



**Orion
Education**

Class Teacher



**Improving
Outcomes
Transforming Lives
Enabling Social Mobility**

Recruitment Pack

 **Orion
Scotts Park**

Welcome from the CEO

Thank you for showing an interest in our pupils, our schools, and our Trust. This is an exciting time to join Orion Education. We are a very different organisation in 2024 than we were four years ago.



Simon Garrill
Chief Executive Officer

Thank you for taking the time to look, and for showing an interest in one of the roles in our schools. In a long career in education, starting out as an English teacher, I have loved the fact that I get to work with some fantastic young people and a group of like minded professionals who have a real passion for their work and share the same values. There aren't many professions where that is the case.

We are driven by our desire to do the best for our young people. Our reason to exist is to improve outcomes, transform lives and enable social mobility. Our values of trust kindness and endeavour underpin our work, and we succeed through ensuring a healthy culture and academic rigour. This emphasis on leadership involves nurturing a robust pipeline of leaders deeply committed to our values and mission. Collaborative partnerships are integral to our goals, as we seek to forge strong partnerships to amplify our impact.

At Orion Education, we take pride in the work that we do to develop our teachers and our leaders. Our approach to instructional coaching and leadership development has been recognised nationally. We are at the forefront of a coaching model that supports you in making the most of your career. Our expectations of ourselves and each other are high. In return we offer you unrivalled professional development, so that you can fulfil your own ambitions. Finally, I am extremely grateful for your interest in our Trust. We are moving forward at a rapid rate and it's an exciting time to join us.

Shaw

Our Four Critical Questions

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**Why do
we exist?**

To improve outcomes, transform lives and enable social mobility.

**What do
we do?**

Trust • Kindness • Endeavour

Through a clear backbone, strong culture, academic rigour and smart systems.

**How do we
behave?**

We create a strong network of schools which transform the lives of students by enabling them to achieve high educational and personal goals, regardless of their background.

**How do we
succeed?**

The Orion Backbone

The Orion Backbone provides clarity on the elements of our schools that are standardised or aligned.

Mission & Values

All schools share the trust four critical questions. We exist to improve outcomes, transform lives and enable social mobility.

Quality Assurance

Our school workflow captures the rhythm of the work that we do. We undertake regular cycles of structured monitoring to ensure that our schools are accelerating the progress of the students in their care.

Curriculum

The curriculum within our schools is designed around our principles of focused, coherent, sequenced, and inclusive. Where we can enhance collaboration and reduce workload, we standardise some elements. However, teachers do adapt the curriculum based on the needs of the students in their class.

CPD

We allocate 7 training days to the teachers in our schools. All our teachers take part in instructional coaching. In addition, we provide enhanced levels of training for our leaders to develop their expertise in their current role and to prepare them for their next role.

Behaviour & Routines

It is essential that we have the highest expectations of behaviour within our schools. Good discipline and order are the foundation upon which pupils learn. Our common culture rubric and our behaviour, along with a codified approach to routines ensures that our schools are great environments in which to learn and teach.

Assessment & Feedback

Our assessment and feedback calendar captures the rhythm of our assessment and data collection. Data driven instruction and responsive teaching ensure that formative assessment is central to pedagogy.

Workload

Schools are expected to streamline workload as much as possible. We limit the number of assessment points within our calendar and ensure that teachers do not undertake unnecessary administrative tasks.

SEND

Adaptive teaching is at the core of our approach to meeting the individual needs of pupils. We share best practice and undertake annual reviews of SEND to ensure that pupils make progress. All our schools are open and welcoming places for pupils with SEND.

Safeguarding & Attendance

Safeguarding is the responsibility of all. Our standardised approach to safeguarding and the support that we give our schools ensures that all children are kept safe. External reviews scrutinise the work that we do.

Teaching

Teaching is responsive to the needs of pupils. Our lesson framework based on the Rosenshine principles helps teachers to frame learning. However, we understand that each lesson will be different and will be designed to meet individual needs of pupils with adaptive teaching.

Performance & Appraisal

We share a common approach to performance management and appraisal by providing a highly supportive and professional environment. Our talent programme ensures that colleagues who are talented and ambitious to progress are supported to do so.

Operations

We take pride in running our schools well. Governance, IT, estates, finance, communications, and marketing are all within our Backbone.

Our Schools

There are currently four secondary schools and four primary schools within the Trust. Four of the primary schools and three of the secondary schools are located within Bromley, South East London. A further secondary is close to Canterbury in Kent. These schools include:

Secondary Schools



11 - 18



11 - 16



11 - 18



11 - 18

Primary Schools



4 - 11



4 - 7



4 - 11



4 - 11

Candidate Charter

Orion Education wants every candidate to have an informed, engaging and positive experience, and to support this we've created our Candidate Charter which outlines our commitment to you.

Our Commitment to You

- **Transparency** we will treat you with respect, honesty and fairness
- **Protecting your privacy** we'll ensure your information is secure and handled sensitively
- **Understanding** you'll be given everything you need to make informed decisions
- **Showcasing** talent we'll provide a good opportunity for you to share your skills, experience and potential
- **Feedback** we will provide constructive feedback professionally and promptly
- **Listening** we welcome feedback and we'll act on what you have to share
- **Inclusivity** our hiring decisions align with our commitment to create a high quality, diverse workforce

We Will

- Provide you with clear, accurate and timely information
- Give you the opportunity to ask questions – and we'll ensure you get the answers you need
- Respond to enquiries promptly and usually within 24 hours during the working week
- Adopt a fair and consistent assessment process
- Make sure you have all the documentation and details you need for an interview, well in advance
- Provide you with real insight about what it's like to be part of our team
- Ensure all offers are fair and equitable
- Seek feedback on your experience at every opportunity, so we can continue to improve

In Return We Ask that You

- Be honest and upfront about your experience, aspirations and motivations
- Provide open and accurate information when submitting an application
- Always give yourself the best opportunity to succeed - research who we are and how we work
- Let us know if situations change in relation to your interest - and help us understand why
- Prepare yourself for interview and let us know how we can support you

Your Wellbeing at Orion Education

We know that, to achieve our vision, it is our people who will make the big difference. That is why we are continuously reviewing our wellbeing offering through the implementation of our wellbeing strategy.

Wellbeing Strategy

Our strategy aims to represent a commitment to an integrated approach to staff wellbeing that creates:

- a sense of belonging
- an environment and culture based on our vision, mission and values
- an environment where staff wellbeing is integrated into day-to-day practices
- an environment that recognises skills and encourages personal development
- encouragement and support for employees to develop and maintain a healthy lifestyle
- support for people with manageable health problems or disabilities to maintain access to or regain work
- improved staff satisfaction, recruitment and retention.

Our Commitment

- development of the Orion Education wellbeing charter
- protected time for PPA
- needs based flexible approach
- improving working lives through employment policies such as flexible working, absence management, menopause, mental health and dignity at work
- creating a safe place to work through health and safety strategy and initiatives
- ensuring that all line managers support staff through regular line management meetings
- decreasing the interval between treatment and return to work through occupational health referral and advice
- career development through continual professional development (CPD)
- personal support through the Employee Assistance Programme counselling service
- adherence to the rarely cover policy
- reducing workload through sharing best practice and agreeing smarter ways to work in line with the backbone.

Why work for us

Competitive salaries

We offer competitive salaries for both teaching and non-teaching staff based on the type and level of role you do with automatic pay progression for main scale teachers. Pay ranges are reviewed annually with our recognised unions.

Pension Scheme

All contracted members of staff will be automatically enrolled into a career-average pension scheme with either the Teachers' Pension Scheme or the Local Government Pension Scheme (whichever is appropriate). You don't pay tax or National Insurance on your contributions and Orion Education adds a generous employer contribution, which varies depending on your salary.

Professional Development

Key to our ongoing success our development programmes are second to none.

Our commitment to instructional coaching ensures a consistent approach to teacher development across our schools.

Our Trust conference, online CPD modules and in-school service training supports you to achieve your goals whatever they might be.

Additionally, our programme of Trust Twilights provides our teachers with opportunities for deliberate practice and curriculum development planning.

Our early career teachers benefit from weekly mentoring and coaching, alongside a thorough training programme and additional Trust-wide events.

We also have opportunities for practitioner research and access to an NPQ programme through National Institute of Teaching.

Benefits

For a full list of our benefits, please visit our website [Orion Education - Staff Benefits](#)

Welcome from the Executive Principal

Welcome to Orion Scotts Park Primary School, Part of the Orion Education family. Located in the heart of the Bromley community, we take great pride in our ethos of 'educating the whole child.' We work closely with children and families to help every child become confident, kind, and ready to face their future.



Mr Andy Bocchi
Exec Principal

Our support extends beyond academic subjects to nurture growth in all areas of life, encouraging children to be proud of their achievements and always believe in themselves.

As a values-driven school, our core principles of Trust, Kindness, and Endeavour serve as the golden thread running through everything we do. These values shape every aspect of school life, guiding our students to be resilient, accepting of others, and inspired to dream big while working hard to achieve their goals.

We embrace British values and celebrate diversity, developing the skills our children need to become successful lifelong learners. The primary years are crucial for shaping confidence, character, and future ambitions, which is why we provide extensive opportunities for children to take on leadership roles and make a positive impact in our school community.

Our amazing staff are caring, hardworking, and committed to giving every child the best learning experience possible within our safe, supportive, and loving environment. I'm excited to welcome you to Orion Scotts Park and show you just how special our school family truly is.

About our School

At Scotts Park, we are proud to be a caring and inclusive school where every child is supported to thrive — academically, creatively, and personally. Our core values of Trust, Kindness, and Endeavour are at the heart of everything we do, shaping the way we learn, play, and grow together.

We are committed to high academic standards, and our children consistently achieve excellent outcomes across all areas of the curriculum. Through high-quality teaching, personalised support, and a rich learning environment, we ensure every child is challenged, motivated, and inspired to reach their full potential.

We are fortunate to have extensive, beautiful school grounds, including our very own woodland, which provide exceptional opportunities for outdoor learning, play, and sport. These natural spaces are home to our thriving Forest School programme, where children explore, learn, and grow through hands-on experiences in nature. Our woods offer the perfect environment for children to develop confidence, resilience, and independence in a calm and inspiring setting. Our large school field supports a wide variety of PE lessons, games, and sports activities, helping children stay active, healthy, and engaged. From athletics to team sports, our grounds give every child the chance to enjoy physical education in a spacious, well-equipped outdoor environment.

Play is also central to our school day. Our innovative OPAL (Outdoor Play and Learning) playground ensures that breaktimes are full of imagination, creativity, and joyful exploration. Children are encouraged to play freely, solve problems, take risks, and collaborate – building essential life skills through meaningful play.

Music is a key part of life at Scotts Park. From whole-school singing and instrumental lessons to performances and choir, we celebrate creativity and expression in all its forms. We also offer a wide range of extra-curricular clubs and activities, including drama, art, sports, and more. These opportunities allow children to discover new interests, build confidence, and form lasting friendships beyond the classroom.

Parents consistently choose Scotts Park as their first choice because of our welcoming atmosphere, dedicated staff, and whole-child approach to education. We work closely with families to ensure every child feels safe, valued, and inspired to achieve their very best.

Together, we grow with Trust, Kindness, and Endeavour.

About The Role

Class Teacher - Main Pay Scale

Orion Education is a values-led organisation, driven by a determination to create welcoming and open schools for the local community, where every person thrives, makes excellent progress and succeeds. We are committed to improving outcomes and transforming lives, realising social mobility, and the transformative power of education. We value the difference in all of our schools while seeking to bring them together around a framework that delivers an enriching experience and a great education for the young people within our care.

We want the very best for all of our young people. Our plan to ensure we deliver great schools is underpinned by our shared values of trust, kindness and endeavour. Our schools and our staff are collaborative, and we see to create consistency and quality throughout.

Our leaders create improvement in schools that is robust and sustainable. We are as enthusiastic about developing and nurturing our staff, as we are about developing our young people. Our professional development programs and our approach to school improvement provide quality and rigour while creating a depth of experience and learning for our staff.





Job Description

Job Title	Class Teacher
Closing Date	8 th February 2026. Interview's w/c 9 th February 2026
Salary	Main Pay Scale
Contract Type	Permanent
Working Hours	Full Time
Location	Orion Scotts Park
Reporting To	Executive Principal

Summary of the role

To improve outcomes, transform lives and enable social mobility

- To live the vision and values
- To implement and deliver an appropriate broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area, as appropriate
- To monitor and support the overall progress and development of pupils
- To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential
- To contribute to raising standards of pupil attainment
- To share and support the trust responsibility to provide and monitor opportunities for personal and academic growth.

Teaching

- To teach pupils according to their educational need, including the setting and making of work
- To assess, record and report on the attendance, progress, development and attainment of pupils and keep such records, as are required
- To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils
- To ensure that ICT, Literacy, Numeracy and subject specialisms are reflected in the teaching/learning experience of pupils
- To undertake a designated programme of teaching
- To ensure a high-quality learning experience for pupils which meets internal and external quality standards
- To prepare and update subject materials
- To use a variety of delivery methods which will stimulate learning appropriate to pupil needs and demands of the syllabus
- To maintain discipline in accordance with the trust procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework
- To undertake assessment of pupils
- To mark and give written and verbal feedback, as required

Operational/Strategic Planning

- To assist in the development of appropriate resources, schemes of work, marking policies and teaching strategies in the subject area
- To contribute to the subject areas' development plan and its implementation
- To attend all appropriate meetings
- To plan and prepare courses and lessons
- To contribute to planning activities

Staff Development

- To take part in the staff development programme by participating in further training and professional development
- To continue personal development in the relevant areas including subject knowledge and teaching methods
- To engage actively in the Performance Management Review process
- To ensure the effective and efficient deployment of classroom support
- To work as a member of a designated team and to contribute positively to effective working relations within the trust

Quality Assurance

- To help to implement academy quality procedures and to adhere to those
- To contribute to the process of monitoring and evaluation of the subject area in line with agreed Trust procedures, including evaluation against quality standards and performance criteria
- To seek and implement modification and improvement, where required
- To review methods of teaching and programmes at work
- To take part, as may be required, in the review development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

Management of Information

- To maintain appropriate records and provide relevant accurate and up to date information for Management Information Systems (Arbor), registers etc.
- To complete the relevant documentation to assist in the tracking of pupils
- To track pupil progress and use information to inform teaching and learning

Communications

- To communicate effectively with the parents of pupils, as appropriate
- To communicate and co-operate with people or bodies outside the school, where appropriate
- To follow agreed policies for communications

This job description is not necessarily a comprehensive definition of the post. You may also be required to undertake other comparable duties as the Executive Principal requires from time to time.

Person Specification

Area	Essential	Desirable	Method of Assessment
	<p>These are the qualities without which , the applicant could not be appointed</p>	<p>These are the extra qualities which can be used to choose between applicants who meet all of the essential criteria</p>	
Qualifications	<ul style="list-style-type: none"> • DfE recognised Qualified Teacher Status • Graduate in relevant subject 	<ul style="list-style-type: none"> • Relevant CPD 	<p>Application Certification</p>
Experience	<ul style="list-style-type: none"> • Successful teaching experience at primary level • Strong teaching ability backed up by good and outstanding outcomes • Tailored teaching that challenges and supports students • Experience of writing lesson plans, developing resources and assessing pupils work 		<p>Application Interview References</p>
Knowledge & Skill	<ul style="list-style-type: none"> • High expectations which motivate and challenge pupils • Excellent subject knowledge • Understanding of the primary curriculum • Understanding how pupils learn • Highly tailored planning using scheme of work • Effective use of formative assessment • Behaviour management to support a disciplined and joyful culture • Understanding of inclusive provision and practices which offer 	<ul style="list-style-type: none"> • Understanding of what makes an Orion Education school different and successful • SEND theory and practice 	<p>Application Interview References</p>

	<p>equality of access of access to the curriculum for all pupils, including SEN, EAL and high achievers</p> <ul style="list-style-type: none"> • Good level of ICT skills 		
Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Values driven • Mission aligned • Humble and kind • Motivated, enthusiastic and flexible • Excellent interpersonal skills • Good sense of humour • Desire to develop yourself Ability to receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to safeguarding • Commitment to equality of opportunity, valuing diversity and the safeguarding and welfare of all pupils • Commitment to the full life of the Trust 	<ul style="list-style-type: none"> • Willingness to offer extra-curricular provision 	<p>Application Interview References</p>

We reserve the right to end this vacancy early should we receive an overwhelming response. All candidates are advised to refer to the job description and person specification before making an application

Orion Education is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check and where applicable, a prohibition from teaching check will be completed for all applicants. Orion Education is fully committed to equality and to valuing diversity as an employer and a provider of education.

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