



**Class Teacher**  
**Freshwaters Primary Academy**  
Candidate Information Pack

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# Welcome from the CEO

I never originally set out to establish a Multi Academy Trust. That simply was not the plan – at least not at first.

The journey began in 2010 at Burnt Mill Academy in Harlow. At that time, the school faced significant challenges and required rapid improvement. From the outset, it was clear that transforming outcomes for children depended on having talented, committed staff who shared a strong belief in what young people could achieve. With a clear vision, high expectations and a relentless focus on improving teaching and learning, the school quickly began to flourish, leading to significantly improved outcomes for pupils and recognition from Ofsted.

Inspired by what could be achieved through strong leadership, collaboration and a shared commitment to excellence, BMAT Education was established with a clear purpose: to provide exceptional educational opportunities for children and young people across our communities.

Today, our schools work closely together to share expertise, develop staff and create the very best experiences for pupils. While each school retains its own unique identity and strengths, all are united by a commitment to high standards, inclusion, ambition and continuous improvement.

At BMAT, we believe exceptional staff transform lives. Whether in teaching, leadership or support roles, every colleague plays an important part in helping children thrive academically, socially and emotionally. We are committed to attracting and developing talented professionals who are passionate about making a positive difference.

This candidate pack has been designed to give you an insight into Freshwaters Primary Academy, the role of Class Teacher, and the values and culture that underpin our work. We hope it provides a clear understanding of our ambitions for our pupils, staff and wider community.

If you are inspired by what you read in this pack and share our commitment to delivering the very best for children and young people, we would be delighted to hear from you.

I wish you all the very best with your application and thank you again for your interest in Freshwaters Primary Academy and BMAT Education.

**Helena Mills CBE**

# Welcome from the Headteacher

Welcome to Freshwaters Primary Academy. I am proud to lead a caring, inclusive and supportive school community where every child is encouraged to thrive and achieve their full potential.

At Freshwaters, we are committed to ensuring that every child feels safe, happy and inspired to learn. We believe that children achieve best when they feel valued, supported and confident within their learning environment, and we work hard to create a culture where all pupils can flourish academically, socially and emotionally.

Our dedicated staff team is passionate about delivering high-quality teaching and creating engaging learning experiences that develop curiosity, resilience and a lifelong love of learning. We have high expectations for all pupils and are committed to helping children grow into confident, independent learners who are well prepared for the next stage of their education and future life beyond the classroom.

Alongside academic achievement, we place great importance on wellbeing, personal development and building positive relationships with families and the wider community. We believe strong partnerships are key to supporting children's success and creating a positive and nurturing school experience.

Through our partnership with BMAT Education, we continue to strengthen the provision and opportunities available to both pupils and staff. Working collaboratively across the Trust allows us to share expertise, provide high-quality professional development and continually improve the experiences we offer within our school community.

Thank you for your interest in Freshwaters Primary Academy. We look forward to welcoming individuals who share our commitment to inclusion, aspiration and delivering the very best outcomes for children.

**Jackie Diggle**

# About Our Trust

BMAT Education runs a community of schools which provide an outstanding education for every individual attending a Trust school. Our schools are places of aspiration, where individuals matter and confidence flourishes so that achievement for all is outstanding.

The trust currently oversees seven secondary academies and five primary academies, located in Harlow, Newham and Stansted. BMAT's vision is to work together to smash through the barriers that prevent children from becoming confident, high achieving and independent individuals.

Core to our ethos is that we believe that exceptional leaders create exceptional schools, and our leaders are given the support they need to serve these communities at the highest level. BMAT is driven by the ambition to be the best.

## Our Schools:

- Burnt Mill Academy
- Cooks Spinney Primary Academy and Nursery
- Epping St Johns Church of England School
- Freshwaters Primary Academy
- Forest Hall Academy
- Little Parndon Primary Academy
- Magna Carta Primary Academy
- Mark Hall Academy
- Royal Docks Academy
- Roydon Primary Academy
- Sir Frederick Gibberd College
- STEM Academy



# About the Role

We are looking for a dedicated and enthusiastic primary school teacher with a passion for creating a positive, inclusive, and engaging learning environment. Skilled in delivering creative and differentiated lessons that support pupils' academic, social and emotional development.

Committed to fostering strong relationships with children, parents and colleagues while inspiring confidence, curiosity, and a love of learning in every child.

If you are committed, enthusiastic, and enjoy making a meaningful difference as part of a collaborative team, we would love to hear from you.

# Job Description

<b>Job title</b>	Class Teacher
<b>Reports to</b>	Head Teacher, Senior Leaders
<b>Pay scale</b>	M1-M6 (£34,398 - £46,839)
<b>Location</b>	Freshwaters Primary Academy
<b>Terms</b>	You will be required to meet the general requirements of this post as specified in the School Teachers' Pay and Conditions Document as well as the Headteacher Standards. In addition, you will be required to fulfil any reasonable expectations from the Director of Primary Standards
<b>Contract</b>	Fixed Term, Full Time, 1 <sup>st</sup> September 2026 – 31 <sup>st</sup> August 2027

## Purpose of the Job

- Teachers make the education of their pupils their first concern and are accountable for achieving the highest possible standards in work and conduct.
- Teachers act with honesty and integrity; have strong subject knowledge, keep their teaching knowledge and skills up to date, are self-critical; forge professional relationships, and work with parents in the best interests of their pupils.

## Liaison With

- The post-holder is also expected to liaise and interact with Pupils, Parent/Carers, the immediate staffing team, as well as the wider BMAT team and key stakeholders.

## Specific Responsibilities

### Supporting the Student

- Be responsible for the learning and achievement of all pupils in the class and ensure equal opportunities for all
- Be responsible and accountable for achieving the highest possible standards in work and conduct
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times, observing proper boundaries appropriate to a teacher's professional position
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils

### Supporting the Academy

- To play a full part in the life of the school community, to support this distinctive mission and ethos. To encourage staff and students to follow this example.

### Students' Views

- To understand and respect students' views so they can be supported effectively.

# Person Specification

## Class Teacher

Qualifications	Essential	Desirable
1. Honours Degree	✓	
2. Qualified Teacher Status	✓	
3. Enhanced DBS and Validated references	✓	
4. Eligibility to work in the UK	✓	
5. Evidence of further professional development relevant to the post		✓
6. First Aid Qualification		✓
<b>Experience</b>		
1. Experience of successful teaching with the age range for which the applicant is applying	✓	
2. Experience in tracking and monitoring student progress	✓	
3. Experience of parent/carer consultation meetings		✓
4. Experience of using positive behaviour management strategies effectively	✓	
5. Experience of planning and managing the work of classroom support staff		✓
<b>Knowledge</b>		
1. Good knowledge of Microsoft Office	✓	
2. Knowledge of the SEND code of practices	✓	

3. An understanding of the expectations of the Ofsted Framework regarding effective teaching and learning	✓	
4. Understanding of assessment and how it can best be used to extend children's learning	✓	
5. Understanding of safeguarding requirements	✓	
6. Knowledge of current procedures and strategies for raising standards		✓
<b>Skills and abilities</b>		
1. Good numeracy/literacy/ICT skills	✓	
2. Good communication skills	✓	
3. Good organisational skills	✓	
4. Ability to relate well to children and adults	✓	
5. Ability to work independently	✓	
6. Ability to work constructively as part of a team, follow instructions, understand roles and responsibilities	✓	
7. Discretion, tact and diplomacy	✓	
8. Attention to detail	✓	
9. High quality teaching skills	✓	
10. High expectations for all and committed to equalities	✓	
11. Challenge underperformance and support improvements	✓	
12. Be open, honest and firm but fair	✓	

## Personal Qualities

1. Professional working attitude	✓	
2. Shows initiative and demonstrates a 'can do' approach	✓	
3. Sensitivity to the needs of others	✓	
4. Flexible and adaptive approach to work	✓	
5. Reliable and trustworthy	✓	
6. Committed to safeguarding children	✓	
7. Values and behaviours suitable for working with children and young people	✓	
8. Committed to equal opportunities	✓	
9. Reputation for firm and fair behaviour management	✓	
10. Commitment to the overall success of the Academy	✓	
11. Proactive, enthusiastic, optimistic and innovative	✓	
12. Reliable and resilient with a strong sense of gravitas	✓	
13. Emotionally intelligent and self-aware	✓	
14. Calm under pressure and flexible in approach	✓	

15. A belief in the ability of children and young people to achieve and to overcome obstacles to their learning. Awareness of, and commitment to, equalities issues	✓	
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# How to Apply

## Class Teacher

*We look forward to hearing from you.*

**Closing date for applications:** Thursday 18<sup>th</sup> June 2026

**Interviews:** Monday 22<sup>nd</sup> June 2026

Please carefully review the following information before submitting your application.

### **Application form**

To apply for this position, you must complete the official application form in full via MyNewTerm. Please note that CVs will not be accepted as part of the application process. We recommend retaining a copy of your completed application for your records should you be shortlisted for interview.

The application form includes several sections relating to your employment, education, and personal history. The information you provide will be used to assess your suitability against the requirements and competencies outlined for the role. Please ensure your full employment history is included, with clear explanations for any gaps in employment. You should also highlight any relevant skills, qualifications, and achievements that demonstrate your suitability for the position.

### **Supporting Statement**

Please submit a letter of application or supporting statement of no more than 1,000 words. In your statement, outline your motivation for applying for this role and demonstrate how your experience, skills, training, and personal attributes align with the job description and person specification.

You should also include clear examples from your current or previous roles that evidence your impact. This may include, for example, measurable outcomes such as improvements in pupil progress and attainment within teaching roles, or reductions in exclusions and improved outcomes for pupils within pastoral roles.

### **Disclosure of Relationships**

All prospective employees are asked to declare any personal or professional relationships with trustees, governors, senior leaders or employees of the Trust. This ensures BMAT Education can uphold transparency and fairness throughout the recruitment process.

### **Safeguarding Commitment**

BMAT Education is committed to safeguarding and promoting the welfare of children and young people. All staff are expected to share this commitment and undergo appropriate checks, including enhanced DBS checks.

### **Pre-Employment Checks**

Applicants must provide details of two referees, one of whom should be their current or most recent employer. References from relatives or friends will not be accepted. References will normally be requested for all shortlisted candidates unless otherwise stated.

This role is exempt from the Rehabilitation of Offenders Act 1974 and is therefore subject to an enhanced Disclosure and Barring Service (DBS) check. Any information disclosed will be treated in the strictest confidence. A criminal conviction will not automatically prevent appointment; however, it will be considered in relation to the requirements of the role and suitability to work with children.

Under the Criminal Justice and Court Services Act 2000, it is a criminal offence for individuals who are disqualified from working with children to apply for, or undertake, a role that involves such work.

Fluent spoken English is a requirement for this role in line with Part 7 of the Immigration Act 2016.

Thank you for taking the time to review this information. We look forward to receiving your completed application form and supporting documentation. Should you have any questions regarding the process, please do not hesitate to contact us.

BMAT Education is committed to safeguarding children; successful candidates will be subject to an Enhanced Disclosure and Barring Service check. In line with Keeping Children Safe in Education (KCSIE) guidance, we may also conduct an online search about any shortlisted candidates as part of our due diligence to identify any matters that might relate directly to our legal duty to meet safeguarding duties, in accordance with Keeping Children Safe in Education (KCSIE)





**Freshwaters**  
PRIMARY ACADEMY



Supporting primary and secondary schools across Essex and East London, BMAT is a growing multi-academy trust with a singular vision: **schools, teachers and pupils freed to succeed.**