



Class Teacher
Roydon Primary Academy
Candidate Information Pack

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Welcome from the CEO

I never originally set out to establish a Multi Academy Trust. That simply was not the plan – at least not at first.

The journey began in 2010 at Burnt Mill Academy in Harlow. At that time, the school faced significant challenges and required rapid improvement.

From the outset, it was clear that transforming outcomes for children depended on having talented, committed staff who shared a strong belief in what young people could achieve.

With a clear vision, high expectations and a relentless focus on improving teaching and learning, the school quickly began to flourish, leading to significantly improved outcomes for pupils and recognition from Ofsted.

Inspired by what could be achieved through strong leadership, collaboration and a shared commitment to excellence, BMAT Education was established with a clear purpose: to provide exceptional educational opportunities for children and young people across our communities.

Today, our schools work closely together to share expertise, develop staff and create the very best experiences for pupils. While each school retains its own unique identity and strengths, all are united by a commitment to high standards, inclusion, ambition and continuous improvement.

At BMAT, we believe exceptional staff transform lives. Whether in teaching, leadership or support roles, every colleague plays an important part in helping children thrive academically, socially and emotionally. We are committed to attracting and developing talented professionals who are passionate about making a positive difference.

This candidate pack has been designed to give you an insight into Roydon Primary Academy, the role of Class Teacher, and the values and culture that underpin our work. We hope it provides a clear understanding of our ambitions for our pupils, staff and wider community.

If you are inspired by what you read in this pack and share our commitment to delivering the very best for children and young people, we would be delighted to hear from you.

I wish you all the very best with your application and thank you again for your interest in Roydon Primary Academy and BMAT Education.

Helena Mills CBE

Welcome from the Headteacher

Welcome to Roydon Primary Academy. I am proud to lead a warm, inclusive and ambitious school community where every child is known, valued and encouraged to flourish. At the heart of our school is a shared belief that children achieve their very best when they feel safe, supported and inspired.

Our vision is to empower every child to fulfil their true potential through excellent teaching, meaningful experiences and a strong focus on whole-child development. We are committed to creating a happy and stimulating environment where children are encouraged to be curious, resilient and confident learners, and where individual achievements and personal growth are celebrated.

Our ROOTS values shape the culture of our school and underpin all that we do. Through Respect, Open-mindedness, Originality, Teamwork and Success, we nurture children who are kind, driven and proud of who they are. We want every member of our school community to feel they belong, to value others and to contribute positively to the world around them.

As a small school, we place great importance on building strong relationships and fostering a genuine community atmosphere. Staff, children, parents and carers work together closely to create a community that is supported and encouraged to succeed. We recognise the vital role families play in children's education and value the experiences, perspectives and strengths they bring to our school.

Our dedicated staff team is passionate about providing memorable learning opportunities that broaden horizons and prepare children for the future. Alongside academic achievement, we prioritise wellbeing, inclusion and personal development so that every child leaves Roydon Primary Academy with the confidence, character and skills to positively shape their next steps.

Thank you for your interest in joining our school community. We look forward to welcoming colleagues who share our commitment to high aspirations, strong relationships and creating the very best opportunities for children and families.

Jan Figueiredo

About Our Trust

BMAT Education runs a community of schools which provide an outstanding education for every individual attending a Trust school. Our schools are places of aspiration, where individuals matter and confidence flourishes so that achievement for all is outstanding.

The trust currently oversees seven secondary academies and five primary academies, located in Harlow, Newham and Stansted. BMAT's vision is to work together to smash through the barriers that prevent children from becoming confident, high achieving and independent individuals.

Core to our ethos is that we believe that exceptional leaders create exceptional schools, and our leaders are given the support they need to serve these communities at the highest level. BMAT is driven by the ambition to be the best.

Our Schools:

- Burnt Mill Academy
- Cooks Spinney Primary Academy and Nursery
- Epping St Johns Church of England School
- Freshwaters Primary Academy
- Forest Hall Academy
- Little Parndon Primary Academy
- Magna Carta Primary Academy
- Mark Hall Academy
- Royal Docks Academy
- Roydon Primary Academy
- Sir Frederick Gibberd College
- STEM Academy



About the Role

A Teacher must:

- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching.
- Evaluate their own teaching critically to improve effectiveness.
- Have a secure knowledge of the relevant curriculum area, foster and maintain pupils' interest in the subjects, and address misunderstandings.
- Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.
- Keep up to date with the national developments in teaching practices and methodology.
- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- Impart knowledge and develop understanding through effective use of lesson time.
- Provide clear structures of lessons maintaining pace, motivation and challenge.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Prepare and present informative reports to parents and carers.

Additional duties

- To play a full part in the life of the School community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.

Other specific duties:

- To ensure teacher standards are adhered to at all times.
- To continue personal development as agreed.
- To assist with the carrying out of risk assessments as appropriate
- To ensure that Health and Safety policies and procedures are followed
- To actively engage in the performance review process.
- To undertake any other duty as specified by the Director of Primary Standards, Head Teacher that is not mentioned in the above
- To be aware of and work in accordance with the school's child protection policies and procedures, and to raise any concerns relating to such procedures which may be noted during the course of duty.
- To be aware of the responsibilities of all staff to protect personal data under the GDPR, work in accordance with the school's data protection policy and to ensure that any suspected data loss or theft is reported immediately, as directed

Job Description

Job title	Class Teacher
Reports to	Headteacher
Pay scale	Main Scale 1 to 6 (£34,398 - £46,839)
Location	Roydon Primary Academy
Terms	You will be required to meet the general requirements of this post as specified in the School Teachers' Pay and Conditions Document. In addition, you will be required to fulfil any reasonable expectations from the Director of Primary Standards and Headteacher.
Contract	Permanent

Purpose of the Job

- Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct.
- Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

Liaison With

- The post-holder is also expected to liaise and interact with Pupils, Parents/Carers, the immediate staffing team as well as the wider BMAT team and key stakeholders.

Specific Responsibilities

- Be responsible for the learning and achievement of all pupils in the class and ensuring equal opportunities for all.
- Be responsible and accountable for achieving the highest possible standards in work and conduct.
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school.
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils.

Safeguarding Children

BMAT is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

The person undertaking this role is expected to work within the policies, ethos and aims of BMAT and to carry out such other duties as may reasonably be assigned. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, contractors and community members.

English Duty

This role is covered under part 7 of the Immigration Act 2016 and therefore the ability to speak fluent spoken English is an essential requirement for this role.

The duties above are neither exclusive nor exhaustive and the post-holder may be required to carry out appropriate duties within the context of the job, skills and grade.

General Responsibilities common to all members of staff

All staff are responsible for the safeguarding and wellbeing of pupils and must follow BMAT guidance and policies.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post-holder.

Person Specification

Class Teacher

Qualifications	Essential	Desirable
Qualified Teacher Status (QTS) in the UK, or an equivalent recognised teaching qualification	✓	
Bachelor's degree or higher in Education, Primary Education, or a related subject	✓	
Postgraduate teaching qualification (PGCE or equivalent), where applicable	✓	
Evidence of relevant professional development and a commitment to continuing professional learning	✓	
Additional training or specialist qualifications (e.g., SEND, phonics, early reading, or subject leadership)		✓
Experience		
Experience teaching in a primary school setting (EYFS, KS1, or KS2)	✓	
Experience planning and delivering engaging lessons across the primary curriculum that meet the needs of all learners	✓	
Experience managing classroom behaviour and creating a safe, inclusive, and supportive learning environment	✓	
Experience supporting pupils with a range of needs, including those with SEND and pupils working at greater depth	✓	
Experience assessing pupil progress and adapting teaching to support learning and development	✓	
Experience leading or supporting extracurricular activities such as clubs, school events, or enrichment activities.		✓
Experience working with intervention groups or targeted support programmes		✓

Skills and abilities		
Strong communication skills, both written and verbal, to engage pupils and support learning	✓	
Ability to work collaboratively with colleagues, teaching assistants, and the wider school community	✓	
Strong organisational and time-management skills, with the ability to plan effectively and meet deadlines	✓	
Ability to build positive relationships with pupils, parents, and staff	✓	
Ability to lead a subject area or contribute to curriculum development		✓
Relationships with Stakeholders		
Strong communication skills, both written and verbal, to engage pupils and support learning	✓	
Ability to work collaboratively with colleagues, teaching assistants, and the wider school community	✓	
Strong organisational and time-management skills, with the ability to plan effectively and meet deadlines	✓	
Ability to build positive relationships with pupils, parents, and staff	✓	
Ability to lead a subject area or contribute to curriculum development		✓

Personal Qualities

Enthusiastic and committed to inspiring a love of learning across the primary curriculum

✓

Patient, caring, and supportive, with a commitment to helping every child reach their full potential

✓

A reflective practitioner who is open to feedback and committed to professional development

✓

Reliable and professional, with a commitment to safeguarding, equality, and inclusive education

✓

Willingness to contribute to wider school life, including trips, clubs, and school events

✓

How to Apply

We look forward to hearing from you.

Closing date for applications: 30th June 2026

We reserve the right to close this vacancy early and appoint a suitable candidate before the advertised closing date. Applications will therefore be reviewed on a rolling basis, and early application is encouraged.

Interviews: TBC

Please carefully review the following information before submitting your application.

Application form

To apply for this position, you must complete the official application form in full via MyNewTerm. Please note that CVs will not be accepted as part of the application process. We recommend retaining a copy of your completed application for your records should you be shortlisted for interview.

The application form includes several sections relating to your employment, education, and personal history. The information you provide will be used to assess your suitability against the requirements and competencies outlined for the role. Please ensure your full employment history is included, with clear explanations for any gaps in employment. You should also highlight any relevant skills, qualifications, and achievements that demonstrate your suitability for the position.

Supporting Statement

Please submit a letter of application or supporting statement of no more than 1,000 words. In your statement, outline your motivation for applying for this role and demonstrate how your experience, skills, training, and personal attributes align with the job description and person specification.

You should also include clear examples from your current or previous roles that evidence your impact. This may include, for example, measurable outcomes such as improvements in pupil progress and attainment within teaching roles, or reductions in exclusions and improved outcomes for pupils within pastoral roles.

Disclosure of Relationships

All prospective employees are asked to declare any personal or professional relationships with trustees, governors, senior leaders or employees of the Trust. This ensures BMAT Education can uphold transparency and fairness throughout the recruitment process.

Safeguarding Commitment

BMAT Education is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment and undergo appropriate checks, including enhanced DBS checks.

Pre-Employment Checks

Applicants must provide details of two referees, one of whom should be their current or most recent employer. References from relatives or friends will not be accepted. References will normally be requested for all shortlisted candidates unless otherwise stated.

This role is exempt from the Rehabilitation of Offenders Act 1974 and is therefore subject to an enhanced Disclosure and Barring Service (DBS) check. Any information disclosed will be treated in the strictest confidence. A criminal conviction will not automatically prevent appointment; however, it will be considered in relation to the requirements of the role and suitability to work with children.

Under the Criminal Justice and Court Services Act 2000, it is a criminal offence for individuals who are disqualified from working with children to apply for, or undertake, a role that involves such work.

Fluent spoken English is a requirement for this role in line with Part 7 of the Immigration Act 2016.

Thank you for taking the time to review this information. We look forward to receiving your completed application form and supporting documentation. Should you have any questions regarding the process, please do not hesitate to contact us.

BMAT Education is committed to safeguarding children; successful candidates will be subject to an Enhanced Disclosure and Barring Service check. In line with Keeping Children Safe in Education (KCSIE) guidance, we may also conduct an online search about any shortlisted candidates as part of our due diligence to identify any matters that might relate directly to our legal duty to meet safeguarding duties, in accordance with Keeping Children Safe in Education (KCSIE)



