



Eastbrook School

Part of the Barking Abbey Family



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"If the teacher makes the weather, the school creates the climate."

Sir Tim Brighouse

Welcome

For me there are three simple things that I want us to achieve:

First, we believe in character education, which is delivered through all schools. Through this we instill the key habits needed for young people to be successful in life. It also pushes us to be the best in everything we do. Across our schools we have some of the best results in the area, we have students at the best universities, we have the most students on apprenticeships in the entire country, we have students on international scholarships and much more. We have all of this because we push our students and each other to try hard and be our best each and every day.

Second, I believe that if you can't see it you can't be it. We want to give our students the chance to see successful people of every religion, colour and background whilst they are at school. Whatever their dreams we want to support them and provide the networks and contacts to help them to achieve.

Lastly, we want our students to have a voice in the world. To be confident enough to express their views and also to have the knowledge to be able to make an effective contribution. The more you know, the more powerful you can be in the world.

The quote from Sir Tim Brighouse symbolises our approach to leadership. It is our role as a leadership team to create the best possible learning environment for our teachers to teach in. In return we expect the best possible teaching from them and our results show this over time. We have created systems and structures that support high quality learning while minimising workload and maximising impact.

Eastbrook is part of the Barking Abbey family and in joining our community you will be part of a group that educates nearly 5000 students with over 400 staff. We are well regarded with a fantastic reputation due to our supportive culture for staff, inclusive environments for students and excellent academic achievements at all levels.

If you think the way that we do and absolutely believe in the potential of all young people, then we can offer you the chance to make a difference and change our community for the better.

I look forward to receiving your application.

Kind regards,

Tony Roe

Executive Headteacher
Barking Abbey and Eastbrook Schools



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"We are what we repeatedly do. Excellence, therefore, is not an act, but a habit."

Aristotle

Welcome

Thank you for expressing an interest in applying to work with us.

At Eastbrook secondary phase, all students are given the opportunity and platform to work, study hard and achieve in all aspects of the curriculum, in and outside of the classroom. We believe that all students should demonstrate good character in all aspects of their life and our curriculum is built around our **PROUD** habits: Principled, Resilient, Open, Understanding and Disciplined. We are a School of Character, which allows students to demonstrate these habits to offer a full and rounded educational experience.

We are very fortunate to have a very new school site, which offers some of the best teaching facilities in the area. Our learning spaces are second to none and include high quality science labs, professional level art and photography studios, the latest technology facilities, high spec music and drama facilities and equipment and multiple spacious sports halls, with professional equipment. All of which give students the best platform for high quality teaching and learning, where teachers are able to teach and learners are able to learn.

We have three key aims for all students that attend Eastbrook School:

- For all students to strive for **Excellence**.
- For all students to feel that they **Belong**.
- For all students to have the platform to **Succeed**.

To achieve these aims, we ask that all students are **PROUD**. **PROUD** of the work that they produce and the effort they put into their learning. **PROUD** of their achievements and that we have a culture of achievement where we celebrate the successes of others. And finally, but most importantly, that all students, staff and families are **PROUD TO BE** part of the Eastbrook and Barking Abbey family and community.

Eastbrook is an evolving and improving school. If you see potential in all young people and want to help harness and captivate the minds of eager and enthusiastic learners, we can offer you the chance to make a difference and improve our school for the better.

So, welcome once again to Eastbrook School and we look forward to you joining us and contributing to a community that you are **PROUD TO BE** part of.

Kind regards,

Jamie Gibson

**Eastbrook Secondary School Headteacher
Barking Abbey and Eastbrook Schools**



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"One child, one teacher, one pen and one book can change the world."

Malala Yousafzai

Welcome

Thank you for your interest in applying to work with us.

We believe that a truly exceptional school is one that enables every child to thrive and achieve their very best. A school where academic achievement is strong and the progress of every individual is valued and nurtured. A place where children develop the character virtues that help them flourish not only in school, but throughout life beyond the classroom.

At Eastbrook Primary School, we are proud to place equal importance on both academic success and personal development. We want our children to leave us as curious learners, resilient individuals and kind, thoughtful members of society.

We are looking for an exceptional teacher to join us on this journey.

All staff play a vital role in helping children succeed academically whilst also developing confidence, independence and strong character. We are looking for someone who will model commitment, positivity and professionalism, whilst exemplifying our core virtues of Curiosity, Perseverance, Teamwork, Gratitude and Kindness.

In return, we are committed to providing a supportive and ambitious environment in which staff are genuinely valued. We prioritise professional development, collaboration and staff wellbeing, ensuring that colleagues are given the encouragement, trust and opportunities they need to flourish in their careers.

Eastbrook Primary is a welcoming and inclusive community where relationships matter and where every member of staff contributes to shaping the experiences and futures of our children.

If this role reflects your values and you are excited by the opportunity to make a meaningful difference within our school community, we would love to hear from you.

Kind regards,
Evan Hollows

**Eastbrook Primary School Headteacher
Barking Abbey and Eastbrook Schools**



JOB INFORMATION

PRIMARY CLASSROOM TEACHER

Full Time, Permanent

Start date: September 2026 or January 2027

Salary scale: MPS / UPS (TLR available for additional leadership responsibilities, dependent on experience)

Are you an ambitious and passionate teacher who believes every child can succeed?

Would you like to work in a welcoming and inclusive primary school where relationships, character development and high aspirations are at the heart of everything we do?

This is an exciting opportunity to join Eastbrook Primary School and become part of a dedicated and supportive team committed to providing an exceptional education for every pupil.

Eastbrook School is an all-through school in the London Borough of Barking and Dagenham. Our primary phase continues to grow and develop, with a strong focus on high-quality teaching, character education and creating a nurturing environment where children flourish academically, socially and emotionally.

We are proud of our welcoming school community, our ambitious curriculum and the positive relationships that exist between staff, pupils and families. In our most recent Ofsted inspection, inspectors recognised that “leaders and staff have embedded a culture of high expectations”, that “pupils feel safe and supported” and that “children in early years get off to a flying start”.

At Eastbrook Primary School, we believe that children achieve their very best when they feel valued, inspired and challenged. We are committed to developing curious learners, resilient individuals and kind, thoughtful members of society.

The successful candidate will:

- Deliver engaging and effective lessons that inspire and motivate pupils to learn.
- Demonstrate strong curriculum knowledge and a commitment to high standards.
- Share our belief in the importance of character education and personal development.
- Build positive relationships with pupils, families and colleagues.
- Be reflective, enthusiastic and committed to continual professional growth.
- Work collaboratively as part of a supportive team and contribute positively to the wider life of the school.
- Have high expectations of behaviour, attitudes and achievement for all pupils.

In return, we offer:

- A welcoming, inclusive and supportive school community.
- Enthusiastic, polite and hardworking pupils who enjoy learning.
- A strong commitment to staff wellbeing and workload management.
- A collaborative and supportive leadership team.
- High-quality professional development and career progression opportunities.
- The opportunity to work within an ambitious and growing all-through school.
- A well-resourced learning environment and excellent facilities.
- A culture that places equal importance on academic success and character development.

Eastbrook School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974 and a comprehensive screening process, including an enhanced DBS check, will be undertaken for the successful applicant.



JOB DESCRIPTION

Job Title:	Primary Classroom Teacher
Grade:	MPS / UPS
Department:	Dependent on timetable and candidates subject specialisation
Location:	Eastbrook School
Line Manager:	SLT
Line Management of:	N/A

CORE PURPOSE:

- Fulfil professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document.
- Meet the expectations of the Teachers' Standards.
- To lead a class and achieve the highest quality outcomes and standards of learning for all pupils.
- To promote the vision, culture and ethos of the school.

MAIN RESPONSIBILITIES:

- To plan and deliver our skills-based and knowledge-rich curriculum to the highest standard, ensuring deep learning takes place and that pupils make excellent progress.
- To provide a nurturing classroom and school environment that supports children to flourish. To help maintain excellent behaviour across the whole school.
- To contribute to the effective working of the school

OUTCOMES AND ACTIVITIES

TEACHING AND LEARNING

- Plan, prepare and teach engaging and effective lessons that motivate, inspire and develop pupils' skills, knowledge and character strengths.
- Demonstrate good subject and curriculum knowledge.
- Use regular assessments to set targets for pupils, monitor pupils' progress and respond accordingly to the results of such monitoring.
- Develop and maintain high expectations of routines, behaviour and attainment for your classroom and the wider school.
- Produce or contribute to oral and written assessments, reports and references relating to individuals and groups of pupils.
- Ensure that all pupils achieve at least at age related standard or, if well below, make significant and continuing progress towards achieving at age related standard



WHOLE SCHOOL

- Role model Eastbrook's core values of curiosity, perseverance, teamwork, gratitude and kindness.
- Support the school's values and ethos by contributing to the development and implementation of policies, practices and procedures.
- Help create a strong school community, characterised by excellent behaviour and caring, respectful relationships.
- Help develop a culture and ethos that is committed to high academic achievement and the development of good character.
- Make positive contributions to the wider life and ethos of the school.

HEALTH SAFETY AND DISCIPLINE

- Promote the safety and well-being of pupils.
- Maintain good order and discipline amongst pupils, managing behaviour effectively to ensure a good and safe learning environment.

PROFESSIONAL DEVELOPMENT

- Take part in the school's appraisal procedures.
- Take part in further training and development in order to improve own teaching.
- Take part in the appraisal and professional development of others, where appropriate.

CONDUCT

- Uphold public trust in the profession and maintain high standards of ethics and have proper and professional regards for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality.
- Understand and act within the statutory framework setting out professional duties and responsibilities.

MANAGING STAFF AND RESOURCES

- Direct and supervise support staff and where appropriate, other teachers.
- Contribute to the recruitment and professional development of other teachers and support staff as appropriate.
- Deploy resource is delegated appropriately.

SAFEGUARDING

- Work in line with statutory safeguarding guidance and our safeguarding and child protection policies.
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils including sharing concerns where necessary.
- Promote the safeguarding of all pupils in the school.



PROFESSIONAL DEVELOPMENT

- Undertake other responsibilities and/or tasks, as directed by the Headteacher.

All staff will be expected to comply with any reasonable request from the Headteacher or Governors to undertake work that is not specified within this job description.

This job description is not a comprehensive definition of the post. It will be reviewed on a regular basis and may be subject to modification or amendment at any time.



PERSON SPECIFICATION

VIRTUES

- Vision aligned to Eastbrook's
- An understanding of how to establish and instill consistently high standards of behaviour and a culture of high achievement in an inner-city classroom.
- Genuine belief in the potential of every child to be knowledgeable and virtuous.
- Appreciation of the value of data to identify weaknesses and inform continual improvement.
- Drive and perseverance to continually evaluate, improve and learn.
- Integrity, taking personal responsibility for own actions and reflecting honestly in order to continue learning.
- A strong ethos of service and the desire to work collaboratively with partner stakeholders, agencies and peers within and beyond the school

QUALIFICATIONS AND EXPERIENCE

- Qualified teacher status.
- Qualified to degree level, or higher.
- Qualified to teach and work in the UK.

SKILLS AND KNOWLEDGE

- Excellent organisational skills and ability to work effectively and efficiently with others.
- Knowledge of the national curriculum.
- Skilled use of effective teaching and learning strategies.
- The ability to adapt teaching to meet pupils needs, in particular underachieving groups and pupils with SEN and EAL.
- A good understanding of national guidance and requirements around safeguarding children.
- Knowledge of effective behaviour management strategies.
- Good computing skills, particularly using ICT to support learning.

OTHER

- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- A commitment to maintaining confidentiality at all times.
- Ability to work under pressure and prioritise effectively.



EXPECTATIONS OF STAFF

In addition to the specific requirements of the advertised role, all members of staff are expected to adhere to the areas outlined below:

ALL STAFF

To promote the vision, culture and ethos of the school.

To help maintain excellent behaviour across the whole school.

To contribute to the effective working of the school.

Role model the school's values and virtues.

Support the school's values and ethos by contributing to the development and implementation of policies, practices and procedures.

Help create a strong school community, characterised by excellent behaviour and caring, respectful relationships.

Help develop a culture and ethos that is committed to high academic achievement and the development of good character.

Undertake and, when required, deliver or be part of the appraisal system and relevant training and professional development.

Implement and adhere to Eastbrook School's Code of Conduct and safeguarding policies, ensuring the health and well-being of students is maintained at all times.

Undertake other various responsibilities as directed by the Headteacher.

TEACHING STAFF

To achieve the highest quality outcomes and standards of learning for all students.

Plan, prepare and teach engaging and effective lessons of the highest standard that motivate, inspire and develop students' skills, knowledge, character strengths and a love of learning.

Use regular assessments to set targets for students, monitor students' progress and respond accordingly to the results of such monitoring.

Develop and maintain high expectations of routines, behaviour and attainment for your classroom and the wider school.

Ensure that all students are on track to achieve at least nationally expected standards of attainment and, where this is not the case, intervene appropriately to address the identified gaps in learning.

Enrich the curriculum with extra-curricular activities and educational visits that reinforce learning.

Maintain regular and productive communication with students, parents, carers and colleagues.

Implement and promote Eastbrook School's Code of Conduct and safeguarding policies, ensuring the health and well-being of students is maintained at all times.



PERSONAL AND PROFESSIONAL QUALITIES

In addition to the specific requirements of the advertised role candidates will have:

An understanding of, and a commitment to, the vision and values of the school.

An understanding of how to establish and instil consistently high standards of behaviour and a culture of high achievement.

A genuine belief in the potential of every child to be skilled, knowledgeable and virtuous.

An appreciation of the value of data to identify weaknesses and inform continual improvement.

The drive and perseverance to continually reflect, evaluate, improve and learn.

Integrity and a willingness to take personal responsibility for their own actions.

Excellent organisational skills and ability to work effectively and efficiently with others.

A strong ethos of service and the desire to work collaboratively with partner stakeholders, agencies and peers, within and beyond the school.

Commitment to equality of opportunity and the safeguarding and welfare of all students.



VISION & APPROACH

Eastbrook is a happy, purposeful place where young people and adults enjoy learning together. We have a clear vision for the school that is based on a broad understanding of what success looks like for our students.



Our vision is for Eastbrook to be a school where academic attainment is high and the academic progress of individuals is maximised; a place where all young people acquire the character habits that lead to success in school and university, in work and life beyond.

To ensure this success we have developed a character and academics curriculum, offering an educational experience that stimulates an appetite for learning, and encourages and guides our students to achieve beyond their perceived potential.

We take an inclusive approach that maintains a focus on the well-being and progress of every young person. We provide a safe place for learning through the application of our positive behaviour system and we achieve better results by establishing a partnership between parents and teachers.

All the adults who work at the school are committed to this clear vision and are driven by our shared understanding of what success for our students looks like and how we achieve that success together.

To find out more, take a look at our website:

www.eastbrookschoo.org



OUR COMMITMENT TO YOUR DEVELOPMENT

At Eastbrook we know that investing in you is an investment in our students' success.

The Senior Leadership Team at Eastbrook School highly values staff professional development, at all levels.

Weekly personal and professional development time provides the opportunity for staff to train, discuss ideas and collaborate with colleagues, as well as reflecting on your own and others' practice.

In addition, the school will support you in developing your specific talent and furthering your career. Whether you are interested in developing an area of expertise or whether you are interested in developing as a leader, we will support you in identifying the appropriate course.

At Eastbrook, you will be encouraged and supported to find and pursue your own development path, from professional qualifications such as the NPQ courses to academic qualifications, such as masters degrees.



RECRUITMENT TIMELINE

CLOSING DATE FOR APPLICATIONS	24/06/2026 (9.00am)
NOTIFICATION SENT TO SHORTLISTED CANDIDATES	26/06/2026
INTERVIEW AND TASKS	02/07/2026



SAFER RECRUITMENT

Eastbrook is committed to safeguarding and promoting the welfare of children and young people in our school. In order to meet this responsibility, our school follows a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail on request.

DISCLOSURE

Eastbrook requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment – this will depend upon the nature of the offence(s) and when they occurred.

APPLICATION

Complete the application form and send it by email to Jobs@eastbrookschool.org or via TES.

SHORTLISTING

Only those candidates meeting the right criteria will be taken forward from application.

INTERVIEW

Shortlisted candidates will take part in an interview process that includes teaching a lesson and an interview. We will be assessing all candidates on their commitment to our values as well as their teaching ability and experience. During interview, candidates may be asked to address any discrepancies, anomalies or gaps in their application form.

REFERENCE CHECKING

As appropriate, references from your previous and current employer will be taken up following interview. Where necessary other previous employers may be contacted to gather further information.



ENCOURAGING DIVERSITY

Eastbrook School is committed to eliminating discrimination and encouraging diversity amongst our employees. Barking and Dagenham is one of the most diverse London boroughs. Our aim is that our workforce is representative of the people that live in the borough and that each employee feels respected and able to give their best.

To that end we are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. We oppose all forms of unlawful and unfair discrimination.



SCHOOL INFORMATION



Eastbrook School is an Ofsted rated Good, all-through school in the London Borough of Barking and Dagenham and is part of the Barking Abbey family. Founded in 1933, Eastbrook has a well-established history of serving the local community, with many generations of families attending as students and even joining as staff. The primary school opened in 2016 and is growing in size year on year. The secondary school transferred into new, state of the art buildings in 2017, benefitting from purpose-built specialist learning environments with industry level resources.

VALUES AND VISION

Our curriculum is built around our Primary Virtues: **Curiosity, Perseverance, Teamwork, Gratitude, Kindness** and our Secondary **PROUD** habits: **Principled, Resilient, Open, Understanding** and **Disciplined**. We are a School of Character which allows students to build and demonstrate these habits through a full and rounded educational experience.

Eastbrook School promotes a student-centred, progress focused ethos within a welcoming and supportive community. At Eastbrook, we believe that a truly outstanding school is one that enables all students to achieve their best. One where academic attainment is high and the academic progress of individuals is maximised. It is a place where all students acquire the character habits that lead to success in school and university, in work and life beyond.

Staff deliver an inclusive and challenging curriculum, with regular and robust assessment, and outstanding pastoral care.

The proportion of students who speak English as an additional language or come from minority ethnic groups is high. The proportion of children who are eligible for the Pupil Premium is well above average. The Pupil Premium is additional funding given to schools for children in specific groups, including those in the care of the local authority and those known to be eligible for free school meals.

Contact Us:

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Email: office@eastbrookschoo.org

Getting Here:

Ample onsite parking is available.
The nearest tube station is Dagenham East on the District Line.
Bus routes 174 stopping outside and 103 nearby.

