

**Recruitment Pack**  
**Closing Date:**  
**8/5/26**



**St George's**  
Junior School

**Key Stage 2**  
**Teacher**  
**Maternity**  
**Cover**

  
**Empower**  
Multi-Academy Trust  
Inspire • Empower • Achieve



**St George's**  
Junior School

**Key Stage 2 Teacher Maternity Cover**

**Reporting to: Headteacher & Deputy Headteacher:**

**Salary: Main Pay Scale M1-M6**

**Full time**

**Location: St George's Junior School**

**Context:**

- We seek a dedicated and enthusiastic KS2 teacher to join our forward-thinking school. We are looking for someone with excellent behaviour management and interpersonal skills, who can offer creative and stimulating teaching and learning opportunities to our children. You must have the ability to inspire and be passionate about raising standards for all our children through a rich and varied curriculum.

**The Ideal Candidate:**

**Job Description**

This is an exciting opportunity for an experienced teacher to utilise their skills to deliver tailored and high quality lessons to identified groups of pupils. Extensive knowledge of the KS2 curriculum is required and experience of raising attainment in core subjects.

The responsibilities of the post are to be performed in accordance with the provisions of the most up to date edition of the School Teachers' Pay and Conditions Document and within the range of teachers' duties set out in that document. The post-holder will:

- Carry out professional duties in line with the expectations set out in the Teachers' Standards and to have responsibility for an assigned class
- Be responsible for the day-to-day work and management of that class or group as well as the safety and welfare of the pupils, during on-site and off-site activities
- Promote the aims and objectives of the school and maintain its philosophy of education



## St George's Junior School

### Main Duties and Responsibilities

- To create and manage a caring, supportive, purposeful and stimulating environment which is conducive to children's learning.
- To plan and prepare lessons to deliver the National Curriculum ensuring breadth and balance in the subject.
- To identify clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.
- To maintain good order and discipline among the pupils, safeguarding their health and safety.
- To organise and manage groups or individual pupils ensuring differentiation of learning needs, reflecting all abilities.
- To maintain a regular system of monitoring, assessment, record-keeping and reporting of children's progress.
- To liaise with other class teachers in reporting pupil progress and developing next steps.
- To ensure that school policies are reflected in daily practice.
- To support the Headteacher in promoting the ethos of the school.
- To promote the welfare of children and to support the school in safeguarding children through relevant policies and procedures.
- To assess, plan and review pupil learning needs
- Raise attainment and pupil outcomes through high level assessment and effective teaching
- To promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- To recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the Schools Health and Safety policy and any school specific procedures / rules that apply to this role.

This is illustrative of the general nature and responsibilities of the role. It is not a comprehensive list of duties and other tasks may be directed by the Headteacher. An annual review of this job description takes place as part of our performance management.



# St George's Junior School

## Person Specification

### Qualifications:

#### Essential:

Qualified Teacher Status  
Degree

#### Desired

Evidence of relevant INSET and commitment to further professional development  
Additional SEN/Pastoral experience or training  
Training and CPD linked to teaching of a particular subject

### Experience

#### Essential

Teaching in KS2  
Experience of teaching pupils with SEN  
Effective behaviour management strategies

#### Desired

Evidence of teaching in more than one Key Stage  
Experience working in partnership with parents/carers

### Knowledge and Understanding

#### Essential

Providing effectively for the individual needs of all children (eg classroom organisation and learning strategies)  
Planning and preparation of lessons including high quality differentiation  
Statutory National Curriculum requirements at the appropriate Key Stage  
Monitoring, assessment, recording and reporting of pupils' progress  
Ability to analyse data and use assessment to inform actions  
Up to date knowledge of Equal Opportunities, Health & Safety, SEN and Safeguarding & Child Protection  
Effective teaching and learning styles

#### Desired

Ability to analyse data and use assessment to inform actions  
Ability to use technology to enhance educational provision and outcomes  
Awareness of statutory data protection responsibilities

### Skills

#### Essential

Ability to create a happy, challenging and effective learning environment  
Ability to promote the school's aims positively, and use effective strategies to monitor motivation and morale -  
Demonstrate good personal relationships within a team  
Ability to establish and develop close relationships with parents, carers, governors and the community  
Demonstrate effective communication skills to a variety of audiences



# St George's Junior School

## Skills (cont'd)

### Desired:

Ability to lead and develop standards in a curriculum area across the whole schools

A proven track record in raising standards for all children

## Personal Qualities

### Essential

Creative thinker

Team player

Sense of humour

Flexible

Positive

### Desired

Willingness to contribute to extra-curricular activities



## Why would an aspirational Key Stage 2 Teacher join us?



We are committed to developing our staff and to providing opportunities for growth. We want to encourage the career progression of our employees wherever possible, and support staff who wish to move between our schools and the Shared Services Team when suitable roles arise. We also offer secondment opportunities when available.

At Empower Multi-Academy Trust you would be working alongside excellent leaders in education, each with specific areas of expertise. We offer Middle and Senior Leadership development programmes, professional support networks and career development pathways for staff at all levels. In addition, we also have mentoring and coaching programmes, peer learning, internal and external CPD opportunities.

### Health and Wellbeing Services

Working in education is a challenging job and the health and wellbeing of our staff is high on our agenda and a key priority. We have several Trust wide wellbeing initiatives that offer support and guidance for our workforce:

- A Trust Wellbeing Strategy and Charter outlining our commitment to staff wellbeing.
- At least one trained Mental Health First Aider in every location, helping to embed our belief that physical and mental health hold equal importance.
- A network of Mental Health First Aiders and Mental Health Leads who provide support, guidance, and signposting to colleagues across the Trust.
- A Future in Mind network representing all our academies, who signpost staff to wellbeing support and information, and ensure staff voice is heard.
- A designated Trustee sponsor whose role is to ensure staff wellbeing remains a priority
- Wellbeing is a discussion item on each Trustee / Local Governing Body meeting agenda
- Dissemination of annual staff wellbeing questionnaires to inform future actions
- Active engagement in national and international awareness days
- Working towards the Mental Health and Work Commitment and the Education Staff Wellbeing Charter.

Take a look at our employee benefits [HERE](#)





## What we can offer you

### Vision Statement:

Connect, believe, succeed

### School Values:

Ambition; Collaboration; Empowerment; Integrity; Positivity; Respect

## Join Empower Multi-Academy Trust - Where People Matter



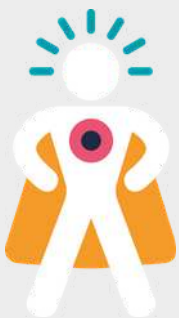
### EMPOWERMENT

We actively promote opportunities for every child, adult and school to influence their own practice and future.



### POSITIVITY

We adopt a 'can do' attitude and an optimistic approach.



### AMBITION

We encourage and support every child, adult and school to aim high to achieve their aspirations.



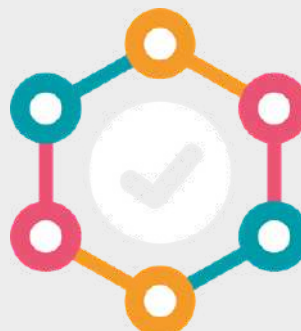
### RESPECT

We are thoughtful and considerate to ourselves, others and the environment.



### COLLABORATION

We work together to support everyone to achieve their aims.



### INTEGRITY

We are honest, transparent and fair in everything we do.



Welcome from the Headteacher

Dear Applicant,

Thank you for your interest in joining our school community. At St. George's Junior School, our vision is clear: Connect. Believe. Succeed. We believe that education is about building strong connections—between staff, pupils, families, and the wider community—because together we achieve more.

At St. George's Junior School, we connect with one another in a caring and inclusive community, believe in the unique potential of every individual, and inspire each and everyone to succeed academically, socially, and personally.

Our values, expressed through 'ICARE', guide everything we do:

- Integrity – Acting with honesty and fairness in all we do.
- Collaboration – Working together to share ideas and support one another.
- Ambition – Striving for excellence and encouraging everyone to reach their full potential.
- Respect – Valuing diversity and treating everyone with dignity.
- Empowerment – Giving our pupils and staff the confidence and tools to succeed.

These values are not only central to our school but also reflect the principles of Empower Trust, ensuring that we work collectively across the Trust to provide the very best opportunities for every child. By joining us, you become part of a wider community committed to integrity, collaboration, ambition, respect, and empowerment—values that underpin everything we do.

If you share our vision and values, we would be delighted to receive your application and explore how you can contribute to our journey of success.

Warm regards,

Kelly Lee  
Headteacher



## Application & Selection Process

Please complete the online application form in full and submit with a supporting letter detailing how your skills, experience and attributes demonstrate your sustainability for the role.

Applications should be sent to Sharon Pacini, Business Manager, via the My New Term platform.

**The closing date for applications is: 8/5/26**

**Interviews will be held on: 15/5/26**

### **Selection Procedure:**

Successful candidates will be invited to interview on 15/5/26

More detailed information about the interview process will be provided to shortlisted candidates.

### **Safer Recruitment:**

Empower Trust is committed to safeguarding and protecting the welfare of children and expects all staff and volunteers to share this commitment. As part of our recruitment process all successful candidates will be subject to a Disclosure and Barring Service check along with other relevant employment checks.

### **On the day interview:**

All applicants will be required to bring in a minimum of three pieces of identification which verify their name, date of birth and current address., one of which must be a form of photographic identification.

### **The following are acceptable:**

- Valid passport, birth certificate or driving licence
- Additional proof of address such as a recent utility bill, council tax bill or bank statement (at least two are required and should be dated no more than three months ago)

**Applicants will also need to bring their qualification certificates.**

**Appointments are subject to the receipt of satisfaction references. References will be sought from the current employer and gaps in employment history followed up.**

### **Data Protection:**

You should be aware that the information you provide will be stored at Empower Trust and will not be passed to any third party. Please also refer to our Recruitment Privacy Notice.



## PRIVACY NOTICE - JOB APPLICANTS

This privacy notice advises job applicants of the Trust's commitment to data protection responsibilities of privacy and confidentiality relating to the collection and processing of their personal information.

We collect and process your personal data as part of the recruitment process in relation to the role you are applying for. All Headteachers and Managers involved in the recruitment process have responsibility for ensuring that applicants' personal information is held and processed in the correct way.

### What is personal information

Personal information is any information that relates to you and can be used directly or indirectly to identify you, such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural, or social identity of that natural person (GDPR article 4).

Special categories of personal data means information about an individual's racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, health, sex life or sexual orientation and biometric/genetic data (GDPR article 9).

### Legal Basis for Using Personal Data

We collect personal data only for specified, explicit and legitimate purposes, whether or not by automated means, such as collection, recording, storage, retrieval, use, disclosure, dissemination, erasure, or destruction (GDPR article 4).

1. We process personal data lawfully, only where it is adequate, relevant, and limited to what is necessary for the purposes of processing.
2. We keep accurate personal data, only for the period necessary for processing, and take all reasonable steps to ensure that inaccurate personal data is rectified or deleted without delay.
3. We adopt appropriate measures to make sure that personal data is secure, and protected against unauthorised or unlawful processing, accidental loss, destruction, or damage.
4. We do this to ensure a candidate is suitable for the role and to make sure reasonable adjustments can be made for those applicants who have a disability.
5. Processing of personal data ensures that a fair recruitment process has taken place.

We will not process personal data of applicants for reasons other than the recruitment and selection process. Where we process special categories of personal data or criminal records data to perform obligations, this is done for legal reasons. We will update personal data promptly if an applicant advises that his/her information has changed or is inaccurate.

To operate an effective recruitment process, we will collect and store personal information you submit as part of the application process. By submitting your personal information, you are consenting to us using it in accordance with this policy. You are under no obligation to provide your consent for the organisation to hold your data out-side of the recruitment process. If you do not consent to the organisation holding, processing, and sharing your personal data during the recruitment process, we may not be able to process your application.

In some cases, the organisation will need to process data to ensure that it is complying with its legal obligations. For example, we must check an applicant's entitlement to work in the UK.



## What data do we hold on you?

**The personal data we hold regarding you can include, but is not limited to, information such as:**

- Your name and address.
- Email address and telephone number.
- Date of birth.
- Equal opportunities monitoring information.
- Your nationality and entitlement to work in the UK.
- National insurance number.
- Information about your current salary and benefits.
- Qualifications and skills.
- Work experience and employment history.
- Information about your criminal record.
- Disability status to enable us to make any reasonable adjustments throughout the recruitment process.

**Any applicant wishing to see a copy of the information about them that we hold should contact the organisation**

## Who can access your personal data?

Your personal data may be shared internally with other members of staff involved in the recruitment process for them to perform their roles. Throughout the recruitment process we maintain strict confidentiality and only process and retain personal data of unsuccessful applicants for up to 12 months before being deleted or destroyed.

How do we protect applicants' personal data?

Our servers and storage systems are based in the UK and we have ensured that appropriate safeguards are in place to protect your personal data.

We take the security of your personal data very seriously. Internal policies and controls are in place to try to ensure that data is not lost, accidentally destroyed, misused, or disclosed, and is not accessed except by our employees in the performance of their duties. Where we engage third parties to process personal data on our behalf, they do so based on written instructions, are under a duty of confidentiality and are obliged to implement appropriate technical and organisational measure to ensure the security of data. For example, we ensure that we use encrypted devices, uses passwords, virus protection and has firewalls.

## What rights do you have in relation to your information?

You have the following rights in relation to your personal data: -

- The right of access to the personal data and supplementary information. This right is to enable you to be aware of and verify the lawfulness of the personal data we are processing.
- The right to rectification. This right allows you to have personal data rectified if it is inaccurate or incomplete.
- The right to erasure. This is also known as the 'right to be forgotten'. This is not an absolute right and applies in specific circumstances.
- The right to restrict processing. The right applies in circumstances where, for example, the data subject contests the accuracy of the data or challenges the public interest or legitimate interest basis. Further guidance can be obtained from the ICO's website.



- The right to data portability. This allows individuals to obtain and reuse their personal data for their own purposes.
- The right to object. Individuals have the right to object to:
  - Processing based on legitimate interests or the performance of a task in the public interest / exercise of official authority.
  - Direct marketing
  - Processing for scientific / historical research and statistics.
  - Rights in relation to automated decision making and profiling.

Further guidance and advice on the above rights can be obtained from the ICO:

<https://ico.org.uk/for-organisations/guide-to-the-general-data-protection-regulationgdpr/individual-rights/>

This policy may be subject to change, and any changes. We recommend that you check the Privacy Notice each time you submit an application. If you have a concern about the way we are collecting or using your personal data, we ask that you raise your concern with us in the first instance by contacting the Data Protection Officer on [admin@empowermat.co.uk](mailto:admin@empowermat.co.uk) Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns> to raise any issues you have.

