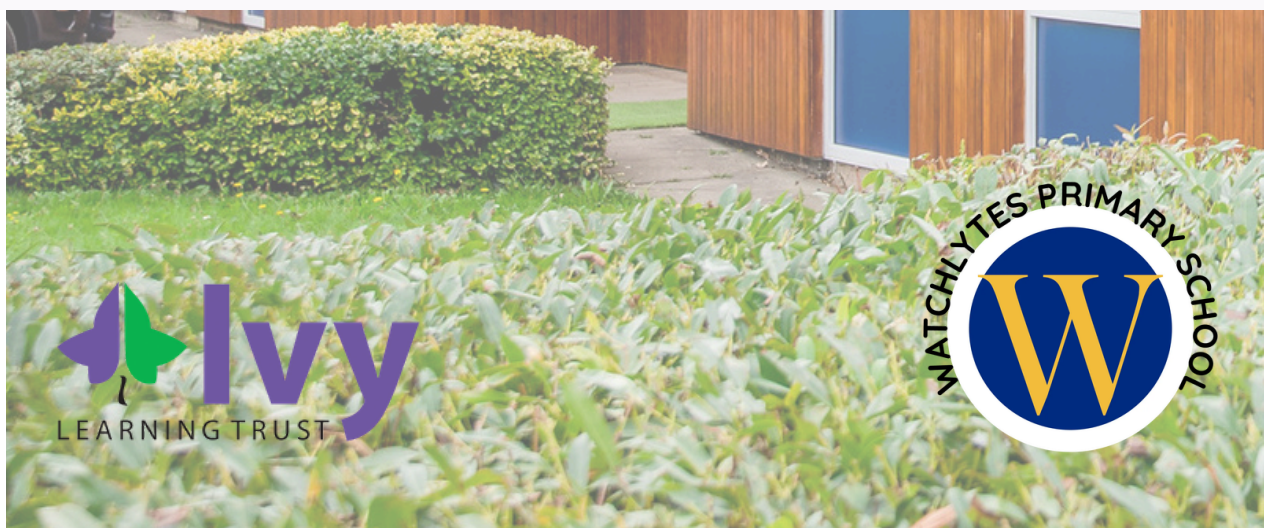


Class Teacher Recruitment Pack





WELCOME

We are looking for a Class Teacher to join us at Watchlytes Primary School in Welwyn Garden City.

Our school provides a caring, supportive environment for children to develop a love for learning and respect and understanding for others. Watchlytes has a great community spirit with a real family-feel.

You will be joining a friendly team at a Trust that prioritises staff development and wellbeing, making it easy for you to make a difference.

Visits to the school are welcome. Please get in touch with the school office to arrange this.

WATCHLYTES PRIMARY

Watchlytes is a one-form entry primary school in Welwyn Garden City. We are a friendly, warm and proud community. We celebrate success, learn from mistakes and strive to ensure children are happy, confident learners.

We work tirelessly to ensure that we have high expectations in all areas of the school, and provide an enabling learning environment developing creativity, curiosity and collaboration among our children and staff.



“Pupils recognise the high expectations that leaders and staff set, and they live up to these. This is true whether in the classroom, dinner hall or playground. They enjoy learning and showing their newfound knowledge as they move through the school.”

~ Ofsted, December 2025

Kindness
Respect
Determination

KEY INFORMATION

Age range:

3 to 11

Location:

Welwyn Garden City

School type:

Primary Academy
Ivy Learning Trust

Pupils on roll:

158

Children eligible for FSM:

28.8%

2025 KS2 results:

76% achieved expected
standard (combined)

Ofsted:

Expected standard+ (2025)



“Children in the early years get off to a flying start as they begin their journey through school. The care and education they receive is of very high quality. Leaders’ ambition and relentless focus on ensuring every child, particularly the most disadvantaged, learns and develops extremely well, is borne out in practice.”

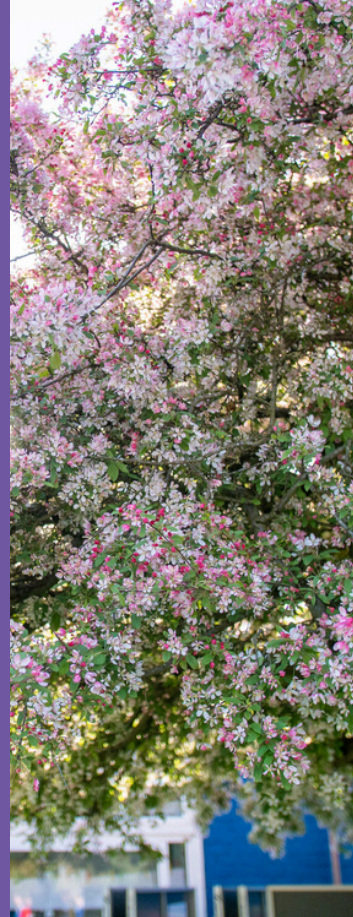
~ Ofsted, December 2025

Our Vision

Ivy is a charity and our purpose is to provide education for the public benefit.

We have four guiding principles:

- We are one family of schools.
- Good education is a birthright.
- We make it easy to make a difference.
- Local leaders know their communities best.



Ivy Learning Trust is a family of schools dedicated to giving children a great education. We formed our Trust in 2017 with two Enfield primary schools, Brimsdown and Lavender, in order to formalise the already close working relationship between them. We now have a network of 17 primary schools across North London and Hertfordshire.

This collaboration has enabled our community to benefit from the expertise and talents at each joining school, with leaders sharing successful techniques and innovations. Staff enjoy better access to CPD programmes and opportunities to develop their careers. We are a supportive community, dedicated to ensuring that no one is left behind and that everyone benefits from being part of our Trust.

OUR SCHOOLS



17

Schools

*All Good,
Outstanding or
Expected Standard+*

SCHOOL	LOCATION	JOINED	OFSTED
1. Lavender	Enfield	2017	Good (2025)
2. Brimsdown	Enfield	2017	Good (2023)
3. Churchfield	Enfield	2018	Good (2022)
4. Eastfield	Enfield	2018	Good (2022)
5. Larkspur	Hertfordshire	2018	Good (2023)
6. Walker	Enfield	2019	Good (2023)
7. The Wroxham	Hertfordshire	2019	Good (2024)
8. Woodside	Hertfordshire	2020	Good (2025)
9. Crabtree Infants	Hertfordshire	2021	Outstanding (2024)
10. Crabtree Junior	Hertfordshire	2021	Outstanding (2023)
11. Peartree	Hertfordshire	2022	Good (2025)
12. Martins Wood	Hertfordshire	2022	●●●●●●●● (2025)
13. Watchlytes	Hertfordshire	2022	●●●●●●●● (2025)
14. Round Diamond	Hertfordshire	2023	Outstanding (2025)
15. Windhill21	Hertfordshire	2024	Outstanding (2025)
16. Richard Whittington	Hertfordshire	2024	Good (2019)
17. De Bohun	Enfield	2025	Good (2020)

**Schools inspected since joining Ivy.*

WORKING AT IVY



“

Staff are overwhelmingly proud to be part of the school community. Regular training helps staff stay sharp and keep ahead of the game. Senior leaders do much to look after staff's wellbeing.

~ Ofsted, Crabtree Junior, 2023

”

When you join Ivy, you'll have access to a comprehensive range of benefits, designed to support your career progression and wellbeing. As a Trust, we offer an inclusive work environment, recognise and reward excellence, encourage creativity and support ongoing professional growth.



Employee Assistance Programme with access to free counselling, mental health and financial support



Professional development with defined careers pathways and paid study leave



Tax free childcare scheme and admissions priority for the children of school employees



Pension scheme



National pay in line with STPCD



Flexible working available



Cycle to work scheme



Discounted gym membership



Occupational health service

JOB DESCRIPTION

Overall Purpose of the Post:

- To plan, resource, mark and assess work as set out in the school curriculum policies and in line with statutory guidance.
- To observe and monitor pupil progress, maintain records, adapt provision and seek advice where needed.

Main Duties and Responsibilities:

Teaching and Learning

- Plan, prepare and deliver engaging lessons in line with the curriculum.
- Assess, record and report on pupils' progress and achievement.
- Adapt teaching methods to meet different learning needs and abilities.
- Set clear learning objectives and maintain high expectations for all pupils.
- Use a variety of teaching resources and classroom technologies effectively.

Classroom Management

- Create a safe, positive and inclusive classroom environment.
- Maintain discipline and manage pupil behaviour according to school policies.
- Establish classroom routines and promote respectful behaviour.
- Ensure pupils' welfare, safety and safeguarding at all times.

Student Support and Development

- Monitor pupils' academic, social and emotional development.
- Identify learning difficulties or special educational needs and provide support.
- Encourage student confidence, independence and participation.
- Provide guidance and pastoral care to pupils.

JOB DESCRIPTION

Communication and Collaboration

- Communicate regularly with parents / carers about pupil progress and behaviour.
- Attend staff meetings, parent evenings and school events.
- Work collaboratively with colleagues, support staff and school leadership.
- Liaise with external professionals when necessary.

Assessment and Administration

- Maintain accurate attendance assessment and behaviour records.
- Prepare reports and other required school documentation.
- Participate in curriculum planning and school improvement activities.

Professional Responsibilities

- Follow school policies, procedures and safeguarding regulations.
- Participate in professional development and training opportunities.
- Stay updated with educational practices and curriculum changes.
- Contribute to extracurricular activities, clubs or school trips when required.



All Staff Will:

- Promote equality of opportunity.
- Follow safeguarding guidelines and child protection policy / procedures.
- Keep their own performance under review, contributing to monitoring, evaluation and review and participate in performance management / appraisal.
- Promote positive attitudes and behaviour.
- Be committed to achieving the Trust values.
- Promote the Trust in the community.
- Work in partnership with all colleagues including the Trust Board / LGBs.
- Support Codes of Professional Ethics / Safe Practice in the Staff Handbook.
- Have regard for and act in accordance with Health and Safety policy / practice.
- Celebrate success of pupils and staff.

The post holder shall ensure that the duties of the post are undertaken with due regard of the Trust's policies and to their personal responsibilities under the provision of the Health and Safety at Work Act 1974 and all other relevant subordinate legislation.

The job description should not be viewed as a comprehensive description of the post. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to:

- Comply with any reasonable request from those in a position of authority to undertake work of a similar level that is not specified in this job description.
- Work with and alongside other staff to ensure that the Trust provides the best possible outcomes for all children.

PERSON SPECIFICATION

Criteria	Requirements
Qualifications	<ul style="list-style-type: none">• Degree and Qualified Teacher Status.• Demonstrate commitment to own further professional development.• Relevant further professional qualifications / CPD relevant to this post.• Knowledge of recent developments in education / a good understanding of the national picture in education.
Experience	<ul style="list-style-type: none">• Understanding of how children learn and aspirational expectations for their achievement.• Able to motivate others to close gaps in learning and achievement.• Experience of accelerating progress of all pupils in a classroom environment.• Demonstrate experience of reflecting on and improving their own teaching to increase achievement.• Experience and commitment to developing positive partnerships with parents, colleagues within the Trust and the wider community.
Skills and knowledge	<ul style="list-style-type: none">• Able to identify gaps in teaching and learning.• Able to write engaging and progressive curriculum plans.• Up to date knowledge of the primary curriculum.• Up to date knowledge of assessment for learning strategies.• Up to date knowledge of assessment at the end of each key stage.• Up to date knowledge of innovative teaching using IT to promote learning and accelerate progress.• Evidence of innovative practice to influence the engagement of children through curriculum topics.• Demonstrate how they have personalised and adapted the curriculum to ensure access for all.• Expect and promote high standards of behaviour.• Able to understand and use data to inform teaching and learning.

Criteria	Requirements
	<ul style="list-style-type: none"> • Good understanding / experience of inclusion issues as they affect a class teacher • Able to plan and deliver good to outstanding lessons. • Knowledge and understanding of the factors and interventions which support high attainment for all pupils. • Understanding of the importance of and commitment to promoting equal opportunities for all children.
Personal qualities	<ul style="list-style-type: none"> • Excellent classroom practitioner. • Good communication, planning and organisational skills. • Flexible, innovative and creative. • Excellent subject knowledge, especially in English and maths. • Act as a role model to staff and pupils. • Self-motivation to drive own workload, continually improve standards and strive for excellence. • Genuine passion and belief in the potential of every pupil. • Able to motivate and inspire others. • Enthusiastic and positive. • Commitment to school and Trust ethos. • Ability to maintain a high standard of performance, professionalism and a sense of humour while working under pressure.



DETAILS AND TIMELINE

Contract Type:

Permanent, Full-Time

Salary:

£34,398 - £46,839

Closing Date:

Midday, 8 June 2026

Interview Date

11 June 2026

Our Policies:



Privacy Notice



Code of Conduct



Recruitment



Safeguarding

Watchlytes Primary School is committed to safeguarding and promoting the welfare of children and young people.

The post is subject to an enhanced disclosure and medical checks.

Visits to the school are welcome. Please get in touch to arrange a visit or speak with the Head of School.

01707 886222

admin@watchlytes.herts.sch.uk

