

# Welcome



Thank you for your interest in joining Kingham Primary School. We are seeking an exceptional teacher to become part of our ambitious, caring and highly successful school community. Whether you are an experienced practitioner looking for your next challenge or an Early Career Teacher eager to kick-start your career, we would be delighted to hear from you. The successful candidate will be deployed to a year group between year 1 and year 6, that best reflects their experience, strengths and interests. Applications from teachers with experience in EYFS, KS1 and KS2 are welcomed.

At Kingham Primary School, we believe every child deserves a truly exceptional education. We are proud to be a school where children are inspired to achieve their very best, where staff are trusted and supported to innovate, and where relationships are built on kindness, respect and high expectations.

Nestled in the heart of the beautiful Cotswolds, our school enjoys an outstanding reputation for academic excellence, creativity and personal development. Our children are enthusiastic, curious and eager to learn. They benefit from a rich and engaging curriculum, extensive outdoor learning opportunities, high-quality technology provision and a strong values-based approach that helps them develop into confident, ambitious and compassionate young people.

What makes Kingham special is not only what we achieve, but *how* we achieve it. We are a school that values collaboration, professional trust and continuous improvement. Staff are supported through high-quality coaching and mentoring, a strong programme of professional development and a genuine commitment to wellbeing. We believe that when teachers flourish, students flourish too.

Our vision is simple: to provide a truly exceptional education for our next generation. We are ambitious for every child and every member of staff, and we are committed to creating a culture where learning, innovation and professional growth are celebrated.

We are looking for a teacher who shares our values of being Inspirational, Ambitious and Kind. Someone who is passionate about teaching, committed to achieving the very best for children and excited by the opportunity to contribute to the wider life of our school.

As an experienced Headteacher with a successful track record of leading world-class schools I am keen to make Kingham the leading Primary School in the Cotswolds area!

If you wish to discuss this position further, please call me on 01608 658366. In the first instance, we only require you to complete a ten-minute application with some basic details: [Initial 10 Minute Teacher Application](#) Form **by Monday 15<sup>th</sup> June 9am**. Candidates who progress to face-to-face interviews will be asked to complete a full application at that stage. If this sounds like the kind of school where you would like to work, I encourage you to apply. Visits to the school are warmly welcomed.

Thank you for considering Kingham Primary School. I look forward to learning more about you and wish you every success with your application.

Yours sincerely

*NProckter*

Nicholas Prockter  
Headteacher

*Our school is committed to safeguarding children, and successful candidates will be subject to an Enhanced DBS check and satisfactory reference checks. Our commitment to safeguarding is underpinned by consistently robust processes and checks including online searches of shortlisted candidates.*

# Why Teach at Kingham?

Kingham Primary School is a thriving and ambitious school where children, staff and families work together to achieve exceptional outcomes. Situated in the heart of the beautiful Cotswolds, our school combines high academic standards with a creative, values-led curriculum and a strong commitment to personal development.

Teaching at Kingham offers a unique opportunity to work in a school where innovation, professional trust and continuous improvement are at the heart of everything we do.

## A Curriculum That Inspires

Our knowledge-rich curriculum is carefully designed to provide a broad, balanced and engaging education that develops knowledge, skills and character. We believe that learning should be meaningful, memorable and ambitious for every child. Our curriculum:

- Is firmly rooted in the National Curriculum whilst allowing teachers the flexibility to make learning engaging and relevant
- Is built around carefully planned themes and enquiries that help children make connections across subjects
- Places reading, writing, mathematics and vocabulary development at the heart of learning
- Promotes deep thinking through our Kingham Learning Skills, helping children become resilient, reflective and independent learners
- Embeds our highly successful Values-Based Education programme, where values are explicitly taught and woven throughout school life, helping children develop into confident, responsible and compassionate citizens
- Provides rich cultural experiences through educational visits, visitors, performances and memorable learning opportunities



## **Learning Beyond the Classroom**

One of the things that makes Kingham special is our exceptional outdoor environment. Our extensive grounds include a large playing field, woodland area, school gardens and spacious playgrounds, all of which are used as an extension of the classroom.

Children regularly learn outdoors through curriculum enrichment, environmental projects, scientific investigations, wellbeing activities and creative experiences that bring learning to life.

## **Technology for Learning**

We believe technology should enhance learning and prepare children for the future. Pupils benefit from excellent technology provision, including:

- Dedicated technology suite
- Laptop trolleys
- iPad trolleys
- Coding and computational thinking opportunities throughout the school
- Technology integrated across the wider curriculum

We want our children to become confident, responsible and creative users of technology in an increasingly digital world.

## **Sport, Music and Personal Development**

We are passionate about developing the whole child.

Sport plays a central role in school life, with high-quality PE, competitive opportunities, enrichment activities and strong links with local sports organisations.

Music is a valued part of our curriculum and children benefit from specialist teaching, performances and opportunities to develop their talents.

Alongside this, personal development is a key strength of the school. We place great emphasis on leadership, confidence, resilience, wellbeing, citizenship and character development, ensuring children leave Kingham fully prepared for the next stage of their education and life beyond school.

## **What Makes Teaching at Kingham Different?**

At Kingham, teachers are trusted professionals. We combine high expectations with genuine support and professional autonomy.

Unlike many schools, we are able to offer:

- Exceptional outdoor learning opportunities that are embedded within the curriculum rather than treated as occasional enrichment
- A values-led approach that positively influences behaviour, relationships and learning
- Strong academic outcomes alongside an equally strong commitment to creativity, wellbeing and personal development
- A culture where innovation is encouraged and staff are supported to try new ideas and approaches
- Small-school relationships where every child is known as an individual
- A highly engaged and supportive parent community
- Outstanding behaviour and attitudes that allow teachers to focus on teaching and learning.
- A leadership team that is visible, supportive and committed to staff development.

Above all, Kingham is a school where teachers can make a genuine difference whilst continuing to grow and develop professionally.

## **Professional Development and Wellbeing**

At Kingham Primary School we believe that investing in our staff is the most effective way to improve outcomes for children.

We are committed to creating a supportive, professional environment where colleagues feel valued, trusted and empowered to develop their practice.

### **Support for New Staff**

All new staff benefit from a comprehensive induction programme that ensures they quickly become part of the Kingham team and understand our curriculum, systems and expectations.

Early Career Teachers receive high-quality support and mentoring throughout their induction period.

### **Coaching and Professional Growth**

Professional development at Kingham is built around coaching, collaboration and continuous improvement. Staff benefit from:

- Strong coaching and mentoring from experienced phase leaders and senior leaders
- A high-quality in-house professional development programme
- Opportunities to observe excellent practice and work collaboratively with colleagues
- Support to undertake leadership responsibilities and develop subject expertise
- Access to wider professional development opportunities and networks

### **Professional Trust**

We believe that great schools are built on professional trust.

Staff are encouraged to be reflective, innovative and ambitious. We actively encourage colleagues to take thoughtful risks and develop approaches that enhance learning for children.

### **Time to Lead and Develop**

We recognise the importance of giving staff the time they need to perform their roles effectively.

We therefore provide:

- Guaranteed PPA time
- Dedicated subject leadership time
- Structured opportunities for curriculum development and professional collaboration

### **A Positive Working Environment**

Kingham Primary School is exceptionally well resourced and benefits from a beautiful learning environment in the heart of the Cotswolds.

Staff enjoy:

- Well-equipped classrooms and learning spaces
- Extensive outdoor facilities including woodland, gardens and sports fields
- Excellent technology provision
- Friendly, supportive colleagues
- Enthusiastic, well-behaved children who love learning

We are proud of the culture we have created and work hard to ensure that every member of staff feels respected, supported and able to thrive.

# Vision

*Always learning to be our best*

Kingham Primary School provides a safe, supportive and stimulating environment, which inspires our children to be composed, confident, and considerate, responding positively to every opportunity to develop their full potential. We encourage children to explore, expand and express their skills and talents through a carefully crafted creative curriculum tailored to the needs of every individual.

## Vision

Our Vision is simple:

**A truly exceptional education for our next generation**

## Mission

Our stated Mission is:

- **To provide magical experiences, friendships and memories;**
- **To develop the talents, skills and knowledge needed to excel in all that we do and thrive in a rapidly changing world;**
- **To be a supportive and inclusive community, where we care for ourselves, each other, and our environment.**

## Values

Underpinning our Vision and Mission are three core values. We aim to be:

- **Inspirational**
- **Ambitious**
- **Kind**

Constantly striving to improve, at Kingham Primary School we are:

***Always learning to be our best***



# Job Description

## Class Teacher

**The successful candidate will be deployed to a year group (Year 1 to Year 6) that best reflects their experience, strengths and interests. Applications from teachers with experience in EYFS, KS1 and KS2 are welcomed.**

### Purpose of the post

We are seeking an enthusiastic, ambitious and caring teacher to join our dedicated team at Kingham Primary School.

The successful candidate will be committed to providing an exceptional education for every child through high-quality teaching, strong relationships and a belief that all children can succeed.

Working as part of a supportive and collaborative team, you will create engaging learning experiences, promote high standards of achievement and contribute positively to the wider life of our school.

### Key Responsibilities

#### Teaching and Learning

- Plan and deliver high-quality lessons that inspire, challenge and engage all learners.
- Create a positive, inclusive and stimulating classroom environment where children feel safe, valued and motivated to learn.
- Adapt teaching effectively to meet the needs of all learners, including those with SEND, EAL and higher-attaining pupils.
- Promote excellent behaviour, attitudes to learning and positive relationships.
- Use assessment effectively to identify next steps and secure strong progress for every child.
- Foster children's curiosity, creativity and independence through engaging learning experiences.
- Support the development of reading, writing, mathematics and wider curriculum knowledge across all subjects.
- Make effective use of technology and outdoor learning opportunities to enhance learning experiences.

#### Curriculum and Assessment

- Deliver the school's broad, balanced and ambitious curriculum.
- Assess pupils' attainment and progress accurately and use this information to inform future teaching.
- Maintain accurate records and contribute to reporting arrangements.
- Work collaboratively with colleagues to develop curriculum provision and share effective practice.
- Contribute to the continued development and improvement of curriculum areas across the school.

### **Inclusion and Personal Development**

- Promote high expectations and achievement for every child.
- Support pupils' personal, social and emotional development.
- Contribute to the school's successful values-based curriculum and wider personal development programme.
- Ensure all children feel included, respected and able to participate fully in school life.
- Work effectively with colleagues, parents and external agencies to support individual pupils when required.

### **Professional Responsibilities**

- Establish positive and professional relationships with pupils, colleagues, parents and carers.
- Participate fully in school life, including meetings, professional development and school events.
- Contribute positively to the wider life of the school through clubs, enrichment opportunities or other activities.
- Engage fully with coaching, mentoring and professional development opportunities.
- Demonstrate a commitment to continuous improvement and reflective practice.
- Uphold the professional standards expected of teachers.

### **Safeguarding and Welfare**

- Safeguard and promote the welfare of children at all times.
- Follow all safeguarding, child protection, health and safety and school policies.
- Report concerns promptly in accordance with school procedures.
- Contribute to maintaining a safe, caring and supportive environment for all pupils.

### **General**

- To undertake such reasonable activities as the Headteacher and Governors may, from time to time, require.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks; it is intended to set out the main expectations of the school in relation to the post holder's professional responsibilities and duties.

# Person Specification

**The following criteria will be used for shortlisting purposes:**

## **Qualifications**

1. Educated to Degree level
2. Qualified Teacher Status

## **Professional Knowledge and Practice**

3. Secure knowledge and understanding of the Primary National Curriculum.
4. Strong understanding of effective teaching, learning and assessment.
5. Ability to plan and deliver engaging lessons that inspire and challenge all learners.
6. Ability to adapt teaching effectively to meet the needs of all pupils, including SEND, EAL and higher-attaining learners.
7. Secure knowledge of early reading, phonics and mathematics teaching.
8. Ability to use assessment effectively to identify next steps and secure pupil progress.
9. Commitment to maintaining high expectations of achievement, behaviour and presentation.
10. Strong classroom management skills that create a calm, purposeful learning environment.
11. Evidence of helping to create a stimulating classroom environment for children
12. Experience of integrating technology effectively into teaching and learning.
13. Understanding of safeguarding requirements and measures that promote the welfare of children

## **Personal Qualities**

14. Ambitious for every child and committed to achieving excellent outcomes.
15. Kind, caring and committed to building positive relationships.
16. Enthusiastic, positive and willing to contribute to school life.
17. Organised, resilient and adaptable.
18. Able to work collaboratively as part of a team.
19. Possess excellent communication skills, both written and verbal.
20. Ability to establish positive relationships with pupils, parents, colleagues and the wider community.
21. Willingness to contribute to the wider life of the school.

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# Application Process

**Deadline: Monday 15<sup>th</sup> June 9am**

**But, as it only takes 10 minutes, we would love you to get it to us as soon as you can, and we may accelerate the process for selected candidates.**

**[Initial 10 Minute Teacher Application Form Link](#)**

Initially, we want to make the process as simple and stress-free as possible by asking candidates to complete a 10-minute application form. It really does only take 10 minutes and only asks for basic details at this stage.

Please complete a very short survey here: Initial [10 Minute Teacher Application Form](#) by Monday 15<sup>th</sup> June 2026 9am

Candidates who progress to face-to-face interviews will be asked to complete a full application at that stage.

Suitable references will be required at that stage from your current and previous employer.

Further information about interview arrangements will be provided to shortlisted candidates.

If you would like to visit the school, or you require further information, please call the Headteacher, Nicholas Prockter, on 01608 658366. Visits are welcomed and strongly encouraged.

We look forward to receiving your completed application.

