



KS2 Teacher

Spa Academy Askern

Junior School



RECRUITMENT INFORMATION PACK

Contents

- Executive Headteacher Letter
- Vacancy Advertisement
- Trust Vision and Mission Statement
- Application Process
- Job Description
- Person Specification

March 2026

Dear Applicant,

Thank you for your interest in the role of KS2 Teacher at Spa Academy.

Within this application pack you will find a job description and person specification, as well as information on the Trust and how to apply. I would strongly encourage you to visit the Academy website on www.spaacademyaskern.com and our Facebook page – [Spa Academy Askern | Doncaster | Facebook](#), to see up to date information on life at Spa Academy. Please also arrange to visit the school: it would be our pleasure to meet you and show you round.

The successful applicant will be assured of a thorough induction to the academy and support for their own professional development. We are looking for a person who is fully committed to making a difference, who has energy and determination, and wants to shape the future of both an academy and a community.

At Spa Academy, we aim to ensure that our pupils are creative, honest, perseverant, respectful, and responsible team players that are equipped with the knowledge, skills and character to succeed. Everything we do is centered on the belief that 'better never stops'. Spa Academy aims to develop pupils that:

-  show creativity in their desire to achieve beyond expectations
-  recognise that the path to success requires perseverance and teamwork
-  demonstrate honesty and integrity
-  take responsibility for their future
-  respect our learning community, environment and wider society.

We hope that you feel Spa Academy will be the right academy for you and you intend to apply for the role. We believe that it is a great place to work and that you will find this role rewarding and enjoyable. We would encourage you to arrange a visit to meet all of the team.

Yours faithfully,

Sarah Lathlane
Executive Headteacher

SPA ACADEMY – TEACHER MPS

Are you a passionate and dynamic educator with a proven track record of delivering exceptional pupil outcomes? Spa Academy is on the lookout for a highly motivated teacher to join the team in our thriving setting and contribute to our commitment to excellence in education.

The school is part of Leger Education Trust and values innovation, diversity, and academic excellence. We are committed to providing a high-quality education for all pupils and offer a wide range of learning experiences that will inspire, engage and motivate all learners, leading to success and achievement.

At Spa Academy, we believe in fostering a nurturing and inspiring learning environment. Our dedicated team is committed to providing an education that empowers students to achieve their full potential.

We are seeking an enthusiastic and driven individual to join our teaching team. This role is perfect for a forward-thinking and creative educator who is passionate about making a positive impact on pupils' lives. As a KS2 teacher, you will play a crucial role in shaping our pupils' futures, contributing to their readiness for the next stage of their education.

Spa Academy Askern is situated in the ex-mining village of Askern, approximately 10 miles North of Doncaster on the border of West and North Yorkshire and with easy access to both the A1 and the M62. Our catchment area includes Askern and the surrounding villages.

We are committed to becoming a 'truly great school' in every aspect and we believe that high-quality teaching will ensure pupils make excellent progress. We pride ourselves on being a reflective school that values research and seeks opportunities to collaborate with other schools to strengthen pedagogy. Our expectations for our pupils and also ourselves are high, and as a result we are looking for a particular individual who can meet these expectations.

Please look at our website for further information: www.spaacademyaskern.com

Start date: September 2026.

Our Vision

Truly great students in truly great schools

Our Mission

A high-quality learning experience that fulfils all students' potential, shapes their individual character and allows them to thrive.

Our Vision

Truly great students in truly great schools

Our vision is simple... we want to nurture all our students to be amazing young people who are ready to thrive and shape our world. Through excellent teaching, leadership, governance and parental support we will achieve this together and, as a result, have schools of which we can all be proud.

A truly great student in our Trust embodies each of our four values; they take pride in their actions, have high ambitions for themselves and others, take responsibility and demonstrate integrity in everything they do.

Our Mission

A high-quality learning experience that fulfils all students' potential, shapes their individual character and allows them all to thrive

To achieve our vision, we will provide all students in all our academies with a high-quality learning experience, every lesson, every day, which focuses on developing their unique character. The Trust culture will ensure that students are happy, safe, positive and the needs of every individual are met.

All students will have a voice in their education and their future. This experience will foster independence, a sense of community and an appreciation of sustainability and the environment in which they live.



Pride

We are the champions of our students, our Trust and our people

We do our best at all times and present ourselves positively and respectfully. We promote everything that is great, celebrate our schools and we believe in the contribution of every individual



Ambition

We challenge ourselves to innovate and do better every day

We set the highest of standards for ourselves and others and we are outward facing and life long learners. We genuinely show that we want the best for all and are always eager to embrace self development and improvement



Integrity

We operate with honesty, transparency, and serve our community

We have a clear moral awareness and appreciation of how our actions impact on those around us. We care for each other and promote altruistic behaviours



Responsibility

We act responsibly, take ownership for our actions and care for each other

We know how to achieve our goals and demonstrate the initiative and independence to reach them. We embrace challenges and persevere when things get difficult. We become role models for others whilst valuing and celebrating diversity

The Application Process

Spa Academy Askern is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Further details about Spa Academy can be found on the website: www.spaacademyaskern.com and also the Facebook page – [Spa Academy Askern | Doncaster | Facebook](#)

Candidates will be notified of their progress through the application via MyNewTerm™. Written references will be sought on all short-listed candidates before interview.

If you have any queries on any aspect of the application process or need additional information, please contact Spa Academy.

Key dates:

Closing date for receipt of applications: **Friday 17th April – 12 noon**

Shortlisting: **Friday 17th April**

Interview date: **Friday 24th April**

Job Description: KS2 Teacher

Job Title:	KS2 Teacher Specific Responsibilities: Class Teacher
Grade:	Standard National scale in line with the current School Teachers' Pay and Conditions document
School:	Spa Academy Askern
Salary Scale:	MPS
Responsible to:	The Executive Headteacher and the Governing Body
Supervisory responsibility:	Teaching Assistants and Higher-Level Teaching Assistants
Duties of post holder	Carrying out the professional responsibilities outlined below and the supervision of support staff. All teachers must uphold the standards of personal and professional conduct at all times, ensuring honesty and integrity prevails in every situation. Teachers must maintain appropriate professional boundaries and respect the unique position of trust as a teacher at all times.

MAIN PURPOSE OF THE JOB

To be responsible for, the management and support of children in your class; the knowledge and planning of the curriculum; assessment, recording and reporting; the classroom environment and effective communication with parents and external agencies to achieve effective learning for all pupils.

- To consistently provide high standards of teaching and curriculum planning to extend and build pupils' knowledge.
- To provide a teaching and learning environment that is appropriate to the tasks and in line with the Academy expectations.
- Be responsible for the teaching of pupils, developing a stimulating and challenging learning environment which secures effective learning and provides high standards of achievement.
- To deliver teaching and learning according to the educational needs of pupils, including the setting and marking of work to be carried out by pupils both in school and at home.
- To have excellent subject knowledge and use imaginative teaching strategies that match individual needs and engage pupils in challenging tasks
- Ensure that the curriculum is broad and balanced and meets the needs, aptitudes and interest of pupils, promoting successful progression within Primary phase. To work with all staff to provide high quality learning setting high expectations and establishing a stimulating environment for pupils.
- To know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- Manage behaviour effectively to ensure a good and safe learning environment, establish a framework for discipline with a range of strategies.
- Demonstrate an ambitious vision for the school and strive for high expectations for every pupil by setting high standards and leading by example in all areas of work.
- Ensure that a consistent approach to policies and procedures is adhered to
- Work effectively at all times with the governing body, parents, members of staff and other schools as representative of the school.
- To focus on improving teaching and learning to pursue excellence for the school.
- To effectively manage and deploy support staff, financial and physical resources within the key phase to support the delivery of the curriculum.
- Ensure that deadlines are met on a timely basis.

- To formulate a clear view of the capabilities of each child, set challenging achievable targets for each child and to monitor and review their performance targets during the year in order to raise standards
- To participate in the planning, development and differentiation of teaching and learning which will allow all pupils to have maximum access to high quality provision.
- To undertake rigorous and focused assessments, update records and tracking documents and produce assessment reports when required.

Professional development

- Be proactive in identifying high quality CPD opportunities to improve quality of own teaching and learning.
- Take part in appraisal procedures.
- To take part in further training and development.
- To have due regard for safeguarding and promoting and welfare of children and to follow the child protection procedures adopted by the school.

FULFIL WIDER PROFESSIONAL RESPONSIBILITIES:

- Work collaboratively with others to develop effective professional relationships.
- Deploy support staff effectively as appropriate.
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate.
- Communicate and co-operate with relevant external bodies.
- Make a positive contribution to the wider life and ethos of the school.
- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality.
- Perform any reasonable duties as requested by the headteacher.

Person Specification

	Essential	Desirable	How Assessed
Qualifications:			
Degree and Teaching Qualification	✓.		Application form
Enhanced DBS	✓.		Application form
Ongoing CPD portfolio		✓.	Application form
Further degree or diploma		✓.	Application form
Knowledge, Skills and Abilities			
Experience of successfully teaching pupils with a wide range of learning difficulties in both mainstream and special settings.	✓.		Application form and interview
Recent experience of teaching pupils in at least two Key Stages.	✓.		Application form and interview
The ability to work constructively in partnership with all stakeholders, establishing positive and effective collaborations with parents, governors, other schools, external agencies and the local community	✓.		Application form and interview
The commitment to a positive, diverse and inclusive school ethos which values each individual and challenges any form of discrimination.	✓.		Application form and interview
Knowledge of recent educational developments, initiatives and legislation, and how they may impact on the school.		✓.	Application form and interview
The ability to create a safe and stimulating environment that contributes positively to teaching and learning, with the knowledge and skills to promote high standards of discipline and behaviour.	✓.		Application form and interview
A proven ability in the use of information and communication technologies and of their application in management and education.	✓.		Application form and interview
Experience of, and commitment to, broadening the range of opportunities available to pupils through extra-curricular/extended school activities.	✓.		Application form and interview

Personal and Professional Skills and Attributes:

Proven ability to self-motivate, use initiative and lead pro-actively.	✓.		Application form and interview
Good organisational skills and the ability to have a flexible and adaptable approach.	✓.		Application form and interview
The ability to manage time effectively.	✓.		Application form and interview
To possess excellent listening, written and oral communication skills, the ability to chair meetings, make presentations and to communicate effectively with pupils, parents, governors and staff.	✓.		Application form and interview

Leger Education Trust will require the appointed candidate to gain satisfactory relevant background checks in accordance with safer recruitment guidelines; this will include an Enhanced (with Barred) Disclosure check.