



**START DATE:** November 2026

**LOCATION:** Totton, Hampshire

# Class Teacher (Maternity Cover) **INFORMATION PACK**



**Oakfield**  
Academy

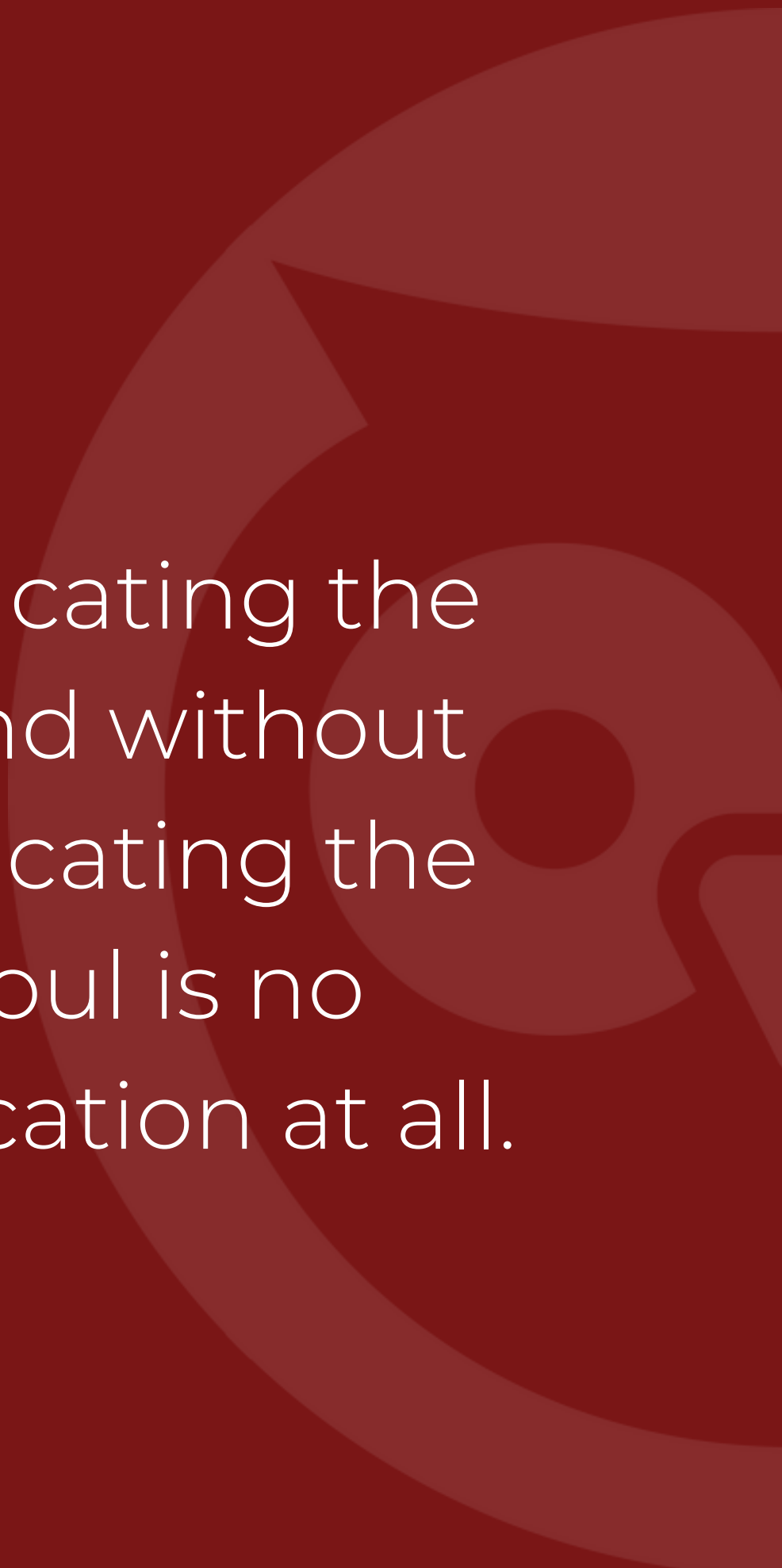
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| Key Information       |                              |
|-----------------------|------------------------------|
| <b>Post Title:</b>    | Class Teacher - Full time    |
| <b>Contract Type:</b> | Fixed Term - Maternity Cover |
| <b>Academy:</b>       | Oakfield Academy             |
| <b>Pay Range:</b>     | MPR/UPR                      |
| <b>How To Apply:</b>  | Via mynewterm                |
| <b>Line Manager:</b>  | Senior Teacher               |
| <b>Team:</b>          | Teaching Team                |
| <b>Year Group:</b>    | KS2                          |
| <b>Start Date:</b>    | 2 November 2026              |
| <b>Interview:</b>     | TBC                          |

|                                                                                      |                       |
|--------------------------------------------------------------------------------------|-----------------------|
| <b>Lucy Bray</b><br>Headteacher<br><br>For more informal information about the role. | head@oakfield.academy |
|                                                                                      | 02380 862530          |

|                                                                                         |                        |
|-----------------------------------------------------------------------------------------|------------------------|
| <b>Stephanie Kellie</b><br>School Administrator (Oakfield)<br><br>To book a school tour | admin@oakfield.academy |
|                                                                                         | 02380 862530           |

|                                                                                                      |                       |
|------------------------------------------------------------------------------------------------------|-----------------------|
| <b>Claire Twyman</b><br>HR<br><br>For information and support with any applications or documentation | jobs@gatewaytrust.org |
|                                                                                                      | 01794 527001          |



Educating the  
mind without  
educating the  
soul is no  
education at all.



## A MESSAGE FROM THE **EXECUTIVE HEADTEACHER**

Thank you for your interest in Oakfield Academy! This is a genuinely exciting opportunity to join us in a successful and rapidly growing one-form-entry Primary School in Totton, Hampshire.

Since joining the Gateway Trust in April 2019, we have gone from strength-to-strength; we are proud to be making a difference to the lives of so many within our community and our new popularity and reputation reflects this. This has been recently verified in our Ofsted report which rated us as 'Good' with 'Outstanding' Early Years and Personal Development.

The recent investments in buildings, grounds and staffing have helped us to focus on what is most important: our children.

Whilst we have made significant improvements, we're not done yet and we are looking for the next great inspirational teacher to join us on our upward trajectory.

Whilst we don't underestimate what is to come, we do it with passion, love, laughter and most of all: team-work.

We look forward to meeting you, hearing about what you have to offer and showing you what makes us so special.

*Lucy Bray*



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# INFORMATION

## Our Purpose

We want to build children of Good Character who achieve academic excellence so that they are prepared for their future and make a positive contribution to their communities. We strive to ensure that all are included and work hard to fulfil their potential regardless of background or starting point, pupil choices are not limited by postcode, self belief, opportunity, or circumstance.

## Our Values

- **Live** - Every day is new, be inspired to live it!
- **Love** - Love learning, yourself and those around you.
- **Laugh** - Laugh hard at yourself and with others
- **Learn** - Learn more than you thought possible.

## Our Context

- 165 Children
- 81 Girls
- 85 Boys
- 36 Children eligible for Free School Meals
- 40 Children eligible for Pupil Premium
- 21 Children have a special educational need or disability





# ACADEMIC EXCELLENCE

**We won't be content with our academic provision until...**

- We deliver a carefully constructed, stimulating, and inclusive curriculum that caters to the needs of every child, resulting in impressive outcomes while maintaining high levels of pupil happiness and parent satisfaction.
- Year after year, every one of our pupils achieves the expected standard or more in reading, writing, and mathematics at the end of Key Stage 2.
- Year after year, the percentage of students attaining a higher standard across these three subjects surpasses the national average.

**Therefore we:**

Follow a structured process when we teach so that learning is divided between four different and distinct phases.

**Engage:** Teachers use interesting and exciting activities like games, stories, and hands-on projects to ignite learning, spark curiosity and hook children in.

**Develop:** In this phase, teachers focus on teaching children the knowledge they need to be successful. To achieve this, they recap on previous learning, provide clear explanations of what students are expected to learn, use examples and non-examples to illustrate key concepts, provide guided and independent practice opportunities, give immediate and specific feedback, use a variety of instructional strategies, and review and summarise key concepts.

**Innovate:** This is where pupils apply their learning, for example by solving a problem in small groups. This helps them to use their knowledge in different ways.

**Express:** Finally, children show what they know! Teachers help children reflect on what they have learned and celebrate their progress. Families are invited into school every half-term to look at books, displays, see presentations from children, talk informally with staff and take part in their own activities that children develop.



# CURRICULUM

## Introduction

In 2019, Oakfield embarked on a significant transformation of our curriculum. This change was informed by valuable input from our key stakeholders: parents, pupils, the wider community, and our staff. Their insights led to the creation of our foundational 'Four Ls' - Live, Love, Laugh, and Learn, which represent the core drivers of our curriculum.

## Intent

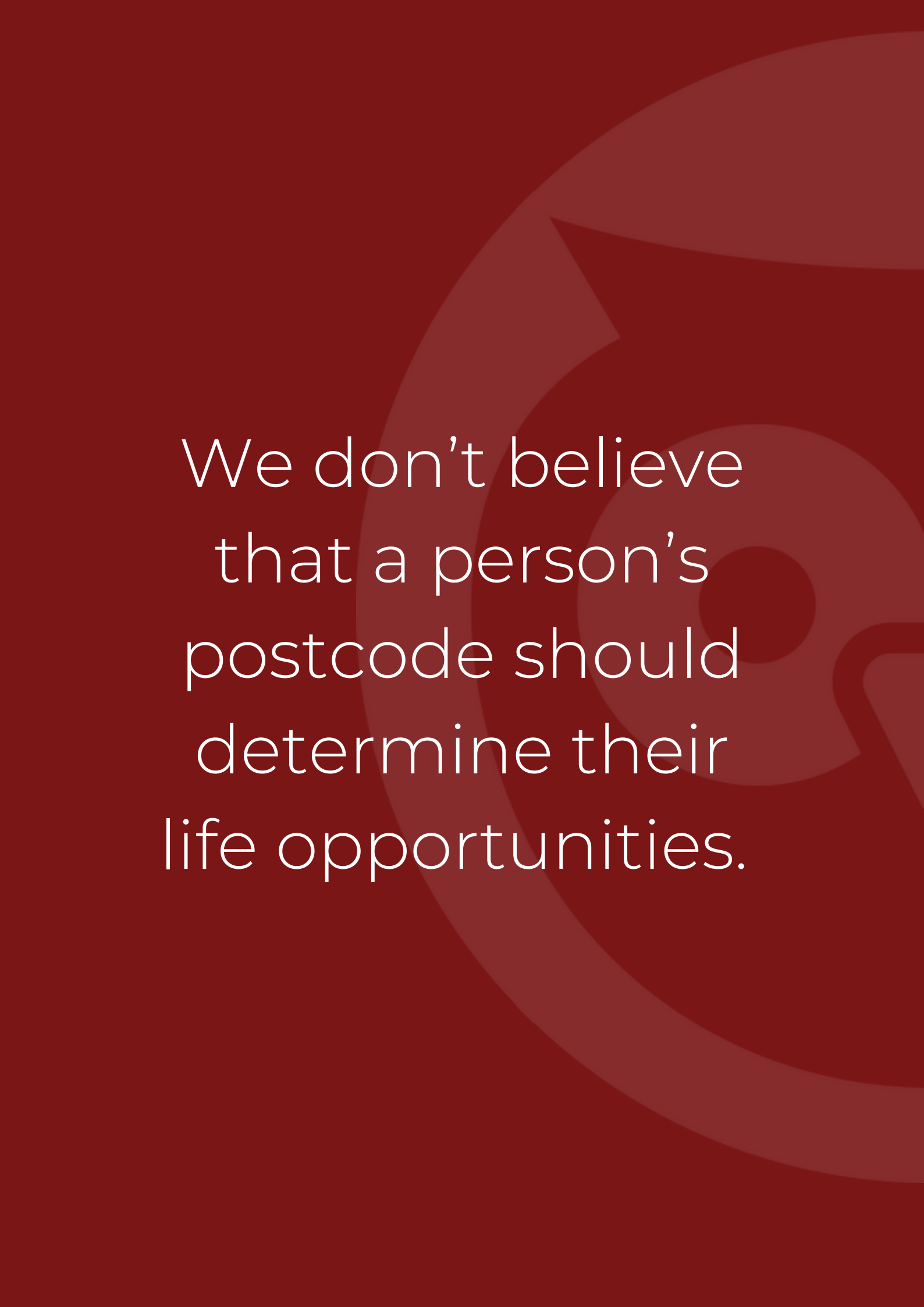
Our curriculum is committed to offering an all-encompassing education that prepares pupils for life beyond the classroom, not just academically.

1. **Live:** We focus on preparing our pupils for the real world by teaching practical knowledge and skills that are essential for life's successes.
2. **Love:** Our aim is for pupils to develop a love for learning, self-respect, community involvement, and to cultivate positive relationships.
3. **Laugh:** We believe in the importance of joy in education. Our curriculum seeks to make learning a delightful experience, fostering a sense of humour and a positive mindset in our pupils.
4. **Learn:** Our primary objective is to instil a lifelong love of learning. We strive to nurture curiosity, creativity, independence, and resilience, empowering our pupils to achieve their full potential.



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We don't believe  
that a person's  
postcode should  
determine their  
life opportunities.





# ADVERTISEMENT

## Class Teacher (Maternity Cover)

First and foremost we are looking for an excellent teacher with a keen interest, passion and drive to join our highly motivated teaching team.

who:

- Supports the values, ethos and overall vision of our school
- Prioritises safeguarding, can build positive and trusting relationships with children and adults and has a reputation for honesty, integrity and professionalism
- Has high expectations for all children and a real determination and belief that all children can succeed and progress well
- Is willing to go the extra mile to personalise learning and provision for all the children in their care

Working in a small school comes with its own set of unique challenges but for the right person, these are seen as opportunities for development for the future...every member of staff leads at least one subject, knows all our children and parents very well, enjoys the freedom to run their year group independently and are supported through quality CPD, practical resources and a developmental approach from leaders.

Ideally we are looking for someone with a few years of experience under their belt, who we hope will 'hit the ground running' and come with strong ideas...we are welcoming of initiatives that will help us to build on our successes and work on our next steps. As a school in a growing Trust we are able to offer opportunities for joint working with other Primary schools which brings exciting ways to get involved and grow your experience and leadership skills.

We recognise that this position isn't for everyone, but if you've made it this far and you're still reading, we'd love to hear from you. We have biscuits in the tin, a lively "work-hard - play hard" team, supportive and active leaders including the governing body, and talented children that deserve you!

We aren't your 'typical' school and you are encouraged to visit us to see why!



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A photograph of three children standing in front of a wooden playhouse. A girl with dark hair in pigtails is in the center, wearing a red and white shirt. To her left is a child with blonde hair in a ponytail, and to her right is a boy with short brown hair, both wearing white shirts. They are all looking towards the playhouse. The word 'ADVERTISEMENT' is written in large, white, bold, sans-serif capital letters across the bottom of the image.

# ADVERTISEMENT

**In any role at Oakfield, we look for, nurture, value and expect...**

- **Resilience** – Bouncing back when things are challenging. Learning from mistakes to make it even better next time.
- **Creativity** – Thinking of new ideas that have value. Using initiative, experimenting, taking risks, innovating, making links and problem solving.
- **Self Management** – Planning & prioritising, being organised, taking responsibility and developing confidence.
- **Collaboration** - Working effectively a team through sharing, agreeing & debating, talking & listening, contributing & team work.
- **Empathy** – Understanding others through being compassionate, not judging but supporting all.
- **Curiosity**- Taking an interest, asking questions, inspiring & enquiring, listening and explaining.
- **Reflection** – Thinking deeply, reviewing and improving through the setting of targets, evaluating & analysing our learning

**We recognise that this role isn't for everyone, but if you've made it this far and you're still reading, we'd love to hear from you.**

**We have:**

- Biscuits in the tin, coffee in the machine (it also makes hot chocolate!) and ~~some~~ lots of treats on the staff room table!
- A commitment to ensuring a strong work-life balance (including guaranteed PPA time covered by OWL and flexible working initiatives)
- A lively "work-hard - play hard" talented team
- Supportive and active leaders - including the governing body - with high expectations but warm approach.
- A very supportive PTA
- Talented children that deserve you!

We want to hear from you if you believe that you have the skills and experience to make your mark, but most importantly, to make a difference.



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# Purpose

To carry out the functions of a teacher in accordance with the Teacher Standards and the stated aims and objectives of the academy and the Department.

## Job Description - Organisation

- in consultation with the SLT to plan, design and produce teaching materials and resources which are appropriate to age and stage of development
- in accordance with schemes of work, plan, deliver and review lessons which are appropriate to the age and stage of the pupils so as to facilitate progression in pupils' learning
- assess, record and report on the development, progress and attainment of the students assigned to him or her within the academy guidelines
- manage the classroom and teaching equipment so as to create a positive learning environment which makes effective use of available resources.
- attend meetings, carry out administrative tasks and duties as specified in the Staff Handbook
- provide and facilitate the general progress and well-being of any individual student within any group of students assigned to him or her, providing guidance and advice to students on educational and social matters
- implement the academy policy with regard to registration, student absence, dress code and enforce rules relating to behaviour and health and safety
- participate in full staff team meetings and to contribute to academy decision making and consultation procedures
- be involved in the Appraisal process, to engage in professional development activities so as to enhance personal performance, fulfil personal potential and be able to participate effectively in the implementation of the academy's goals and

## Job Description - Development Plan

- Establish individual active links in the community in order to extend both pupil learning and own professional development

## Job Description - Additional Specific Responsibilities – (N/A to ECTs)

- Lead the development of (a) subject(s) and champion it/them across the school
- Identify areas of strength and next steps through planned monitoring and reporting
- Contribute to the academy's development plan and take ownership of implementing assigned areas

## Job Description - General Duties

- Carry out a share of supervisory duties in accordance with published rotas
- Participate in appropriate meetings with colleagues and parents relative to the above duties

## Job Description - Resources

- Operate relevant equipment/ICT packages (e.g. MS Office, internet, intranet, Arbor, Dojo, Teams and Outlook)
- Keep up-to-date knowledge of the range of external agencies and opportunities that can be used to provide extra support for pupils.
- Direct and support assistant teachers in order to maximise their impact
- Ensure effective communication with all colleagues (teaching and support staff)





## SAFER RECRUITMENT

The Gateway Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring checks along with other relevant employment checks. TGT is an equal opportunities employer.

## GDPR

You should be aware that the information you have provided will be stored on TGT's secure database and will only be used to process your application. It will not be passed to any other organisation.

## PRIVACY NOTICE

The School collects information about you in order to provide you with recruitment and employment services. We will use the information for the recruitment and selection process and, if successful, to activate employment with the School. The legal basis for processing your personal data is that it is necessary for the performance of the employment contract or in order to take steps before entering into a contract and is necessary for the school to comply with a legal obligation. The legal basis for processing special category data is that processing is necessary for the purposes of carrying out the rights and obligations in the field of employment, that it is necessary for the reasons of substantial public interest and that it is necessary for the purposes of the assessment of the working capacity of the employee. You have some legal rights in respect of the personal information we collect from you. Please see the school's website for further details on their privacy notice and data protection policy. You can contact the Schools Data Protection Officer if you have a concern about the way they collect or use your data.



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