



Charter Primary School

Create, Discover, Succeed, Together

CLASSROOM TEACHER PERMANENT, FULL TIME

THE ATHELSTAN TRUST



CHARTER PRIMARY SCHOOL
T: 01249 447223
admin@charter.wilts.sch.uk
www.charter.wilts.sch.uk



A charitable company limited by guarantee, registered in England & Wales, as Athelstan Trust Company No: 7699625



Welcome to the Athelstan Trust.

Our Multi-Academy Trust is an organisation in which children, staff and parents can feel part of a caring, collaborative and excellent community.

We are a Multi-Academy Trust of six secondary schools and four primary schools across Wiltshire, Gloucestershire and South Gloucestershire. We were excited to welcome two new primary schools in the last few months and from October 2025 another secondary school. This will further enrich our collaborative strengths.

Established in 2015, the Athelstan Trust aims to achieve the best for, and from, each child. We enable each child to realise their full academic, creative and physical potential and to develop positive social and moral values.

Believing that successful schools are rooted in their local community, we respect and value the individual nature and ethos of our schools while knowing we are more effective when we work together and support each other. Celebrating spiritual and creative diversity, success, and lifelong learning is important to us. We are inclusive and collaborative and promote a culture of openness and integrity.

We are absolutely committed to raising educational standards for all the children in our schools. We believe in developing the talents and skills of all our staff and students.

We seek applicants who share our vision and values.

We look forward to receiving your application.

Best wishes,

Matthew Evans

Chief Executive Officer

The Athelstan Trust

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Dear Candidate,

Thank you for the interest your interest in working with us here at Charter Primary School in Chippenham, part of the Athelstan Trust. I hope you find this pack informative. Should you require any further information, please visit our school website, www.charter.wilts.sch.uk or contact the school office.

Our school is located in the outskirts of Chippenham town centre and is ideally situated for easy access to Bath, Swindon, and many surrounding towns and villages.

Our school ethos, "Create, Discover, Succeed Together" brings children to the heart of everything we do. At Charter School, everyone values working together to become imaginative and creative learners through inclusion, respect and kindness. We are curious in our discovery of the world and challenge each other to succeed.

We are an active outdoor learning school and previously achieved a Challenge Partners 'Area of Excellence' for our Learning in the Natural Environment (LiNE) and we have a qualified Forest School Teacher. We implemented the Outdoor Play and Learning programme (OPAL) in January 2022 and we have an established nurture room which, while based on nurture room principles, is unique to Charter. We also offer a variety of educational trips throughout the year, including a residential trip in Year 6.

The school was opened in 1994 and is a modern, light and spacious building with fantastic outdoor space including a large field and an all-weather pitch. A purpose built, specialist resource base for children with social communication difficulties, is integral to the school. We have a dedicated school library which we continue to develop and grow. In addition, we also provide a before and after school run by our wonderful team of teaching assistants.

Our active and very supportive parent association, Charter School Friends Association (CSFA) contribute to whole school activities and developments.

We hope you choose to apply for a position with us. We offer a friendly, supportive and welcoming team and wonderful children to work with. All staff are offered opportunities for continuous professional development and have access to the full range of benefits provided by the Athelstan Trust.

We look forward to receiving your application.

Sarah Flack
Headteacher





Our Philosophy as an Employer

The Athelstan Trust is absolutely committed to raising educational standards for all the children in our schools. In order to do this, we need to recruit the best staff who are committed to our vision and values.

We aim to be the employer of choice in our area and genuinely believe that all roles in our organisation can be carried out within a flexible working model. Working in schools should be seen as part of a rich fulfilling life and not a barrier to it. We will always consider a flexible working option for every post.

We understand that we need to support staff to achieve our goals and have in place a professional development programme that offers internal and external opportunities to develop the talents and skills of all our staff.

Why work for us?

Internal career opportunities

Personalised professional development and training

Employee assistance programme

Flexible working opportunities and a genuine commitment to family and work/life balance

Nationally negotiated cost of living pay

Automatic enrolment to the teacher or local government pension schemes

Generous holiday allowance for support staff

Recognition of local government continuous service

Cycle to Work scheme

Discounts at local gyms

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The Athelstan Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be required to undertake an Enhanced Disclosure and Barring Service (DBS) check along with standard pre-employment safeguarding checks. As the role includes working with children, it is exempt from the Rehabilitation of Offenders Act 1974. Applicants must, therefore, disclose all spent and unspent convictions. References will be sought for shortlisted candidates before interview. Please also be aware that you will be subject to an online check and that you may be questioned about the findings of such a check at your interview.

We are a flexible working employer, and we are willing to make any reasonable adjustments you require during your interview so please ask us.

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Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree level qualification • Willing to undertake CPD 	
Experience	<ul style="list-style-type: none"> • Up to date knowledge of the curriculum • Effective team working skills • Understanding of how to work collaboratively with parents and colleagues 	<ul style="list-style-type: none"> • Recent KS2 teaching experience • Recent phonics teaching experience
Knowledge and Understanding	<ul style="list-style-type: none"> • Clear ideas about how standards can be raised using assessment as a starting point • Sound understanding of the primary curriculum • Effective oral and written communication skills • A range of strategies for inspiring and motivating children in their learning • A desire to teach in a cross curricular method • Experience of working with children with SEN/EAL • An excellent understanding of safeguarding and its importance for learning • Knowledge of the curriculum • Knowledge of key performance indicators 	<ul style="list-style-type: none"> • Experience of developing parental engagement • Recent professional development • Knowledge and experience of trauma informed practice
Skills	<ul style="list-style-type: none"> • An excellent classroom practitioner • Able to ensure a personalised learning approach for all children to diminish differences • Experience and knowledge of how to get the best from the other adults working within the class • A range of behaviour management skills • Experience and an understanding of how to differentiate to meet a wide variety of needs 	<ul style="list-style-type: none"> • Proven track record through performance management / appraisal procedure • The ability to use flexible approaches within the school policy range
Personal Qualities	<ul style="list-style-type: none"> • Positive outlook and attitude even on a trickier day • Able to bring fresh ideas and take initiative/responsibility • Continues to be a learner as an adult • Self-motivated to drive their own career • Willing to take on extracurricular activities • Team player in the true sense of the word • Supportive and caring to colleagues • Believes that everyone CAN achieve • Reflective of their own impact • Proactive in the working environment • Has a personal 'can do' attitude 	<ul style="list-style-type: none"> • Ability to relate well to other professionals • Knows how to adapt their own approaches on the spot • Truly recognises that children are important in their own right • Respects everyone for who they are







- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the School Teachers Appraisal Regulations 2012

Other

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the headteacher

