121 453 7829

How to apply: Online applications via My New Term only

Closing date: Monday 1st June 2026 at 9am

Interviews: Thursday 11th June 2026

About Holywell Primary and Nursery School

Holywell Primary and Nursery School is a welcoming and inclusive school serving the community of Rubery, Worcestershire. We are committed to providing a positive learning environment where children are known as individuals and supported to succeed.

Since joining Stour Vale Academy Trust in April 2024, the school has been working closely with Trust colleagues to strengthen teaching, learning and the wider curriculum. This is an important stage in our development, with staff fully engaged in improving provision and outcomes for all children. We are currently awaiting our first Ofsted inspection as a new school following this period of change.

Holywell serves a well established community and we value the strong relationships we have with our families. Our children are friendly and enthusiastic, and we work hard to ensure they feel safe, supported and ready to learn. Our nursery provision forms an important part of our school, helping to build strong foundations for learning from an early age.

We are committed to providing a broad and engaging curriculum, alongside a caring and nurturing environment, so that all children can develop confidence, resilience and a love of learning.

Further information about the school can be found on our website:
www.holywellschool.org

ABOUT STOUR VALE ACADEMY TRUST

Our multi-academy trust was founded in 2017 and developed from collaboration between schools, the significant positive impact of which convinced three schools, two secondary and one primary, that together we would have much greater capacity to continuously improve. Over time, Stour Vale has steadily grown. We began as a cross-phase multi-academy trust and as we have grown, both secondary and primary schools have joined us. There are currently twelve member schools, six primary, one junior, one infant with day nursery and four secondary.

As a successful family of schools, delivering high-quality education for the communities we serve, Stour Vale values its diversity. Each school brings their own distinct character, community, history and identity. We celebrate the uniqueness of member schools, recognising that there is a great deal to learn from education in different contexts. This is also the reason why we remain outward-looking, committed to learning from research and excellent practice across the education system.



OUR VISION AND VALUES

Stour Vale Academy Trust holds children and young people at the heart of all that we do. We recognise that as a multi-academy trust we exist in order to advance education for the public good. Our mission, therefore, is to improve life opportunities for children and young people by both providing the best possible education and care to pupils in Stour Vale member schools and by having a positive impact across the wider education system. Our values are encapsulated in four words:

OUR VALUES

STOUR VALE ACADEMY TRUST

INTEGRITY

By always acting with integrity we will deploy our resources appropriately to provide the very best education and care for pupils. This approach will enable us to recruit and retain the best staff who share our values.

We recognise our responsibility to support and challenge member schools to have a positive impact on the lives of children and young people, our communities and the wider educational system.

RESPECT

We are committed to treating everyone with respect and promoting equality.

Stour Vale member schools are safe and inclusive schools. We value and celebrate the diversity of pupils, colleagues and the communities we serve. We believe that developing pupils' character and their own commitment to treating others with respect must sit alongside the pursuit of academic excellence.

COLLABORATION

Stour Vale Academy Trust exists because we believe that effective collaboration has a positive impact on the life opportunities of children and young people.

We believe that working collaboratively together we have much greater capacity to realise continuous improvement in all member schools. Therefore, we seek to actively promote positive, impactful collaboration, most often with school-based staff taking the lead.

EXCELLENCE

We are committed to constantly pursuing excellence and improving all aspects of our work as a trust.

Excellence in teaching and learning, curriculum and character development is our primary focus. This will be achieved by realising our ambition to provide top-level professional learning for all colleagues, developing leadership in every role and providing exceptional back-office services such as HR and finance.

SVAT.ORG.UK

We describe our shared approach to school improvement as 'secure autonomy'. Headteachers, with school leadership teams and staff, have autonomy to lead school improvement in their own schools, responsively and in collaboration with others within and beyond our trust. We believe that this approach enables us to grow, attract and retain excellent school leaders and to develop the most innovative and impactful school improvement strategies. We recognise that this autonomy must be secured within the structure of the multi-academy trust, and our model of challenge and support for impact, underpinned by our shared values, ensures sustained school improvement and a sharp focus on outcomes for pupils. This in turn realises our ambition that **Stour Vale** member schools will **create the difference together**.





Job Description

Class Teacher

Legal Requirements

The class teacher's professional duties must be carried out in accordance with and subject to:

- The Stour Vale Academy Trust Scheme of Delegation
- The provisions of all applicable legislation
- The School Teachers' Pay and Conditions Document
- The Funding Agreement of the School and the Academies Financial Handbook

Core Purpose

In line with the values, ethos and strategic direction of Stour Vale Academy Trust and under the overall direction of the Head Teacher and Deputy Head Teacher, the Assistant Head Teachers and teaching and learning responsibility holders, the class teacher will:

- Work collaboratively with all other staff to ensure high quality education and care for all pupils leading to academic achievement, character development and an embedded culture of safeguarding
- Act professionally
- Uphold the values and ethos of the school and of Stour Vale Academy Trust
- Be supportive of the school and of Stour Vale Academy Trust, consistently seeking to present a positive image of the school and trust
- Be a class teacher for a class of pupils within the school or be timetabled to teach a number of classes across the week
- Set clear targets for all pupils, building on prior attainment and setting high expectations
- Plan and deliver lessons and sequences of lessons to achieve progression in learning; setting tasks that challenge pupils and ensure high levels of interest
- Encourage pupils to think and talk about their learning and to develop independence
- Make effective use of resources, so that they have a positive impact on learning
- Teach responsively, assessing pupils in order to adjust teaching, give effective feedback, address misconceptions, plan future lessons and match teaching to individual needs
- Record pupils' progress systematically and keep appropriate records in line with school procedures
- Provide accurate and up-to-date information on pupil progress to the school's leadership team
- Work effectively with school staff, other professionals and parents to ensure that pupils make the best possible progress
- In line with school policies and procedures, have a positive approach to pupils' behaviour, creating a positive, purposeful and productive learning environment
- Undertake continuous professional development and seek to continually improve the quality of teaching

- Carry out teaching duties in accordance with Stour Vale and the member school's policies and procedures
- Contribute to the development, organisation and implementation of the school's curriculum
- Attend and participate in team and staff meetings
- Report to parents, attend and participate in parent teacher consultations and other meetings for parents
- Make a positive contribution to the wider life of the school
- Develop links with the community and partnership working with other schools
- Undertake other duties and responsibilities identified by the headteacher and deputy headteacher commensurate with this role

Person Specification

Class Teacher

No	Categories	Essential	Desirable
QUALIFICATIONS & EXPERIENCE			
1.	A degree or equivalent	◆	
2.	Qualified Teacher Status	◆	
3.	Successful teaching experience as a class teacher or a trainee teacher	◆	
4.	Experience of creating and maintaining a positive environment for learning as a class teacher or a trainee teacher	◆	
5.	Experience of managing behaviour positively and effectively as a class teacher or a trainee teacher	◆	
6.	Recent relevant professional development	◆	
KNOWLEDGE AND SKILLS			
7.	Effective classroom practitioner	◆	
8.	Knowledge of the primary curriculum	◆	
9.	Knowledge of safeguarding	◆	
10.	Articulate with good interpersonal skills	◆	
11.	Able to prioritise, plan, organise and manage workload	◆	
12.	Able to build and maintain effective professional relationships	◆	
13.	Astute and perceptive with sound judgement and decision-making skills	◆	
PERSONAL QUALITIES			
14.	Committed to working collaboratively to improve outcomes for pupils	◆	
15.	Commitment to safeguarding and promoting the welfare of children and young people	◆	

16.	Committed to continuous improvement and the pursuit of excellence	◆	
17.	Having integrity	◆	
18.	Genuine respect for others and desire for equality of opportunity and diversity	◆	
19.	Resilient, flexible and having a positive approach to challenges	◆	
20.	Have a willingness to demonstrate commitment to the values and ethos of Stour Vale Academy Trust	◆	
21.	Be committed to innovation, learning from research and the best current practice	◆	
22.	Committed to building positive and effective relationships, based on trust and transparency, with children, staff, parents, governors, other schools and the wider community	◆	



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