



Junior School Teacher

Recruitment Brochure

April 2026

About Westgate

First opened in 1885, Westgate is a 4-form Junior School situated in the heart of the Bailgate area of Lincoln, close to both Lincoln Cathedral and Lincoln Castle.

At Westgate Academy we believe that our core beliefs are intrinsic to the academic and emotional development of the children in our care. We are committed to working together as a professional team and we are extremely proud of the high standards we achieve in all areas of our children's development. Our Westgate Values of respect, self-belief, positivity, teamwork and excellence thread through everything we do.

Our curriculum is rich and diverse, and full of opportunities which enable our children to be challenged and inspired to learn. We believe children all have talents, which we must unlock, and our aspiration is that each child achieves their potential in a safe and happy environment. We believe in close partnerships between the school, parents and the wider community so that our pupils become resilient, confident, and well-rounded individuals.

Class Teacher

Full Time, 1 Year Fixed Term starting September 2026

Teachers Main Scale/UPS Salary £32,916 – £51,048

We are looking for a passionate practitioner with a commitment to excellence, strong classroom management skills, and the ability to adapt teaching to meet the needs of all learners. Whether you are an experienced teacher or at an earlier stage in your career, you will benefit from ongoing professional development, collaborative planning, and a leadership team dedicated to your growth.

If you are motivated to make a real difference and contribute to a vibrant school community, we would be delighted to hear from you.

About the Role

- Plan and deliver high-quality, engaging lessons that inspire and challenge all pupils
- Create a positive, inclusive classroom environment where every child feels valued and supported
- Assess, monitor and track pupil progress, using data to inform teaching and next steps
- Adapt teaching to meet the needs of all learners, including those with SEND and higher attainment
- Establish strong behaviour management strategies that promote respect and a love of learning
- Work collaboratively with colleagues to plan, share best practice and contribute to the wider school community
- Communicate effectively with parents and carers to support pupils' learning and wellbeing
- Contribute to the wider life of the academy, including enrichment activities, trips and events
- Engage in continuous professional development and reflect on practice to improve outcomes for pupils
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Our school is committed to inclusion and to safeguarding and promoting the welfare of children and young people. The school expects all staff and volunteers to share this commitment. All appointments are subject to an enhanced DBS check.

Visits to the school are strongly encouraged. Please contact the School Office (01522 528308) to book a place on a tour.

Tour dates and times: Wednesday 23rd April at 10am and 2pm, Thursday 23rd April at 10am, Monday 27th April at 4pm

Closing date: Wednesday 29th April 2026 at Midday

Interview Date: Friday 8th May 2026



	Essential	Desirable
Qualifications	<p>Qualified Teacher Status</p> <p>Commitment to, and evidence of, CPD</p>	<p>Commitment to further study, including accreditation towards Masters level</p> <p>First Aid Trained</p>
Knowledge & Experience	<p>Understanding of how children aged 7-11 learn and develop</p> <p>Ability to foster an inclusive classroom through adaptive teaching</p> <p>Strong subject knowledge in KS2 English and Maths</p> <p>Knowledge of KS2 curriculum</p> <p>Awareness of different learning and needs</p> <p>Knowledge of effective teaching strategies</p> <p>Able to demonstrate outstanding teaching</p> <p>Able to demonstrate enthusiasm, energy & creativity in planning & teaching</p> <p>Knows how to interpret and use data in order to raise achievement rapidly</p> <p>Demonstrate flexibility in classroom practice</p> <p>Recognises the importance of the learning environment as an effective tool to inspire learning</p>	<p>Experience of teaching children with EAL</p> <p>Knowledge of KS1 curriculum</p> <p>Subject Specialism</p>

Skills & Aptitudes	<p>Knows the importance of maintaining positive relationships with children, staff, parents and governors</p> <p>Able to work independently whilst being part of a team</p> <p>Communicate effectively to a range of audiences</p> <p>Self motivated</p>	
Personal Attributes	<p>Professionalism & integrity</p> <p>Committed to the ethos of the school</p> <p>Creativity & Adaptability</p>	

Person specifications will be assessed via a combination of application form, references, qualification certificates and interview