



Woodland  
Academy Trust

# Teacher Applicant Information Pack



Lime Wood  
Primary School

*Ignite the spark, reveal the champion*

## Welcome from the Chief Executive Officer

Dear Applicant,

Thank you for expressing an interest in this role at the Woodland Academy Trust. Woodland Academy Trust is 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)



## Our Trust

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.



AMBITION



COLLABORATION



COMPASSION

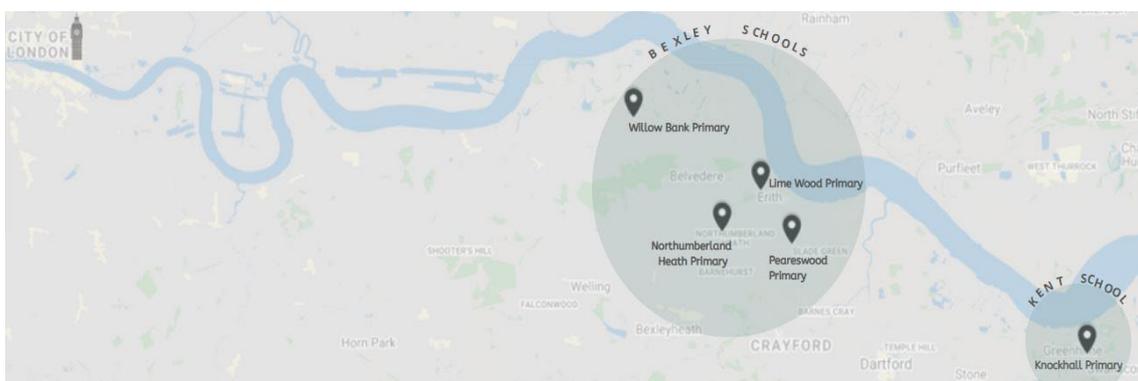


EXCELLENCE



INCLUSIVITY

Discover more about the Woodland Academy Trust by watching our video [here](#).



## Welcome from the Headteacher

Thank you for your interest in joining us at Lime Wood Primary.

Our wonderful school opened in September 2023 with a reception cohort and as the community grows, the school is continuing to grow year by year, eventually into a three- form entry school.

I am delighted to be the Headteacher at Lime Wood Primary School. One of my personal values stems from a TED Talk I watched some time ago. The talk was given by an American educator called Rita Pierson. Her main message throughout was that 'Every child needs a Champion'. Ever since then, this has been my personal mantra in all of the schools I have worked in across the Woodland Academy Trust. This also links directly with our Trust's ethos of 'Ignite the spark, reveal the champion'.

If you would like to find out more and join Lime Wood Primary on its exciting journey, then please do not hesitate to get in touch. We would love to hear from you.



**Miss C Ingrams- Headteacher**

## About our school

Lime Wood Primary is a unique circular three-story school in the heart of the Erith community. We value our partnerships and by working with and listening to our community, we will deliver an education to our children that will create life-long learners.

Our school has amazing facilities that include a 3G pitch, MUGA pitch, allotment, a growing Forest School, a dedicated Art /DT space as well as a dedicated Food/Science room together with a library and breakout spaces.

In our commitment to PedTech and a Universal Design for Learning we have a growing collection of digital resources to enhance learning as well as 1:1 iPad devices for all children from Reception.

### Our Vision

*Ignite the spark, reveal the champion*

*To deliver a curriculum that is provided by good teachers underpinned by an effective blueprint for excellence in culture, behaviour, attainment and wellbeing - to find the champion in everyone.*

### Our Values

We have worked with our school community to develop our five core values:



TEAMWORK



CURIOSITY



RESPECT



PRIDE



KINDNESS

Get a glimpse into Lime Wood Primary School by watching our video [here](#).

To find out more about Lime Wood Primary School, visit our website and follow us on social media to see what's happening in our school community.

### **Lime Wood Primary School website**



lime\_wood\_primary



Lime Wood Primary School



*Follow us*



## Lime Wood Primary School



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

Lime Wood Primary School,  
2 Sandy Road,  
Erith, Kent  
DA8 1FJ

01322 344939

*Ignite the spark, reveal the champion*

## About our vacancy

**Job title:** Teacher: EYFS, KS1 or KS2

**Status:** Permanent

**Hours:** Full time/ 52 weeks per year

**Grade:** Teachers Main and Upper Pay Scales

**Post Start Date:** September 2026

**Closing Date for Applications:** 19<sup>th</sup> April 2026

**Interviews:** 22<sup>nd</sup> April 2026

Are you ready to embark on an extraordinary journey of teaching and learning? Lime Wood Primary School is seeking to appoint dynamic and passionate Teachers, from EYFS up to Year 3, to join our vibrant and growing team!

We are seeking to appoint enthusiastic, reflective and committed Class Teachers, to join our supportive and inclusive primary school community. This is an exciting opportunity for a passionate practitioner who is dedicated to delivering high-quality teaching and learning and who believes in nurturing the whole child.

Our school is a welcoming environment where ambition, collaboration and compassion are at the heart of everything we do. We value professional development and encourage all staff to continually develop their skills, knowledge and leadership potential. Whether you are an early career teacher or an experienced practitioner, you will be well supported by a committed leadership team and colleagues who work closely together to ensure the very best outcomes for our pupils.

The successful candidate will be responsible for planning and delivering engaging lessons that inspire curiosity, build confidence and enable every child to make strong progress academically, socially and emotionally. You will work in partnership with parents, carers and colleagues to create a positive, inclusive and high-expectations learning environment where all pupils can thrive.

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### The successful candidate will:

- Hold responsibility for a class and plan high-quality lessons that ensure clear progression for all pupils
- Set high expectations that motivate, challenge and support children of all abilities, including those with SEN, EAL and higher attainment
- Create a positive, well-managed classroom environment that promotes independence, resilience and a love of learning
- Use a range of effective teaching strategies, including questioning, assessment and adaptive teaching, to meet individual needs
- Assess, record and monitor pupil progress accurately and use this information to inform planning and next steps
- Provide clear, constructive feedback and set targets that support pupil progress

- Work collaboratively with teaching assistants and other adults to support learning effectively
- Contribute to curriculum development and, where appropriate, take responsibility for leading a subject or area of the school
- Build strong, professional relationships with pupils, parents, carers and colleagues
- Demonstrate a commitment to safeguarding, equality, diversity and inclusion
- Engage positively in professional development and contribute to the wider life of the school

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## Safeguarding

## Statement

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. The successful applicant will be required to undertake an Enhanced DBS check. We actively promote equality, diversity and inclusion across our Trust.

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## Applications

Please apply by visiting our school vacancies page at: [Lime Wood Primary Vacancies](#)

Or if you would prefer to complete a word application form, please contact recruitment via email at [lwpooffice@watschools.org.uk](mailto:lwpooffice@watschools.org.uk)

**Application Deadline: 19<sup>th</sup> April 2026**

**Interviews: 22<sup>nd</sup> April 2026**

## Diversity & 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

*Ignite the spark, reveal the champion*

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;
- Working collaboratively 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 teacher workload;
- A strong supportive ethos with dedicated line management structures and clear communication channels;
- Well-being 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;
- 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.

**For more information about Woodland Academy Trust please visit: [Woodland Academy Trust](#).**

## 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 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.



*Ignite the spark, reveal the champion*

## JOB DESCRIPTION AND PERSON SPECIFICATION

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<b>JOB TITLE</b>	Class Teacher
<b>RESPONSIBLE TO</b>	Headteacher/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 SEN 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>

- This job description sets out the duties of the post at the time it was published.
- The hours and the job description may be modified depending on the needs of the school.
- The post holder may be required from time to time to undertake other duties within the school as may be reasonably expected, without changing the general character of the duties or the level of responsibility entailed.
- The priorities for each year will be reviewed against this job description annually through performance management meetings.

Person Specification		
	Essential	Desirable
<b>Education, Qualifications and Training</b>	<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>
<b>Experience</b>	<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>
<b>Knowledge and Skills</b>	<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, SEN, 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 SEN &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>	

