



LEARNING
ACADEMIES TRUST

CLASSROOM TEACHER RECRUITMENT PACK

WOODFIELD PRIMARY SCHOOL

BELIEVE YOU CAN, TOGETHER WE WILL

www.learningat.uk 01752 914160 @ hr@learningat.uk

About the Learning Academies Trust

The Learning Academies Trust was originally formed by three Plymouth primary schools in November 2016 and has grown from there. In terms of pupil numbers, the Trust is now the largest primary school MAT, or Multi Academy Trust in the city of Plymouth.

The Learning Academies Trust is a family of schools dedicated to delivering outstanding education to all our children, whatever their starting point or background. Our Trust's mission is:

Together we will... work with our children, families, and communities to provide exceptional learning opportunities for all our children

All of our schools are committed to the following values:

Aspiration Excellence Collaboration Inclusivity Kindness Respect



We know that with great leadership, inspirational teaching, caring pastoral support and hard work, every child in every one of our schools can succeed. By joining our Trust, you will become part of an inspiring group of people, committed to shaping a great future for our city's children.

The Learning Academies Trust is comprised of 18 Primary Schools across the city of Plymouth and delivers exceptional education to approximately 5000 children and employs over 900 members of staff. Each school has a unique identity and set of values but are joined together in their aspirations for their communities. For more information about the Trust, our schools and what we do, check out our website www.learningat.uk

A message from our Chair of the Trust Board...

Thank you for your interest in joining Learning Academies Trust. Whether you are at the beginning of your career or bringing years of experience, we are delighted that you are considering becoming part of our community.



At Learning Academies Trust we are committed to providing outstanding education that prioritises our children's needs. Our Trust is proudly made up of 18 primary schools, each united by a shared belief in the power of education to transform lives. Central to our mission is a deep and enduring commitment to improving the life chances of disadvantaged children, and this shapes our strategic decisions and every aspect of our culture. We know that when a child is given the right support, challenge and care, there is no limit to what they can achieve—and every member of staff plays a vital role in making this a reality.

Our values— **Collaboration, inclusivity, kindness, and respect**—are at the heart of who we are. They guide how we work with one another, how we engage with our children, families, and communities, and how we face challenges and opportunities together. These values are grounded in our shared sense of **purpose, ambition, and care**, driving us to strive for excellence while nurturing a culture where every individual is seen, heard, and supported.

As a Trust, we believe in investing in our people. When you join us, you join a team that celebrates professional growth, encourages innovation, and places strong relationships at the centre of its work. We want every colleague to feel valued and empowered to make a meaningful difference.

If you share our ambition and feel inspired by our mission, we look forward to welcoming you. Together, we can continue to create exceptional schools where all children—and all staff—can thrive.

Mrs Debbie Taylor

A message from our CEO...

This is an exciting time to be considering a career with us at the Learning Academies Trust. As a Primary phase family of local schools, we have high expectations to deliver the very best for our children.



If you are passionate about working with us and the children in our schools, we'd love to hear from you. Information about the role and the school you are applying for are detailed in this pack and for wider Trust wide news and information, please check out our website or Twitter feed [@learningatceo](#).

If you would like any further information or a conversation about the Trust, then there is no better way than to do this in person.

Please contact our Trust HR Team to arrange a time to talk hr@learningat.uk

Mr Simon Spry

Woodfield Primary School

Headteacher: Mr Paul Kowalski

Location: Taunton Avenue, Whiteleigh, Plymouth PL5 4HW

Approximate number of students: 230

Approximate number of staff: 40



Message from the Headteacher

Thank you for requesting the details about the position at Woodfield. Woodfield is a one-form entry Primary and Nursery school, educating children from 2 – 11 years, in Whiteleigh, in the northwest of Plymouth. True to the Trust's values we are firmly committed to ensuring that every child achieves their full potential. We are at the heart of the community that we serve and pride ourselves on our warm, welcoming approach and building strong working relationships with all our families to ensure the very best for the children in our care. As a school, we set high expectations for learning and have a relational approach that underpins the work that we do. Developing our children's confidence and social skills is also a priority and is achieved through the strong focus we have on oracy from the moment a child starts at Woodfield. Again, thank you for taking the time to consider the position we have, please feel free to contact the school if you have any questions.

Paul Kowalski, Headteacher

Classroom Teacher (KS1) and English Leader Job Description

Job title	Classroom Teacher (KS1) and English Leader
Location	Woodfield Primary School
Responsible to	Headteacher
Terms of contract	Permanent teacher role (Temporary TLR3 leadership role for 1 year)
Salary FTE	MPS 4 – 6 + TLR3
Actual annual salary	£39,556 - £43,607 + £3,478
FTE	1.0 FTE
Closing date	9am, Thursday 23 rd April 2026
Proposed interview date	Thursday 30 th April 2026
Anticipated start date	1 st September 2026

Job Summary

The postholder will be an excellent KS1 practitioner and the school's English Leader, responsible for ensuring pupils receive a high-quality English curriculum and consistently strong teaching. The English Leader will drive improvement through professional collaboration, evidence-based decision-making and modelling high standards.

Core Responsibilities

KS1 Classroom Teacher

High-Quality Teaching & Learning

- Deliver consistently strong, high-quality teaching underpinned by secure subject knowledge and age-appropriate pedagogy.
- Plan learning that meets the needs of all pupils through effective scaffolding and adaptation.
- Ensure lessons contribute to a coherent, well-sequenced KS1 curriculum that inspires and motivates all children.
- Promote reading as central to KS1 success, including rigorous and systematic early reading instruction.
- Create a stimulating, well-organised classroom environment where resources are accessible and support learning.
- Make effective use of ICT to enhance teaching, learning and pupil engagement.

Assessment, Progress & Record-Keeping

- Set clear, ambitious learning targets based on prior attainment.
- Keep accurate and efficient records, integrating formative and summative assessment into planning.
- Use ongoing assessment to identify gaps, adapt teaching, and secure strong progress for all pupils.
- Work with school leaders to track pupil progress and implement interventions where pupils are not meeting expectations.
- Report clearly and positively to parents/carers on pupils' development, progress and attainment.

Inclusion, Safeguarding & Behaviour

- Meet the needs of all pupils, including those with SEND, disadvantaged pupils and those who may be vulnerable.
- Maintain high expectations for behaviour in line with the school's positive behaviour culture and code of conduct.
- Ensure safeguarding practice meets statutory requirements and reflects whole-school safeguarding expectations.
- Communicate and cooperate effectively with specialists and external agencies to support pupils' learning and wellbeing.

Professional Responsibilities & Collaboration

- Implement agreed school and Trust policies and guidelines.
- Support initiatives decided by the Learning Academies Trust, Headteacher and wider staff team.
- Lead, organise and direct support staff within the classroom.
- Participate in meetings related to school management, curriculum, administration and organisation.
- Work collaboratively with colleagues across the school and the Trust.

- Participate fully in the performance management system, engaging in professional discussions about your own practice and, where appropriate, supporting the development of others.
- Contribute positively to wider school life, enrichment opportunities and community events.

English Leader

Strategic Direction for English

- Lead the strategic development of English so that the subject reflects the school's ambition for high-quality teaching, learning and inclusion.
- Promote the value, purpose and importance of English across the school community, ensuring it contributes to pupils' academic, social and cultural development.
- Maintain a clear understanding of the quality of English provision through monitoring, assessment information, pupil voice and professional dialogue.
- Use this understanding to inform the School Development Plan and lead the creation of an annual English Action Plan that drives continuous improvement.
- Work closely with the SENDCo and Pupil Premium Lead to ensure the English curriculum meets the needs of SEND, disadvantaged and vulnerable pupils, enabling equitable access and outcomes.
- Engage pupils, staff and parents in evaluating the effectiveness of English teaching and learning, ensuring improvements align with the school's vision and values.
- Liaise with other schools across the Learning Academies Trust to share expertise, moderate standards and develop consistent, high-impact approaches to English.

Leading the English Curriculum

- Develop, articulate and regularly review the school's vision, aims and purpose for English.
- Ensure the English curriculum is coherent, ambitious and well-sequenced, supporting strong progression in reading, writing, language and vocabulary.
- Oversee planning to ensure the curriculum is delivered consistently and effectively in every classroom.
- Ensure assessment systems are purposeful, proportionate and used to evaluate the impact of the curriculum on pupils' learning and progress.
- Hold overarching responsibility for standards and outcomes in English across the school, identifying strengths and areas for development and acting on these promptly.

Leading and Developing Staff

- Lead staff training and development in English, including Early Reading, ensuring that staff remain informed about best practice and national developments.
- Work collaboratively with colleagues, modelling high-quality practice and offering tailored support where needed.
- Provide guidance on planning, pedagogy, assessment and subject knowledge in English.
- Monitor English teaching and learning through learning walks, book looks, pupil voice and professional conversations.
- Provide developmental feedback that enables staff to improve their practice and supports a culture of continuous professional learning.
- Support colleagues in making accurate assessments and lead moderation processes within school and across the Trust.

Resources and Learning Environment

- Ensure staff have access to high-quality texts, materials and resources that support the aims and implementation of the English curriculum.
- Support teachers in creating purposeful, engaging and literacy-rich learning environments that celebrate pupils' achievements and promote a love of reading and writing.

- Audit, update and manage English resources to ensure they remain relevant, high-quality and aligned with curriculum needs.
- Signpost staff to high-quality, evidence-informed resources and professional materials that strengthen English teaching.
- Ensure appropriate resources are available to support remote or blended learning should they be required.

Additional Information

- The post holder is required to uphold and promote the school’s policy on Data Protection and GDPR, to be mindful of their responsibilities under the act/s in processing personal data and of the implications of unauthorised disclosure.
- As part of the wider duties and responsibilities, the post holder is expected to promote and actively support the Trust’s responsibilities towards safeguarding.
- This post is subject to an Enhanced Disclosure and Barring Service Check for Regulated activity.

This job description will be reviewed annually as part of the performance management review process, or more frequently if necessary. It may be amended at any time after consultation with the headteacher and postholder.

Person Specification

Job Title	Classroom Teacher (KS1) and English Leader
Location	Woodfield Primary School
Grade	MPS 4 – 6 (£39,556- £43,607 FTE)

	Essential	Desirable
High quality teaching leading to good progress and outcomes	Proven ability to deliver consistently high-quality teaching that secures strong progress for all pupils.	Experience of working with English Hubs or other literacy networks.
	Strong subject knowledge in English, Early Reading, phonics and KS1 curriculum content.	Experience delivering a systematic synthetic phonics programme (e.g., Read Write Inc).
	Ability to design and deliver well-sequenced learning that supports curriculum coherence.	Experience coaching or supporting other teachers to improve classroom practice.
	Skilled in using formative and summative assessment to inform planning and identify next steps.	Experience of working with English Hubs or other literacy networks.
	Ability to analyse pupil progress data and implement effective interventions.	
	Confidence in leading or contributing to moderation of reading and writing outcomes.	

	Experience of leading a subject or an area of whole-school improvement.	
Commitment to meet all of the needs of the children	Demonstrated ability to meet the needs of pupils with SEND, disadvantaged pupils and those facing vulnerability.	Experience leading interventions or targeted support programmes.
	Strong understanding of adaptive teaching and scaffolding approaches to ensure access for all learners.	Experience contributing to or shaping provision for SEND or disadvantaged groups at a subject level.
	Commitment to inclusion and equitable outcomes for all pupils.	Experience of EYFS or delivering continuous provision
	Ability to work with internal specialists (SENDCO, PP Lead) and external agencies to support pupils' academic, social and emotional development.	
High quality behaviour management	Proven ability to maintain high expectations for behaviour using positive, proactive and relational approaches.	Experience using a relational, trauma-informed or restorative approach.
	Ability to contribute to a calm, respectful and purposeful learning environment.	Experience supporting colleagues in implementing consistent behaviour expectations.
	Consistency in upholding school behaviour policies and routines.	
	Ability to use behaviour information and pastoral insights to support pupils' wellbeing and readiness to learn.	
Commitment to the wider life of the school and professional development	Commitment to contributing positively to the wider life of the school, including enrichment, events and community engagement.	Willingness to lead or participate in extra-curricular clubs or whole-school initiatives.
	Strong interpersonal skills and emotional intelligence, enabling positive relationships with pupils, families and staff.	Interest in contributing to Trust-wide collaboration or cross-school projects.
	Willingness to work collaboratively across the school and the Trust.	
	Commitment to ongoing professional learning, including developing leadership skills linked to the English Leader role.	
	Reflective practitioner able to engage fully in performance management and continuous improvement.	

Working for our Trust

By working within our Trust, you will be part of a team of people who want to make a difference in the lives of the children and communities we serve. Whether you are joining us

in a teaching capacity or a support service position, you will become vital in helping to shape the futures of the next generation for our city.

The Learning Academies Trust strives to be an employer of choice in the southwest. We are committed to developing our employees to their full potential and take great pride in the availability of learning and development resources for our staff. From training days to an extensive package of e-learning courses, you will have a wealth of opportunities available to develop your skills and experience.

Employee benefits



In January 2020, the Learning Academies Trust became the first education employer in Plymouth to achieve the Livewell Southwest Wellbeing at Work Bronze Award. The Trust is committed to supporting the wellbeing of all staff and is proud to work closely with official bodies to ensure we have a holistic approach to staff wellbeing.

As a Learning Academies Trust employee, you will have access to a growing list of benefits to support you both professionally and personally. Our benefit package includes:

- Free counselling services for personal or professional support
- Cycle Scheme
- Employee Newsletter
- Regular recognition awards
- DSE Eyecare scheme
- iHASCO online training courses
- Annual flu vaccination
- Annual health check
- Discounted gym membership

How to apply

If you believe you can demonstrate the dedication, skills and passion required, we look forward to receiving your application. Please click the link to submit your application form. Please note – we do not accept CVs. Completed applications should be submitted prior to the closing date.

Please note, the closing date is for guidance only. Successful applicants will be invited to interview at the earliest available opportunity. Learning Academies Trust reserves the right to close the vacancy early if a suitable candidate is found.

With 18 schools, we are regularly looking for passionate people to join our teams. If there are no vacancies currently, but you would like to register your interest for future vacancies, please join our talent pool and we will be in touch as soon as we have a suitable position.