



HILLTOP
PRIMARY SCHOOL

Nursery Teacher

Candidate Application Pack

A **Beyond** ACADEMY
SCHOOLS TRUST

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Message from Zoe Mayston, Interim Executive Headteacher

Thank you for expressing interest in the **Nursery Teacher** role at Hilltop Primary School. As the Headteacher, it is my pleasure to extend the warmest of welcomes to you.

Hilltop Primary is a vibrant and welcoming two-form entry school where we are deeply committed to both personal and academic excellence. Our core values revolve around fostering a passion for learning, and personal growth. We believe in empowering our students to achieve their full potential.

We have a strong and clear vision for our school—one that is rooted in these values and dedicated to providing the best possible education to enhance our students' life chances.

If you share our dedication to nurturing young minds and are excited about the prospect of contributing to our happy and supportive team, we would love to hear from you.

For more information about our school, our dedicated staff, and the enriching activities our students experience through our curriculum, please visit our website at [Hilltop Primary](#)

We also encourage you to arrange a visit to our wonderful school. To do so, please contact our Office Manager, Mrs Hewlett, at 01634 710312.

I look forward to receiving your application.

Warm regards,

Zoe Mayston



About Hilltop Primary School



Hilltop Primary School is a place where academic excellence and personal growth go hand in hand. We are dedicated to nurturing and valuing every child, guiding them to become confident, well-rounded individuals ready to make a positive impact on the world.

Our dynamic, curriculum not only meets the requirements of the National Curriculum but also goes beyond, offering enriching experiences that make learning both memorable and enjoyable. We are committed to fostering independent, confident, and successful learners with high aspirations. Our focus is on building knowledge and skills across all subjects, empowering students to succeed in their academic journey and beyond.

Our students take pride in being part of Hilltop Primary, displaying positive attitudes toward learning and all aspects of school life. With the unique advantage of our on-site swimming pool, our students enjoy the opportunity to swim throughout their time with us and develop important life skills. They feel safe, respected, and valued within our community, which is built on fairness and mutual respect.

We place great importance on the wellbeing of both our students and staff. We are dedicated to creating a supportive environment where professional growth is encouraged, and work-life balance is valued. If you choose to join us, you can be assured of the support you need to excel in your role.

At Hilltop Primary, our core values drive everything we do. We are dedicated to providing an environment where everyone can discover a lifelong love for learning in a safe, supportive, and inclusive community.



Welcome from our Chief Executive Officer

Welcome to Beyond Schools Trust

We are an ambitious organisation of 10 schools, serving the educational needs of nearly 7,000 children and young people aged 3 to 19.

Our academies are based in a tight geographical area drawing students and employees from Kent and Medway in the South East of England.

We employ around 900 people in a range of roles designed to support children to be successful when they leave the Trust. We also rely on the time and commitment of over 100 volunteer Trustees and Governors, who share our ambitions for our schools and our students. These are expressed in our vision, our mission, and our values.

We have a strong belief in the value of lifelong learning and in our strategic plan, we set out to develop a Trust that fully prepares children so they have the skills, knowledge, values and character to be successful in the world beyond our doors. We also believe that our greatest asset as an organisation, is our people, and we are privileged to be involved with such courageous, committed and child-centred employees. Everything we do is aimed at providing our staff with the resources and leadership to achieve their best. We believe that a supported and motivated staff create the best environment and the best opportunities for students to achieve their full potential.

Welcome to Beyond.

Andrew Minchin
Chief Executive Officer



About the Beyond Schools Trust

Our vision is simple:

To be the most respected family of schools - trusted to provide the highest quality of educational experiences in our communities.

We believe that by working together, rather than in isolation, we can accelerate school improvement and embed our vision in our academies. In working and collaborating towards our common strategic objectives, we can create more opportunities for lifelong success for our students.

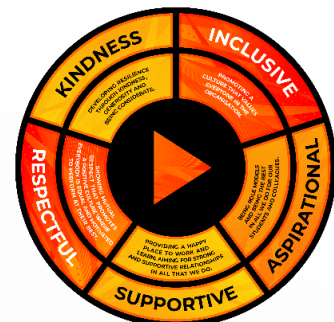
The fundamental philosophy behind the Beyond Schools Trust's vision and strategic plan is all about thinking beyond the present day; looking at what is right for our students and staff both now and in the longer term.

Put simply we strive to:

- Develop and retain the best employees that know how to provide the best educational experience
- Support, motivate and reward our employees to go above and beyond for our students
- Be responsive to our students' and employees' needs so they are prepared for a rapidly changing world.

Our Values

Everyone in our Trust has a part to play in bringing the ethos and culture of our values alive. We are committed to ensuring everyone knows why we should value each other and how we should value each other, so we can create a community where we all aspire to succeed. Our values are not the static states of play but things we are always striving to develop and uphold as part of our culture.



Our Mission

To provide opportunities for everybody to be the best they can be.

We want every one of our students, teachers, or Governors to be the best that can be. We will work tirelessly to support them to reach their potential.



Beyond Schools Trust, Fort Pitt Grammar School, Fort Pitt Hill, Chatham, Kent ME4 6TJ



01634 888115



www.beyondschoools.co.uk



hello@beyondschoools.co.uk



Job Description – Nursery Teacher

Reporting to: Headteacher
Salary: Main pay scale
Location: Hilltop Road, Frindsbury, Rochester, Kent ME2 4QN

Job Purpose

To take responsibility for the education and welfare of a designated class of children in accordance with the current School Teachers' Pay and Conditions document, having due regard to the requirements of the National Curriculum and LEA and school policies.

Duties & Responsibilities

- To take responsibility for planning and implementing appropriate work programmes for all children in the designated class, within the framework of national and school policies.
- To maintain assessment records and report on pupils' progress to senior staff and to parents and carers, in accordance with school policy.

Principle Accountabilities

- To plan work for the class in accordance with national, LA and school curriculum policies and in co-operation with subject and phase leaders to ensure that the children experience a broad, balanced, relevant and stimulating curriculum.
- To ensure a close match between the learning experience offered, and the individual needs of the children in the class, so as to give each child an opportunity to achieve to the maximum of his/her capability.
- To make appropriate educational provision for children with SEN and those learning EAL, with support from the SENCo.
- Where possible, to make sure that the majority of the children's work is closely linked to first-hand practical experience.
- To provide children with opportunities to manage their own learning and become independent learners.
- To create a secure, happy and stimulating classroom environment, maintaining the highest standards of organisation, and discipline.
- To foster each child's self-image and esteem and establish relationships which are based on mutual respect.
- To maintain a high standard of display both in the classroom and in other areas of the school.
- To arrange for resources, equipment and materials to be available in such a way that they are properly cared for, easily accessible and will encourage the children to become more responsible for their own learning.
- To work closely with colleagues to undertake medium- and short-term planning and the implementation of agreed schemes of work.
- To assess children's progress, maintain records and provide written reports to parents and carers in accordance with school policies.
- To communicate and consult with parents and carers and with outside agencies, as necessary, about children's progress and attainment.
- To ensure that the school's aims and objectives in relation to the curriculum, equal opportunities and discipline are promoted in everyday classroom organisation and practice.
- To liaise with support staff both school based, from the LA & from other external bodies as required.
- To take responsibility for the management of other adults in the classroom.



- To take up the opportunity for continuous professional development through self-directed reading, courses and in-service training.
- To undertake any other reasonable and relevant duties in accordance with the changing needs of the school.

Other Specific Duties

- Engage in our Professional Growth Model—a continuous development approach that replaces traditional appraisals with regular, structured feedback and support.
- Benefit from ongoing professional development, clear career progression pathways, and a culture that values collaboration and innovation.
- Be part of a high-performing, empowered workforce focused on improving outcomes for all pupils through shared learning and growth.
- To undertake any other duty as specified by School Teachers’ Pay and Conditions Body (STPCB) or as requested by the Headteacher if not mentioned in the above
- To play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example
- To comply with the School’s Health and Safety policy and undertake risk assessments as appropriate
- To adhere to the School’s Dress Code – smart/professional
- To ensure confidentiality and comply with Data Protection Regulations
- To comply with Trust policies and procedures

Generic duties relevant to all members of staff

It is expected that all staff work collaboratively as members of the Trust to share good practice, resources, and ideas and realise the Trust’s visions and aims. All staff should act with professional integrity at all times, following the “Code of Conduct”.

Equality and Inclusion

The Trust is dedicated to creating an environment free of bullying, harassment, victimization, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of ALL staff are recognised and valued. It is therefore the responsibility of staff to conduct themselves to help the Trust provide equal opportunities in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination. All staff, as well as the Trust, can be held liable for acts of bullying, harassment, victimisation, and unlawful discrimination, in the course of their employment, against colleagues/staff, pupils, contractors, stakeholders and members of the public.

Safeguarding

Beyond Schools Trust is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations put in place. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures as set out by Beyond Schools Trust. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead at the site where you are located.

ICT

All staff will be expected to utilise ICT and to improve communication and reduce paper use where possible. Security procedures must be followed when using ICT systems and particular care and attention should be taken with any communications that may result in a breach of GDPR.



All staff are expected to follow (and ensure students follow) the procedures as laid out in the Trust's Acceptable Use Policy. Staff are also expected to ensure that they follow Trust policies with regard to professional conduct when using ICT systems or Trust ICT equipment.

Health and Safety

Employees are required to work in compliance with the Trust's Health & Safety Policies and under the Health and Safety at Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the Trust.

In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and health environments, including information, training, and supervision necessary to accomplish those goals.

This job description forms part of the contract of employment of the person appointed to the post. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time at the discretion of the Trust and the Director of Human Resources. This job description will be reviewed annually and is an integral part of the review and line management process.



Person Specification

	Essential	Desirable
Qualification	<ul style="list-style-type: none"> • Relevant qualifications in Maths and English • Evidence of relevant INSET and commitment to further professional development. • QTS 	<ul style="list-style-type: none"> • A levels in Maths and English • A current Paediatric First Aid qualification
Experience	<ul style="list-style-type: none"> • Experience and knowledge of delivering the primary curriculum within the last three years. • Ability to demonstrate clearly how your work has impacted on the raising of standards. • Experience of working alongside other staff in a primary setting • Secure understanding of Phonics • 	
Knowledge and Understanding	<ul style="list-style-type: none"> • Child development and the primary curriculum • Have secure understanding of child protection within schools • Theory and practice of providing effectively for the individual needs and interests of all children. • Experience of effective planning, monitoring assessment and record keeping promoting high quality delivery of the primary curriculum. • Up to date knowledge of statutory regulations and guidance relating to the post. • Equal Opportunities, Health and Safety, SEN and Child Protection 	<ul style="list-style-type: none"> • A knowledge of policies and procedures relating to Safeguarding, Health and Safety and confidentiality • To have an interest in curriculum areas for example dance, music, physical development • Confident use of ICT and the use of technology to enhance the delivery and assessment of the primary curriculum and its provision
Skills and attributes	<ul style="list-style-type: none"> • Always put the child at the centre of what you do • Excellent interpersonal verbal and written communication skills • Relevant skills associated with supporting in modelling high quality lessons • To have excellent teaching skills and care practices. • To have excellent behaviour management skills. • To be able to work creatively and sensitively with children. • To empathise with the difficulties of children with SEN in accessing the curriculum. • To build effective nurturing and supportive relationships with children, parents/carers, colleagues and the wider community. • An effective team player that works collaboratively and effectively with others. • Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate). 	<ul style="list-style-type: none"> • Positive reinforcement strategies for engaging children • A reflective approach to personal development • Experience in positive behaviour redirection • Experience in EAL support



	<ul style="list-style-type: none"> • Support, motivate and inspire both colleagues and children by leading through example. • Contribute effectively to the work of the Headteacher and Senior Leadership Team. • Deal successfully with situations that may include tackling difficult situations and conflict resolution. • Work successfully with a range of external agencies 	
Personal Characteristics	<ul style="list-style-type: none"> • Be a team player, who can support outstanding practice • Have sensitivity to the needs of the pupils • Flexibility, emotionally resilient, calmness and reliability • A willingness to undertake professional development • Expect the best possible outcomes from everyone • Model the school's values 	<ul style="list-style-type: none"> •

Beyond Schools Trust is committed to safeguarding and promoting the welfare of children and young people as its number one priority. The commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust.

This post is subject to an Enhanced DBS Disclosure, Children's Barred List and where applicable Disqualification under the Childcare Act check.



Summary of Terms & Conditions

Start date:	September 2026
Contract Type:	Part-time – temporary until May 2027
Place of Work:	Hilltop Road, Frindsbury, Rochester, Kent ME2 4QN
Hours & days of work:	26 hours per week - Monday, Wednesday to Friday (days can be negotiable).
Salary:	Main pay scale
Induction Period:	This post has a 6-month induction period.
Pension:	Membership of the Teacher Pension Scheme for teaching staff
Notice period:	As per Conditions of Service for School Teachers – Burgundy Book
Car insurance:	Trust employees who use their private vehicles in the course of their duties must be covered with their insurers to cover business liability



Benefits

Care First

Access to **Care First** Employee Assistance Programme. Care First provides independent and professional employee support services from qualified counsellors and information specialists designed to help you with a wide range of work, family and personal issues.

Benenden Healthcare:

Non-contributory membership of Benenden Healthcare Scheme, which includes immediate family access to 24/7 GP service.

Professional Growth:

“We don’t appraise. We grow” We believe professional growth is not a once a year event but an everyday commitment. That’s why we’ve replaced the traditional annual appraisal with our **Professional Growth Model**, designed to foster meaningful, continuous development for all staff.

The Professional Growth Model promotes:

- Continuous learning
- Regular feedback,
- Collaborative development

All through collaboration, constructive dialogue and structured meetings with line managers.

Key benefits for staff include:

- Ongoing support for personal and professional development
- Clear pathways for career progression
- Regular, constructive feedback to enhance performance
- Opportunities to contribute to team and Trust-wide improvement
- A culture that values collaboration, innovation, and growth

We believe this approach helps build a high-performing, empowered workforce focused on improving outcomes for all pupils

Continuing Professional Development:

A comprehensive induction programme for all staff with a commitment to continuing professional opportunities across the Trust.

We invest in our staff by encouraging continuing professional development and enabling opportunities for career progression. An example is that staff have access to collaborative coaching across the Trust. Feedback from staff (May 2023) includes the following:

“It has been brilliant to speak to people who are in a similar position and have similar expectations in regards to the whole educational environment”

“The time to speak to our colleagues across the Trust and to go on this journey together has been welcomed”.



"I have learned so much during these workshops and I am extremely grateful for them"

"Learning the skills to become an effective leader for when I become a middle leader"

"I feel more confident in my people skills and how I motivate and converse with my team in order to achieve our shared goals".

Staff Wellbeing:

Whole Trust approach to well-being.

Pension Scheme:

All teachers will automatically be enrolled into the **Teachers' Pension Scheme**. Contribution bandings are based on actual salary. Contribution rates from 1st April 2026 are as follows:

Annual Salary Rate	Member contribution Rate
Up to £36,198.99	7.4%
£36,199 to £48,727.99	8.9%
£48,728 to £57,776.99	9.9%
£57,777 to £76,572.99	10.5%
£76,573 to £104,413.99	11.6%
£104,414 and above	12%

Other Benefits:

Two-week, half-term break in October (TTstaff/Teachers only)

Employee Referral Scheme:

Up to £500 payable for a new employee referral across the Trust

Family Friendly Policies:

The Trust offers generous family friendly policies including maternity, paternity, shared parental leave and adoption.

Cycle Scheme:

The Trust is a member of the Cycle to Work Scheme.

Car Parking:

Free onsite parking (we are in a ULEZ free zone)

Catering:

On site catering at affordable prices

Employee Discounts include:

20% discount off membership for Avenue Tennis
[Medway Gym & Fitness Centre | Avenue Tennis](#)

Access to Civil Service Sports Council, by becoming a member you start enjoying thousands of exclusive discounts, including free, unlimited, year-round family entry to English Heritage and Kew Gardens, a Tastecard and many more discounts.

Free will writing service provided by Accord Legal Services

Blue Light Card discount scheme [Blue Light Card](#)



The Recruitment Process

Closing date: Wednesday 13th May 2026 at 9am

Interview date: Friday 15th May 2026

We reserve the right to bring forward the closing date where interest and applications received are high, therefore we encourage early applications.

To apply please complete an application form which can be found on the school's careers page [Our Vacancies](#)

If you wish to discuss the role, please contact **Zoe Mayston** via email zmayston@hilltopprimary.co.uk

The application form: Please complete the application form as fully as possible. Gaps in employment do need to be explained, therefore please provide as much information as possible. For example, if you undertook a gap year or had a period of unemployment, please state this. You will be unable to submit your application if there are any gaps.

All applications will be acknowledged, and you will be contacted thereafter of next steps.

Right to work in the UK: Unfortunately, if you do not have right to work in the UK, we are unable to process your application. If you are invited to attend an interview, you will be asked to produce original and up-to-date documentary evidence of your right to work in the UK.

Safeguarding: Safeguarding is our highest priority; therefore, pre-employment checks will be undertaken prior to a successful candidate joining. This includes references from current or most recent employer, an enhanced DBS with children's barred list check, and original certificates of qualifications will also need to be provided. It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children. If you are shortlisted for interview, you will be required to complete a self-disclosure form this will be sent with your invite to interview and must be completed, signed, and returned prior to interview. The Trust will also undertake an online search as part of its safeguarding duties at offer stage.

The schools safeguarding Policy can be found [here](#)

CV: We do not wish to see your CV so please do not include it.



Supporting Statement: Your supporting statement is important and will be the basis of our shortlisting and progressing your application, therefore you need to ensure you answer the following as concisely as possible:

- Why you believe you are a strong candidate for the position.
- Set out impact you have made in your current/previous positions.
- Make reference to the job description and person specification to set out how you meet the criteria.

Additional skills: Aside from your professional skills relevant to the role you are applying for we are interested in you as an individual, therefore do share with us any additional skills, hobbies, and abilities that you would like us to know about

References: Do provide referee details as outlined, please ensure you indicate whether references can be taken up before interview.

Equal opportunities monitoring: This will be kept separate from your application and used only for monitoring purposes by the HR department.

Special arrangements: Please do set out in the application form any special arrangements we should try to make if you are invited to interview.

Retention of Personal Information: Any information supplied by an unsuccessful candidate will be destroyed six months after date of shortlisting.

Any data about you will be held securely with access restrict to those involved in dealing with your application in the selection process. By signing and submitting your application form, you are giving consent to the processing of your data.

Our Privacy policy is available [here](#)

Equality and Diversity: We recognise the benefits of a diverse workforce. We are committed to eradication discrimination in the workplace, becoming an employer of choice, for all staff to believe that they have a voice and be empowered to make a difference.

Criminal Convictions: All education establishments in the UK are exempt from the Rehabilitation of Offenders Act 1974. In practice, this means that all applicants must inform on all spent and unspent convictions on the application form and when completing a Discloser and Barring form. Failure to provide this information may result in dismissal. A Children's Barred List check is also obtained on anyone who will be working on or coming into contact with children; and must be received by the school before employment can commence.



Living and working in Medway

On the banks of the River Medway from which it takes its name, Medway is the second largest conurbation (after Brighton) between London and continental Europe. This combined with its comprehensive transport links, makes Medway a gateway to the capital, the county of Kent and the continent.

With its regeneration programme providing a variety of new homes and growth for all, Medway is already one of the South East's fastest growing areas. Its ambitious vision provides economic and housing opportunities across all five major towns – all of which act as a magnet for a diverse range of businesses, property hunters and investors.

“Its comprehensive transport links make Medway a gateway to the capital, the county of Kent and the continent.”

Families and commuters are attracted to Medway by the choice of accommodation and facilities in Medway and can live close to schools, railways, and town centres, including Rochester's historic high street. Not only does Medway boast the biggest regeneration zone within the Thames Gateway, but it is surrounded by award-winning green spaces and world-renowned heritage sites.

Living in Medway

Medway's housing landscape is very diverse – from Victorian period properties and cottages to newly-developed modern builds and suburban developments. There is something for everyone from families big and small to couples and individuals wanting to find their perfect home.

Medway has the lowest council tax in Kent and one of the lowest rates in the M25 corridor.

A multi-million-pound regeneration programme is currently transforming Medway's landscape bringing 29,000 new homes, many of them stunning riverfront developments.

Medway is a place in which you can enjoy both living and working. A thriving business location but also within an easily commute to London and yet beautifully green with seven green flags accredited parks. It's a great place to put down roots and make a life.

More than 80% of Medway schools have an OFSTED rating of good or better and is home to four universities.



Nursery Teacher

Salary: Main pay scale
Start date: September 2026
Hours: Part-time temporary until May 2027
Location: Hilltop Road, Frindsbury, Rochester, Kent ME2 4QN
Closing date: Wednesday 13th May 2026 at 9am
Interview date: Friday 15th May 2026

Hilltop Primary School is seeking a warm, enthusiastic and skilled Nursery Teacher to join our friendly and supportive team. This is an exciting opportunity to work in a welcoming school that values child-centred learning, strong relationships and high aspirations for every pupil.

The successful candidate will have a strong understanding of the EYFS, a commitment to play-based and inclusive practice, and the ability to create a nurturing environment where children feel safe, happy and motivated to learn. You will work closely with colleagues and families to support pupils' early development, curiosity and independence.

We offer a supportive leadership team, opportunities for professional development, and a positive school community where staff wellbeing is valued.

If you are passionate about early years education and want to make a lasting difference at the very start of a child's learning journey, we would love to hear from you.

Please use the following tool to check the suitability of your qualifications prior to application:
<https://www.gov.uk/guidance/check-an-early-years-qualification>

In return, we will offer you:

- an incredibly supportive group of colleagues and leaders
- comprehensive induction programme with a commitment to CPD
- Care First employee assistance programme
- non-contributory membership of Benenden private health care cover
- membership of the Teachers' Pension Scheme
- two-week half term in October
- cycle to work scheme

For further details on this role and to apply please complete an application form which can be found on the school's careers page [Our Vacancies | Hilltop Primary School](#)

Visits to the school are strongly encouraged. For further information and to arrange a school visit, please contact **Zoe Mayston** on **01634 710312** or via email zmayston@hilltopprimary.co.uk

We reserve the right to bring forward the closing date where interest and applications received are high, therefore we encourage early applications



Safeguarding commitment

Beyond Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. All post holders in a regulated activity are subject to appropriate vetting procedures and a satisfactory "Disclosing and Barring Service (DBS) Enhanced check".

Equality & Inclusivity Statement

At **Beyond Schools Trust** we strive to be a diverse and inclusive workplace where we can ALL be ourselves. We particularly encourage applications from under-represented communities, including but not limited to those who identify as Black, Asian or from a minority ethnic background.



Our Location

Hilltop Primary School
Hilltop Road
Frindsbury
Rochester
Kent
ME2 4QN

Tel: 01634 710312
Email: office@hilltopprimary.co.uk
Website: www.hilltopprimary.co.uk
what3words: [poetic.labels.train](https://www.what3words.com/poetic.labels.train)

