



'Washwood Heath Academy is an inclusive and nurturing place of learning... Pupils flourish and achieve strong outcomes' - Ofsted Report, May 2025

Key Stage 2 Teacher - Primary Phase



An Introduction to Washwood Heath Academy and the Primary Phase

In March 2019, Washwood Primary pupils and staff moved into the purpose-built Primary building on the Washwood Heath Academy campus. It is a beautiful building with excellent teaching and learning facilities for children and staff. The Primary building is separate from the Secondary buildings, with its own playgrounds, but with access to Secondary facilities including music rooms, Science Labs, PE facilities, Drama studio, Art rooms and outside space. We plan and develop our 'All Through' activities to enable us to work together at opportunities throughout the year, including during Sports Days, Workshops, Library Events, Awards Ceremonies, Assemblies, Concerts and other events and celebrations.

Within the Primary Phase at Washwood Heath Academy, we believe in creating and sustaining a positive and uplifting culture for our children and each other. We are a caring and nurturing environment, which aims to develop all of our core **HEARTS values: Happiness, Excellence, Achievement, Respect, Resilience, Tolerance and Self-Belief**. We go above and beyond to ensure that everybody within our school community feels respected, challenged, supported and safe. We believe in being: **Ready, Respectful and Safe** and we expect all visitors to our school to uphold our three rules. We aim to provide our children with an excellent curriculum providing high-quality teaching and learning which equips our pupils with the right tools for them to achieve and to provide them with the most effective environment that ignites curiosity and wonder. We support our families in ensuring that they too, can provide the right environment for our children to learn effectively and to grow securely academically, emotionally and mentally. Together as one school, Washwood Heath Academy provides a safe and caring environment for our pupils led by highly effective staff whose main aim is to ensure a continuing ethos of a love for learning, quality education, resilience and respect whilst receiving excellent teaching and learning.





Washwood Heath Academy is a large All Through Academy with almost 1700 learners across the key stages. The Primary phase is a 1 form entry school which ensures we can care and cater for the needs of all in a caring and family orientated way. Every year, our 30 Year 6 pupils transition into Washwood Heath Year 7 and join a further 250 children from other local primary schools. In addition to teaching staff and teaching assistants, the Primary phase currently has a Pastoral Manager, SENCO, Assistant Head and Head of Primary Phase. The Primary phase works closely with the secondary phase and enjoys a special relationship, which positively benefits all.

In May 2025, Washwood Heath Academy experienced its second Ofsted inspection as an All-through Academy and was graded 'Good' in all categories. Ofsted reported that **'Washwood Heath Academy is an inclusive and nurturing place of learning... Pupils flourish and achieve strong outcomes. Pupils state that their school is like a family away from home. As a result, pupils feel valued and learn very well.'** Ofsted Report, May 2025.

Since September 2019, Washwood Heath Academy implemented and embedded a knowledge-rich curriculum across all phases of the Academy. Primary outcomes are continually improving, phonics is a strength, with EYFS data being stronger than National. **'Pupils in the primary phase learn the curriculum well. The warm and respectful relationships are a pleasure to observe. Pupils' behaviour is excellent.'** – Ofsted Report, May 2025

We are looking for an UKS2 teacher with Y6 experience, to work alongside our friendly Primary and Secondary colleagues to further enhance the teaching and learning of pupils and the further enhancement of the curriculum. This role will see the successful candidate teach in Y6 during the afternoons, covering the Y6 teacher's (who is AHT) leadership release. The role will also involve PPA/Management release in KS2 and working with the Y6 teacher to teach groups of Y6 pupils during mornings.

In March 2025, Ofsted praised the **'whole school focus on reading. Pupils state that their school is like a family away from home. As a result, pupils feel valued and learn very well.'**

Finally, Washwood Heath Academy really is **'a school for everyone'** and a significant number of staff have remained at Washwood for many years because they enjoy being part of a family and working in a caring and supportive community that wants the best for all its young people and staff.



JOB DESCRIPTION

JOB TITLE	KS2 Teacher
GRADE	M1-UPS 3
Job Purpose	<ul style="list-style-type: none"> • To implement and deliver an appropriately broad, balanced, relevant and knowledge-rich curriculum for students and to support the Primary curriculum area as required. • To monitor and support the overall progress and development of students as a teacher. • To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential, regardless of the starting points. • To contribute to raising standards of achievement and maximising student attainment. • To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth • To be committed to the safeguarding of children.
Reporting to	Head of Primary Phase
Liasing with	Head teacher/Head of Primary Phase/Senior Leadership Team, teaching and support staff, Multi Academy colleagues, external agencies and parents.
Main Duties	
Teaching	<ul style="list-style-type: none"> • To provide a broad, balanced and relevant curriculum that engages all students. • To provide excellent teaching and learning that meets the needs of all children, despite their starting points and is reflective of our community whilst providing cultural capital. • To ensure the physical and emotional well-being of all students in our school. • To use teaching strategies which will stimulate learning appropriate to student needs and demands of the curriculum. • To mark, assess and give feedback to students of individual work and group work they have undertaken. • To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as required. • To work within the National Standards designated to the role of Classroom Teacher. • To prepare and update subject and class materials ready for delivery of the lesson or series of lessons. • To uphold and maintain the school's philosophy and vision for the education of our students; behaviour and respect for others; to promote understanding of the school's rules and

	<p>values; to encourage good practice with regard to punctuality, behaviour, standards of work and homework.</p> <ul style="list-style-type: none"> • To safeguard, follow health and safety, and to develop relationships with and between students conducive to optimum learning. • To undertake assessment of students as requested by external examination bodies, phase and school procedures.
Operational/ Strategic Planning	<ul style="list-style-type: none"> • To plan work and individual lessons, appropriate to the needs, interests, experience and existing knowledge of students. • To assist in the development of appropriate curriculum programmes, resources, schemes of work, marking policies and teaching strategies within the Primary phase. • To contribute to the Primary phase Improvement Plan and its implementation. • To contribute to the whole school's planning activities • To contribute to the department process of self-review and evaluation and Improvement Plan activities. • To contribute to phase and whole school enrichment and cultural capital opportunities. • To contribute to phase intervention and after school clubs.
Curriculum Provision and Development:	<ul style="list-style-type: none"> • To assist the Head of Primary and Key Stage Lead to ensure that the curriculum area provides a range of teaching which complements the school's strategic objectives. • To assist in the process of curriculum development and make necessary change to ensure the continued relevance to the needs of students, exams and the school's Strategic Commitment, Purpose and Intent.
Staffing Staff Development: Recruitment/ Deployment of Staff	<ul style="list-style-type: none"> • To take part in the school's staff development programme by participating in arrangements for 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 Appraisal Review process. • To ensure the effective/efficient deployment of classroom support. • To work as a team member and to contribute positively to effective working relations within the school.
Quality Assurance:	<ul style="list-style-type: none"> • To adhere to and to help to implement school quality procedures. • To contribute to the process of monitoring and evaluation of the Primary phase in line with school procedures, including evaluation against quality standards and performance criteria. To implement modifications and improvement where required. • To review methods of teaching and programmes of 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 Information	<ul style="list-style-type: none"> • To maintain appropriate records and to provide relevant accurate and up-to-date information for the school's management information system. • To complete the relevant documentation to assist in the tracking of students. • To track the progress of students and use this information to inform your teaching and learning.
Communication:	<ul style="list-style-type: none"> • To communicate effectively with the parents of students as appropriate • Where appropriate, to communicate and co-operate with persons or bodies outside the school • To follow agreed policies for communications in the school • Attend meetings according to the school's Directed Time Policy • To take part in liaison activities such as Open Evenings, Parents' Evenings and liaison events with other schools in the Multi Academy Trust • To contribute to the development of effective subject links with external agencies/schools
Other duties / General	<ul style="list-style-type: none"> • To adhere to the ethos of and contribute to the overall purpose of WHMAT, as set out in its strategic plan. • To adhere to WHMAT's values as set out in its strategic plan • To play a full part in the life of the school community, to support its Strategic Commitment, Purpose and Intent and to encourage staff and students to follow this example. • To actively promote the school's policies. • To continue personal, professional development / growth. • To actively engage in the school's self-review and evaluation processes. • To actively engage in the school's Appraisal of Performance processes. • To comply with the school's Health and Safety Policy and undertake risk assessments as appropriate. • To attend meetings as determined in the meetings policy and as directed by the Head of Academy. • To undertake any other duty as specified by School Teachers' Pay and Conditions Document, not mentioned in the above. • To comply with the school's procedures concerning safeguarding and to ensure that training is accessed, including protection, health and safety, security, confidentiality and data protection, adhering to GDPR. <p>This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out any other professional duties of a teacher as other circumstances may require, under the reasonable direction of the Head of Primary / Academy.</p>

PERSON SPECIFICATION

JOB TITLE	KS2 Teacher
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	Essential	Desirable	Method of Assessment
Knowledge/Qualifications			
Degree in Primary Education or PGCE	✓		Application
Qualified Teacher Status	✓		Application
A willingness to undertake further relevant training and to pass those skills on to other members of staff as appropriate	✓		Interview
Sound knowledge of the developments in the Primary curriculum	✓		Application/Interview
Sound pedagogical knowledge on teaching and learning, especially Rosenshine's Principles		✓	Application / Interview
Good ICT skills	✓		Application/Interview
Experience			
Enthusiasm and passion for teaching	✓		Application/Interview
Excellence as a classroom practitioner	✓		Application/Interview
A strong understanding of High-Quality Teaching and what this looks like in a Primary setting.	✓		Application/Interview
Successful experience of teaching and assessment in KS2	✓		Application/Interview
Successful experience of Year 6 SATS		✓	Application/Interview
Experience of teaching Upper Key Stage 2 (Yr 5/6)	✓		Application/Interview
Experience of KS1 / EYFS		✓	Application/Interview
Knowledge and experience of implementation of support targets from EHCPs and individual target plans for SEND pupils	✓		Application/Interview
Imagination and creativity in the classroom	✓		Application/Interview
Experience in developing schemes of learning	✓		Application/Interview
A commitment to the extra-curricular life of the school	✓		Application/Interview
A commitment to safeguarding and promoting the welfare of children and young people	✓		Application/Interview
A commitment to obtaining the highest standards of pupil achievement and a belief that enjoyable learning is the most effective learning	✓		Application/Interview
A commitment to the school's Strategic Purpose, Commitment and Intent	✓		Application/Interview
Experience in leading a curriculum subject		✓	Application/Interview
An understanding of pupil tracking and assessment processes and how to use these to impact on teaching and learning.	✓		Application/Interview
Personal Skills			
An effective team member	✓		Application/Interview
Ability to work under pressure	✓		Application/Interview
A reflective practitioner who is pro-active in seeking out professional growth opportunities.	✓		Application/Interview
Excellent written and oral communication skills	✓		Application/Interview
Able to motivate and inspire students	✓		Application/Interview
An excellent teacher with enthusiasm and a commitment to education and developing young people	✓		Application/Interview

Able to develop good personal relationships and relate effectively with pupils, staff, parents and advocates.	✓		Application/Interview
Approachable and willing to help students both in and outside of lessons	✓		Application/Interview
Able to implement positive behaviour management strategies to support and engage pupils.	✓		Application/Interview
Ability to initiate ideas		✓	Application/Interview
Able to work with colleagues to plan and deliver curriculum as a team – within the classroom and across year groups.	✓		Application/Interview
Ability to set own targets and meet own and other people's deadlines	✓		Application/Interview
High levels of competency in using ICT for planning, teaching and assessment	✓		Application/Interview
High levels of personal resilience with a good sense of humour	✓		Application/Interview
Equal Opportunities			
Must have an understanding of and commitment to the Trust's equal opportunities policies and procedures	✓		Application/Interview
A commitment to raising standards for all pupils and the creation of an inclusive environment	✓		Application/Interview
A commitment to involve parents, advocates and the community in the work of the school	✓		Application/Interview
To be able to demonstrate a commitment to celebrating diversity and promoting community cohesion in a multi-cultural setting	✓		Application/Interview

H



HAPPINESS

E



EXCELLENCE



A



ACHIEVEMENT

R



RESPECT
RESILIENCE



T



TOLERANCE



S



SELF-BELIEF