

CANDIDATE INFORMATION PACK 2026



MIDDLE
PHASE
LEADER

Chesterton
PRIMARY SCHOOL





Dear Applicant

I am delighted that you are interested in a Middle Phase Leader position here at Chesterton Primary School.

Chesterton Primary School is one of the two founding schools of the Wandle Learning Trust. This is a unique time to join the school as the Trust grows.

We are an 'outstanding' 2 form entry inner city primary school situated in the heart of Battersea, south west London. Our children are highly rewarding to teach; they respond well to encouragement to work hard and achieve their best.

Chesterton is designated as a Teaching School Hub and also a National Maths Hub and English Hub providing a range of teaching and learning opportunities for staff and pupils alike. We have a strong and dynamic staff team.

We are incredibly proud of the role we played in developing Little Wandle Letters & Sounds. The programme has been incredibly successful both in our school and nationally.

The school boasts a range of fresh and vibrant spaces for learning. Outside we have a sensory garden, an edible garden and Forest School area. These exciting spaces allow the children to challenge themselves through everything outdoors.

We are committed to fostering reading for pleasure and offer a comfortable and well-stocked library. Our extensive book stock, which is constantly being enriched, reflects our diverse school community.

Our specialist PE teacher allows us to take part in inter-school and inter-borough events and competitions. Both a breakfast club and an after school care club are offered as part of our Extended School Provision.

Please have a look at our website <https://www.chestertonschool.org.uk/> for more information.

We strive to be innovative and aim to create a learning environment that is both fun and invigorating. We look forward to receiving your application to play a part in this.

Yours sincerely
Alex Green
Head of School





About the school

Chesterton is a thriving inner city primary school with 420 pupils on roll. We welcome children of all faiths, from a wide range of nationalities, into our school community. Over two thirds of pupils are learning English as an additional language.

At Chesterton we value pride, resilience and kindness. We offer a broad curriculum with excellent pastoral support so that every child can leave us having worked hard, developed their talents and achieved to the very best of their ability.

In December 2022 the school was judged by Ofsted to be Outstanding in all areas. We were extremely proud that the highly effective curriculum and the outcomes for our pupils were recognised to be outstanding.

About our curriculum

At Chesterton we offer an extensive curriculum. We believe that giving children opportunities to learn across a range of locations, including the outside environment, is hugely beneficial. We have exciting learning spaces, which are integral to our weekly timetable.

We also have a full programme of

enrichment trips in and around London and beyond, including local museums, art galleries and farms.

The school has embraced the National Curriculum and has designed exciting and relevant cross-curricular themes, while maintaining a strong focus on English, maths and individual subjects. These themes engage the children in their learning and provide them with a rich vocabulary to support their writing. Our curriculum provision is enhanced by specialist teachers who team teach Spanish, computing and PE alongside the class teachers.

In all subjects, the learning objectives are heavily focused on developing the children's knowledge and skills which

will equip them for lifelong learning. Here at Chesterton we are a UNICEF Rights Respecting School and have achieved the Gold award. We learn about our rights but we also learn 'through' our rights. Our pupils are stepping up and making a difference in their local community and world at large.

At Chesterton, pupils know that no matter your age or where you live, we can all make a positive impact - whether that is through volunteering, fundraising or raising awareness for causes that matter. Our pupils strive to achieve their best for themselves and for others.





English Hub
Wandle at Chesterton Primary



In 2021, Chesterton Primary School was redesignated as a Teaching School Hub. This allows us to bring schools together to help improve children's learning through shared practice and professional development.

Whatever stage you are in within your career the Teaching School Hub and its partners offer a comprehensive package to support both career and professional development from teacher training right through to Headship qualifications.

Chesterton Primary School is proud to be one of the Department for Education's English Hubs - one of just 34 schools nationwide recognised for their excellence in teaching and learning. Our English Hub works with 16 boroughs across London supporting schools to achieve excellence in early literacy teaching and focuses on the following three areas: developing early language and closing the word gap; developing early reading through systematic, synthetic phonics and promoting a love of reading.

Along with Belleville Primary, Chesterton leads the London South West Maths Hub. The London South West Maths Hub is one of 40 Maths Hubs nationally. This status has been awarded by the Department for Education in recognition of the outstanding mathematics provision that has been consistently delivered by Chesterton Primary.

The London South West Maths Hub aims to support schools from EYFS - level 3, in five boroughs (Wandsworth, Merton, Sutton, Kingston and Richmond) through a range of national and local projects each year. The core purpose of the Hub is to create and sustain a school based collaborative support network to develop Mastery style teaching at all levels of education.

Year 6 results 2025		
Subject	School - Expected Level & Above	National
Maths	96%	74%
Reading	83%	75%
Writing	87%	72%
GPS	90%	73%

Job description

Position: Middle Phase Leader

Grade: Teachers Pay Scale + TLR

Responsible to: Deputy Headteachers

Responsible for:

- Middle Phase

Context

The strategic leadership and management team consists of:

- Executive Headteacher
- Head of School
- 3 x Deputy Headteachers
- 3 x Phase Leaders

Main activities and responsibilities

The Middle Phase Leader, in partnership with the Deputy Headteachers will lead the Middle School. The Middle Phase Leader will also serve as teacher in charge of one of the classes.

Duties

The current School Teachers' Pay and Conditions document describes duties which are required to be undertaken by teachers in the course of their employment. In addition certain particular duties are reasonably required to be exercised and completed in a satisfactory manner. It will be your contractual duty to ensure that your professional duties are discharged effectively.

This job description sets out the duties to be undertaken and performed by you to the satisfaction of the Headteacher and the Local Academy Committee. The duties set out below are in addition to the overall class teaching requirement.

Particular specific responsibilities

In consultation with the Deputy Head teachers to oversee the provision of the middle phase curriculum by:

- Co-ordinating the long, medium and short term planning to ensure it meets the needs of the children and all national requirements
- Keeping abreast of current good practice for KS1 and KS2 and encouraging all staff in their professional development
- Co-ordinating the monitoring and evaluation of the delivery of the middle phase curriculum
- Interpreting and analysing data in order to support pupil learning
- Co-ordinating the monitoring and assessment of children's learning
- Ensuring that the curriculum on offer reflects the demands of the middle phase curriculum and

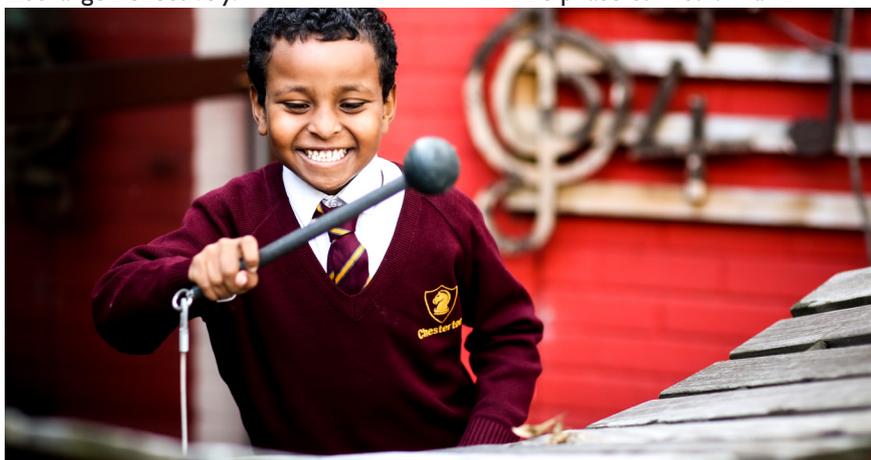
- provides for equal opportunities
- Co-ordinating the identification of special needs and liaising with the SENCO and Deputy Headteacher for Inclusion and SEND in securing an appropriate provision for identified pupils

In consultation with the Deputy Headteachers, to contribute to the internal management and administration of KS1 and KS2 by:

- Ensuring all staff understand their duties and that new staff are properly welcomed and inducted into the school
- Welcoming and overseeing visiting students/trainee teachers
- Overseeing the health and safety aspects of the KS1 and KS2 structure and routine
- Leading internal KS1 and KS2 staff meetings, encouraging full contribution from all staff
- Encouraging and managing parental involvement within the daily routine
- Negotiating a budget and coordinating the ordering of new stock
- Ensuring all relevant rotas of duties for the middle phase staff are produced and displayed centrally.

In consultation with the Deputy Headteachers to act as Leader of the Middle Phase by:

- Ensuring close links and planning between the middle phase classes
- Encouraging close links between Nursery and other parts of the school in consultation with the relevant post holders in the Key Stage 1 and 2 phases by appropriate means
- Participating in the development and implementation of the selfevaluation form (SEF) and school development plan and to take part in the decision and policy making process
- Taking an active role in the Maths Hub, English Hub and Teaching School Hub – eg facilitate training and support school placements
- Fostering good relationships with tutors representing colleges/schools from which teaching students are received



- Reporting to the Local Academy Committee on relevant issues particular to your role
- Keeping KS1 and KS2 staff informed of future planning and coordinating KS1 and KS2
- Planning and arranging INSET relevant to staff needs
- Upholding the Trust and Local Academy Committee policies and equal opportunities.

Other responsibilities

In partnership with the Deputy Headteachers provide line management for the middle phase teachers and support staff in accordance with school policy.

In addition, to undertake such duties of a similar nature as may be reasonably directed by the Head of School from time to time.

To be responsible for organising and arranging appropriate professional development in conjunction with the Deputy Headteachers.

Note

The duties and responsibilities of the post may vary from time to time according to the changing needs of the school.

The subject leader section of the job description may be reviewed at the discretion of the Head of School in the light of those changing requirements and in consultation with you and the Local Academy Committee.

Key organisational objectives

You will contribute to the school's objectives in service delivery by:

- Enactment of Health and Safety requirements and initiatives as directed
- Ensuring compliance with Data Protection legislation



- At all times operating within the school's equal opportunities framework
- Commitment and contribution to improving standards for pupils as appropriate
- Acknowledging Customer Care and Quality initiatives
- Contributing to the maintenance of a caring and stimulating environment for pupils.

Conditions of Service

Governed by the National Agreement on Pay and Conditions of service, supplemented by local conditions as agreed by the Local Academy Committee/Trust.

Special Conditions of Service

You may be required to work outside of normal school hours on occasion

(e.g. to attend full Local Academy Committee and/or committee meetings, etc.) with due notice.

We are committed to safeguarding and owing to the nature of the post you are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. You are required to give details of any convictions on your application form and are expected to disclose such information at the appointed interview. This post is subject to an enhanced DBS check.



Person Specification

Qualifications	Essential	Desirable
Educated to degree level	✓	
Qualified teacher status	✓	
Must have taught in Early Years/Key Stage 1 and/or Key Stage 2	✓	
Experience		
At least three years' teaching experience in an inner city school some of which should be at Foundation Stage/KSI setting	✓	
Must be able to demonstrate experience of effecting change in teaching and learning at class, phase or whole school level	✓	
Professional knowledge and understanding		
Must have a sound understanding of the skills and attributes involved in effective leadership	✓	
Must understand the expectations in the Ofsted Framework	✓	
Understanding of current good practice in learning and development	✓	
Understanding of the interrelated developmental, learning and cultural needs of young children and the implications for good practice in care and education	✓	
Good understanding of what constitutes an appropriate Early Years curriculum and knowledge of the national curriculum	✓	
Familiarity with Foundation Stage profiles, non-statutory and statutory testing in KSI	✓	
Must understand what constitutes good practice and support for bilingual learners	✓	
Understanding of and the ability to engage positively with issues related to equality of opportunity	✓	

Person Specification (cont.)

Professional skills and abilities		
An effective classroom practitioner willing and able to teach any Foundation Stage/Year 1 class as deemed necessary	✓	
Able to lead a multidisciplinary team and to collaborate with other professionals in related fields	✓	
Able to observe and interpret children's behaviour, identify learning needs and employ a range of teaching styles to ensure progress	✓	
Able to plan, organise and resource a stimulating learning environment for individual children and groups of children and deliver, evaluate and assess learning	✓	
Must be able to analyse data effectively to assess performance and progress	✓	
Must be able to present data in such a way as to support the effective tracking of individual pupil progress	✓	
Knowledge of effective strategies to include and meet the needs of all pupils and in particular under achieving groups of pupils, pupils with EAL, SEND and the most able	✓	
Have the ability to manage and report the use of a budget allocation	✓	
Have good ICT knowledge and skills relating to effective learning and teaching, able to demonstrate the effective use of ICT to enhance the quality of education	✓	
Able to form positive relationships with all children and motivate them to succeed	✓	
Able to work with others in a team to support work with children with special educational needs	✓	
Able to work with children and families in a multicultural and multilingual environment to develop a home school approach to securing effective learning	✓	
Work at all times within the framework of agreed Trust and school policies	✓	
Personal qualities		
Must relish challenge and perform efficiently in this exciting management role	✓	
Have a flexible approach to work and enjoy being a good team member	✓	
Must have good communication skills both written and orally	✓	
Must be able to manage own workload effectively and respond swiftly to tight deadlines	✓	
Good interpersonal skills with the ability to enthuse and motivate others and develop effective partnerships	✓	
Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit	✓	
Willingness and ability to contribute to whole school INSET	✓	
Openness and willingness to have professional dialogue with an ability to inspire and challenge others and deal with challenging questions	✓	
Must practice equal opportunities in all aspects of the role and around the workplace in line with policy	✓	
Must maintain a personal commitment to professional development linked to the competencies necessary to delivery the requirement of this post	✓	



Middle Phase Leader

Teachers Main/Upper Pay Scale +TLR

Required September 2026

Are you an inspiring teacher who believes in providing all children with a creative, broad and balanced curriculum? Enthusiastic about making a significant individual contribution to the success of our school, with the support of our outstanding senior leadership team?

Chesterton is an outstanding primary school with National Teaching Hub, English Hub and Maths Hub status. We offer a stimulating environment working with a wide variety of pupils who respond well to encouragement and challenge.

We will expect you to make a significant individual contribution to Chesterton's ongoing success and can offer you:

- Highly rewarding children
- Knowledgeable and dedicated staff
- High quality, well resourced learning environments
- Excellent professional development and career progression opportunities
- A caring and collaborative whole school community which is culturally diverse and inclusive
- Teaching School Hub
- Maths and English Hubs

We would encourage potential candidates to look around the school. Please contact the school office on recruitment@chestertonschool.org.uk to arrange a visit.

Suitable candidates may be interviewed before the closing date and the school reserves the right to withdraw the position if an early appointment is made. Applicants are

therefore encouraged to apply early.

For further information on how to apply, visit our website <http://wandlelearningtrust.org.uk/work-with-us>

Closing Date: Friday 17th April 2026 (at 9am)

Interviews: Wednesday 29th April 2026

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.


Chesterton
PRIMARY SCHOOL

Contact us

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