



West House

INDEPENDENT PREPARATORY SCHOOL FOR BOYS

West House School

Application Pack

Prep (KS2) Teacher

(Science, IT, Maths and Games)



The School

The History of the School

Situated in the leafy oasis of the Calthorpe Estate, West House School has occupied the same site since its foundation in 1895. Since that time, the school has evolved significantly, to become an independent preparatory school for boys aged 4 – 11 years, with a co-educational Early Years setting offering care for children aged from 6 months. West House is a member of The Independent Association of Preparatory Schools and, as such, upholds the requirement to provide a ‘world class education’.

With five acres of beautiful grounds, less than two miles from Birmingham city centre, the school lies at the heart of a thriving community. It is surrounded by many outstanding cultural and recreational facilities. These enrich the lives of all pupils and form an important aspect of educating the whole child.

Pupils and staff alike are guided by the West House Way, a set of values that help pupils develop understanding rather than tolerance, and to recognise the power of hard work, determination and resilience. West House School prides itself on providing a balanced approach to educating pupils for life in the middle of this century, recognising that education is about so much more than a narrow measurement of academic achievement alone. At the heart of the school’s ethos lies the view that children should be allowed to be children and that they are at their most productive when an appreciation of the balance between work and play is achieved.

West House is a non-denominational school. It is divided into three departments – Prep (Years 3-6), Pre-Prep (Years 1 and 2) and the Early Years Foundation Stage (Nursery – Reception). The school employs 80 full-time and part-time academic staff and accommodates approximately 293 pupils.

Pupils are prepared for a wide range of senior schools and standards at 11+ are consistently high, with most Year 6 boys transferring to local grammar schools, King Edward’s School, Birmingham and Solihull School. However, the school aims to provide a balanced education in which music, drama, art and sport play a significant role.

Further details about the school can be found at www.westhouseprep.com



The role

West House School is seeking to appoint a suitably qualified, dynamic and inspirational practitioner to the post of Prep (KS2) Teacher with effect from September 2026 or earlier, with specialisms and experience in some or all of the subjects of Science, IT, Maths and PE. The successful candidate will have the skills and flexibility to teach across the KS2 age range (years 3 – 6).

The role holder will report to the Deputy Head.

Job Description

The duties in this job description are in addition to those covered by the latest DfE Teachers' Standards.

Classroom Teaching

- Plan and teach the agreed Key Stage 2 curriculum, with a particular focus on Science, IT, Maths and PE.
- Employ consistently high expectations in terms of academic and non-academic development of pupils.
- Monitor teaching and learning activities to meet the needs of all pupils.
- Identify and teach study skills that will develop pupils' ability to work independently and develop a growth mindset and intellectual curiosity.
- Deliver specific areas of the curriculum in line with personal qualifications and experience, and the requirements of the school.
- Maintain a positive and vibrant learning environment, employing agreed behavioural management strategies as appropriate.
- Demonstrate a full understanding of remote learning opportunities and delivery.
- Be familiar with key policies including the Teaching and Learning policy, the SEN policy and the Gifted and Talented policy, ensuring that all pupils are given the opportunity to thrive.

Recording and Assessment

- Carry out marking and assessment in line with school policy.
- Keep full and up-to-date records of pupil achievement and set targets appropriately.
- Develop understanding of learning needs and the importance of raising achievement among pupils, using assessment data appropriately.
- Write formal reports twice yearly identifying individual targets for development.
- Attend consultation evenings and keep parents informed about their child's progress.
- Complete half-termly effort books for individual pupils.

Leadership and Management

- Liaise with colleagues as necessary in implementing new strategies and policies.
- Contribute to the realisation of the strategic vision for the school.
- Disseminate good practice in all areas of school life.

Standards and Quality Assurance

- Support the aims, ethos and expectations of the school.
- Set a good example in terms of dress, punctuality and attendance.
- Apply all school policies with consistency with particular regard to the policy on Pupil Behaviour and the Anti-Bullying Policy.
- Attend and participate in Open Mornings, Speech Day, student performances and parent consultation evenings.
- Uphold the Staff Code of Conduct.

The role

- Participate in staff INSET.
- Participate in the school's system of appraisal.
- Attend team and staff meetings.

Other Duties and Responsibilities

- Carry out a Form Tutor role.
- Carry out break time duties.
- Mount display work and notices as appropriate.
- Become involved in extra-curricular activities as required, committing to at least one after school activity per week.
- Cover for absent colleagues as required.
- Liaise with outside agencies and specialists as required.
- Any other duties that may from time to time be reasonably assigned by the Headmaster.

This job description is not exhaustive. Other task and responsibilities may be allocated as necessary and reasonable from time to time.

The role

Person Specification

Qualifications (tested at application)	Essential	Desirable
Six GCSEs (or equivalent) including Maths and English at Grade B	✓	
Educated to A-level or equivalent	✓	
Educated to degree level or equivalent	✓	
PGCE or equivalent	✓	
Paediatric First Aid		✓

Knowledge and Experience (tested at application and interview)	Essential	Desirable
Knowledge of safeguarding, equal opportunities, health and safety and SEN	✓	
Outstanding knowledge and understanding of the content and requirements of an appropriate Key Stage 2 curriculum, including Maths and English	✓	
Knowledge and experience of teaching Science, IT, Maths and PE	✓	
Prior experience of teaching academically able pupils at Key Stage 2		✓
Experience of inspection by ISI or Ofsted as a teacher		✓
Experience of working with children in a voluntary capacity		✓

Skills and Abilities (tested at application, interview and test)	Essential	Desirable
Proven ability to work as a member of a team	✓	
Competent ICT skills	✓	
Outstanding communication and interpersonal skills	✓	
An ability to prioritise and carry out specific requests in a timely manner	✓	
Problem solving skills	✓	

Attitudes and beliefs	Essential	Desirable
A flexible attitude	✓	
A commitment to CPD	✓	
A desire to play a full and active role within the wider life of the school	✓	
An appreciation of the demands and requirements of working within the independent sector	✓	
Patience, stamina, loyalty, humility and humour		✓

Key terms and how to apply

Type of position: Permanent.

Salary: West House School operates its own competitive salary scale closely aligned with the national pay scales.

Hours: Full-time, to include at least one later stay (6pm) or club per week.

Benefits: Eligible for discount on school fees for pupils at West House School Nursery, West House School (for boys) and Edgbaston High School for Girls (subject to normal admissions procedures), eligible to join a Contributory Pension Scheme, free lunch and refreshments, free parking, Employee Assistance Programme including Wider Wallet discount scheme, Bike2Work scheme, enhanced Maternity scheme.

Start date: September 2026 or earlier

How to apply

Applications are processed via My New Term: <https://mynewterm.com/school/West-House-School/103575>

The deadline for applications is **9.00am on Monday 2nd February 2026**.

Short listed candidates will be contacted to arrange a suitable time for interview during the week beginning **9th February 2026**.

If you have any queries about the role, or would like to discuss it in more detail, please contact Jo Ollier, HR Manager, by email: jollier@westhouseprep.com

West House School is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. All successful candidates will be required to undergo all statutory checks including an enhanced DBS check. A copy of the Recruitment, Selection and Disclosure Policy is available on the website.

This post involves working with children and is exempt from the Rehabilitation of the Offenders Act 1974 and all subsequent amendments. All convictions, police cautions or “bind overs”, including any that would otherwise be considered “spent” under the Act must be disclosed, and will be taken into account in deciding whether to make an appointment.

