



Covingham Park Primary School

Teacher Recruitment Pack

Dear Applicant,

Thank you for your interest in working at Covingham Park Primary School. We are currently at an exciting juncture in our journey and are seeking talented and enthusiastic teachers to join our team for the upcoming academic year.

From September 2026, we have 2 two-year fixed-term contracts available for teachers interested in teaching in EYFS, KS1, or KS2. Our new Headteacher will be starting after Easter and is eager to continue the improvements already initiated in our curriculum, teaching and learning, and school premises. Our vision is simple yet powerful: *to nurture learners who are curious, resilient, and inspired.*

Recently, our school building has undergone several enhancements, including the installation of a new boiler, new flooring, a new performing arts studio and a beautifully updated library. Our staff team collaborates effectively to support our children, families, and each other, fostering a positive and inclusive environment.

We would be delighted to show you around our school. Please contact the school office to arrange a tour at your convenience. We look forward to hearing from you.

Yours sincerely

Mrs J Fraser
Executive Headteacher
Covingham Park Primary School

Advert: Join Our Team - An Exciting Time at Covingham Park Primary School

Are you ready to inspire, challenge and make a lasting difference?

We are at an exciting point in our journey and are seeking talented and enthusiastic Teachers to join us at Covingham Park Primary School.

- Our vision is: Caring for Pupils, Promoting Success
- Our curriculum centres around encouraging children to be curious, inspired, resilient

We are an inclusive school where staff are committed to supporting children. Staff create memorable learning experiences that children carry with them for life.

Why Join Us:

We are part of the Blue Kite Academy Trust, a growing and forward-thinking family of primary schools across Swindon and Wiltshire. Being part of our Trust means you will benefit from:

- High-quality, meaningful CPD and clear career progression pathways
- A competitive salary with scope for progression
- Nationally agreed pay and terms
- An excellent pension scheme
- Free staff health and wellbeing support
- The opportunity to collaborate across a strong network of schools

We're Looking For Someone Who:

- Has excellent curriculum knowledge and delivers high-quality teaching
- Is passionate about creating inspirational, motivating learning opportunities
- Has high expectations for every pupil
- Thrives as part of a supportive, collaborative team
- Is committed to their own professional development and growth

Ask Yourself...

Do you want to work in a forward-thinking school where teachers love learning alongside their pupils?
Do you want the freedom to be creative and design lessons that truly engage?
Do you want to be part of a friendly, ambitious and inspirational team?
Do you want to make a genuine difference every single day?

If so, we would love to hear from you.

We welcome applications from both experienced teachers and ambitious professionals ready to take their next step in a rich, supportive learning environment aligned with our vision and values.

If you would like to find out more about this exciting opportunity or arrange a visit, please contact us using the details below.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.



Our Curriculum

Covingham Park Primary School				
Our Vision: <i>'Caring for Pupils, Promoting Success'</i>				
Our Curriculum:				
Curious		Inspired		Resilient
Fostering a love for lifelong learning	Engage and motivate	Enrich cultural capital	Opportunities for developing oracy	Purposeful learning opportunities and meaningful connections
				
Awareness and understanding of cognitive load	Clarity of intended skill and knowledge learning outcome	Engaging / interesting hook	Class teacher modelling of thinking strategies and expectation	Purposeful activities which impact positively in intended outcome
				
Suitable adaptations to task make learning accessible to all - all children able to engage	Focused groups identified for specific support or challenge	Targeted questioning including subject specific vocabulary	Retrieval practice and appropriate use of assessment	High expectations of pupil engagement through all parts of the lesson, underpinned by strong behaviour management

Safeguarding

Safer Recruitment Statement

- ▶ Covingham Park Primary is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments will be subject to satisfactory references, an enhanced Disclosure and Barring Service (DBS) Disclosure, medical pre-employment checks, Disqualification Declaration and proof of Right to Work in the UK. References will be contacted and checked prior to interview (if you do not wish us to contact references prior to interview, please make this clear on your application). Proof of qualifications will be required and failure to disclose any other required information may render applicants liable to disqualification or dismissal if appointed, were the failure to come to light. Therefore, it is imperative that you provide all relevant information requested in order to meet this safeguarding commitment.



Teacher Job Description

Responsible to: Headteacher **Hours:** Full time

Salary range: Main Pay Range /Upper Pay Range

Teaching and Learning

- Undertake the duties of a teacher as specified by the most recent School Teachers' Pay and Conditions Document (STPCD).
- To consistently demonstrate, exemplary classroom practice and teaching professional skills that impact positively on pupil outcomes. Personal teaching should be of a standard to model to others as 'best practice.'
- Demonstrate highly effective behaviour management practice that result in high standards of pupil learning behaviours, independence and self-discipline.
- Be committed to raising standards of achievement.
- To play a leading role in the school improvement process.
- To contribute to the on-going process of the school's self-evaluation.
- Provide a safe, welcoming, organised, creative and interesting learning environment.
- Be aware that each child has a right to equal opportunities and equal access to the curriculum.
- Maintain high expectations and insist the children always produce their best.
- Work collaboratively with colleagues, setting high professional standards.
- Maintain good order and discipline amongst the pupils when they are in school and engaged in school activities elsewhere.
- Be sensitive to the linguistic, cultural and ethnic backgrounds of the children and show an awareness of gender and class issues. Curriculum

Continued....

Teacher Job Description - continued

- Plan and prepare pupils' work and lessons
- Differentiate work so that the needs of all children are met.
- Take responsibility for agreed curriculum area(s) and develop throughout the school.
- Be prepared to take responsibility for an extra-curricular activity. Evaluation, Assessment and Record Keeping
- Assess, record and report on the development, progress and attainment of pupils as defined in agreed policies.
- Communicate and consult with pupils, colleagues, parents/carers and outside agencies as appropriate.
- Mark work, providing regular feedback, according to the agreed school procedures
- Set regular ambitious yet achievable targets for the children. Other Responsibilities
- Participate in scheduled meetings, including a weekly team meeting. • Participate in duty rosters, including taking assemblies.
- Participate in the school's arrangements for performance management and other professional development activities.

In accordance with the provisions of the GDPR Regulations May 2018, jobholders should take reasonable care to ensure that personal data is not disclosed outside the Trust procedures, or use personal data held on others for their own purposes. In accordance with the provisions of the Freedom of Information Act 2000, ensure requests for non-personal information are dealt with in accordance with the Trust's written procedures. The Blue Kite Trust is committed to Safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Teacher Person Specification

Qualifications:	Essential	Desirable
Qualified Teacher Status (QTS)	✓	
Recent in-service training and development, relevant to primary school teaching *with a specific focus on EYFS	✓	
Further qualifications appropriate to primary school teaching		✓
Teaching:		
The ability to deliver quality first teaching	✓	
Successful classroom practitioner, including effective planning and assessment	✓	
Experience of working in close partnership with colleagues	✓	
Able to use positive behaviour management strategies effectively	✓	
Able to engage and motivate learners to achieve their full potential	✓	
Able to create a stimulating, organised classroom environment	✓	
Experience of reflecting and using self-evaluation procedures to secure improvement	✓	
Experience of differentiating learning and including learners with special educational needs and disabilities		✓
Leadership Skills:		
Able to communicate effectively with colleagues, parents and outside agencies	✓	
Able to work effectively within the teaching team	✓	
Experience of leading a subject or whole school initiative		✓
Personal and Professional qualities:		
Able to support the school's vision and contribute to the positive ethos of the school	✓	
Energetic and enthusiastic about teaching and learning	✓	
A team player, committed to working in partnership with others, including the wider community	✓	
Committed to high standards with high expectations of self	✓	
Committed to own personal professional development	✓	
Demonstrate excellent organisational and time management skills including prioritising and working to deadlines	✓	
A belief that every child matters and committed to child protection and ensuring the well-being of each pupil.	✓	