

CLASS TEACHER INFORMATION PACK

ARAGON PRIMARY SCHOOL

MARCH 2026



“Be the Best You Can Be”

Dear Colleague,

Welcome to Aragon Primary School – and thank you for your interest in joining our team.

We are delighted that you are considering a class teacher role with us, and we hope this information pack gives you a genuine sense of what makes Aragon such a special place to work. Our school is a warm, inclusive community where every child is valued and supported to achieve their very best. We are proud of the caring, purposeful environment that underpins all we do, and we know that the right staff are central to sustaining and strengthening this culture.

Aragon is a school with much to celebrate. In 2025, our Key Stage 2 attainment ranked 4th highest in the London Borough of Merton, reflecting the determination and high expectations shared by staff and pupils alike. Our outcomes remain consistently strong across the school – from the Early Years through to Year 6 – and for a number of years we have performed significantly above national averages in Year 1 Phonics, KS2 SATs and Y4 MTC.

Our May 2025 Ofsted inspection further recognised the strength and consistency of our provision. Inspectors reported no areas for development and noted that the school has improved significantly across all areas since the previous visit. They highlighted the exemplary behaviour of our pupils, the strength of our curriculum and teaching, and the ambitious, positive ethos that characterises daily life at Aragon.

One of our greatest strengths is our dedicated and highly skilled staff. Our team is stable, supportive and committed to continuous improvement. As such, vacancies at Aragon are rare, and this opportunity to join a forward-thinking, collaborative team is an exceptional one. Whether you are early in your teaching career or bring years of experience, we believe Aragon is a place where you can grow professionally, contribute meaningfully and make a genuine difference.

Thank you once again for your interest. We look forward to getting to know you and sharing more about what makes Aragon Primary School such a vibrant and rewarding place to teach.

Clare Ryder
Headteacher
Aragon Primary School





About our School

Aragon Primary School is a thriving and inclusive school in the London Borough of Merton, educating pupils from Nursery to Year 6. As part of the Willow Learning Trust, the school benefits from strong collaboration across the trust while maintaining a clear identity at the heart of its local community. Aragon has been recognised for its high standards, strong relationships and a culture where pupils are encouraged to be ambitious, curious and proud of their learning.

The school provides a broad and carefully sequenced curriculum that enables pupils to build secure knowledge and skills across all subjects, knowing and remember more. This has helped us to achieve exceptional outcomes, that are significantly above national and placed us in the **top four schools** in Merton in 2025.

Early reading is taught through **Little Wandle Letters and Sounds Revised**, ensuring pupils develop strong foundations in phonics and reading. In 2025, **97%** of children passed the **Year 1 Phonics Screening Check**.

In mathematics, the school follows **Maths No Problem**, supporting deep conceptual understanding and mathematical reasoning. In 2025, **94% of pupils met the expected standard in Key Stage 2 mathematics, with 54% achieving the higher standard**, placing outcomes significantly above national averages. Aragon is proud to be recognised as a **Maths No Problem Beacon School**.

We are extremely proud of our rich and varied wider curriculum. Alongside high quality classroom teaching, pupils benefit from **specialist teaching** in music and Spanish, enabling them to develop their knowledge, creativity and cultural understanding across a range of disciplines.

Pupil voice is highly valued, with a wide range of leadership opportunities. Ofsted noted that pupils feel there is “something for everyone”, valuing roles such as reading champions, where they support younger pupils with reading.

Teaching and learning at Aragon is rooted in evidence-informed practice. Staff draw on research including **Rosenshine’s Principles of Instruction**, guidance from the **Education Endowment Foundation**, cognitive science, and more. These approaches are brought together in the school’s Teaching and Learning Handbook, ensuring clarity and consistency in high quality teaching from Early Years through to Year 6.

Inclusion sits at the heart of the school’s ethos. Quality-first teaching, early identification of need and carefully targeted support ensure that all pupils, including those with special educational needs and disabilities, can access an ambitious curriculum and thrive academically, socially and emotionally.



Aragon is also widely recognised for its exceptional outdoor play provision and is proud to hold the OPAL (Outdoor Play and Learning) Gold Award. Play is viewed as a vital part of children's development, supporting physical health, creativity, collaboration and wellbeing. Through the OPAL programme, pupils have access to rich and varied play opportunities that encourage imagination, problem solving and independence, making playtime a valued and purposeful part of the school day.



Personal development is valued. A **wide range** of trips, workshops, visitors and enrichment opportunities deepen pupils' learning while providing memorable experiences that help shape them into kind, thoughtful and responsible members of society. Pupils are encouraged to think critically about the world around them and develop the confidence and character needed for the next stage of their education.



Sport and physical activity have a high profile at Aragon. Pupils have many opportunities to represent the school across the borough in a range of sporting events and competitions. This commitment to sport is reflected in the school achieving the **Platinum Merton School Sports Mark**.



The school is proud to hold a number of recognised awards, including the **Artsmark Award**, recognising the strength of creative opportunities across the curriculum. The school is particularly fortunate to have a dedicated art studio **Room 13**, staffed by our resident artist.

Aragon Primary School also plays a key role in developing future teachers. We are the lead school for the primary programme of **Sutton SCITT**, a highly successful teacher training provider judged Outstanding by Ofsted.



Together, these strengths create a **vibrant** school community where pupils **flourish**, staff work **collaboratively** and **high expectations** are matched with genuine care for every child.



Job Description

Responsible to: Headteacher

Grade: M1-M6 Inner London

Key Responsibilities:

- To carry out all duties and responsibilities of a teacher as outlined in the teacher standards.
- To promote the values and maintain the positive ethos of the school.
- To plan and deliver effective lessons which ensure excellent progress and achievement for all pupils.
- To be responsible for the pastoral wellbeing of pupils.
- To build positive relationships with all stakeholders
- To play a significant role in the life of the school and contribute to whole school development.

1. Teaching and Learning:

- To plan and deliver coherent, well-sequenced lessons aligned with the school's curriculum and progression documents, adapting teaching responsively to meet the needs of all learners.

- To use assessment intelligently - both formative and summative - to monitor pupil progress, identify misconceptions and next steps, and inform planning that secures strong outcomes.
- To create an inclusive, supportive and ambitious learning environment, using adaptive strategies, high-quality modelling and scaffolding to promote deep understanding and independence.
- To set purposeful learning tasks and provide timely, meaningful feedback, ensuring pupils understand how to improve and are supported to do so in line with curriculum expectations.
- To maintain high standards of behaviour, routines and relationships, upholding the school's behaviour policy while fostering a positive, respectful and safe classroom culture.
- To contribute to the wider work of the school by engaging in assessment, moderation, curriculum development and (where appropriate) statutory tests, and by participating in ongoing professional learning.

2. Whole-school organisation, strategy and development

- To support the development, implementation and evaluation of the school's policies, practices and procedures, ensuring they are applied consistently and contribute to school improvement.
- To work collaboratively with colleagues on curriculum and/or pupil development, securing coherent approaches and high-quality outcomes across the school.

3. Health and safety

- To promote the safety and wellbeing of pupils at all times, acting in accordance with the school's and national child protection, safeguarding and relevant health and safety policies.

4. Management of staff and resources

- To direct and supervise support staff assigned to you, and where appropriate, to guide and support other teachers to ensure effective provision for pupils.
- To deploy resources delegated to you efficiently and responsibly, in line with school policies and to maximise their impact on teaching and learning.

5. Professional development

- To participate in arrangements for the appraisal and review of your own performance, engaging constructively in professional dialogue and reflection.
- To take responsibility for your own professional learning, participating in training, development opportunities and (where appropriate) contributing to the learning of others.

6. Communication

- To communicate effectively with pupils, colleagues, parents and carers, upholding the school's ethos and ensuring interactions are professional, supportive and aligned with school policies and practice.



7. Working with colleagues and other relevant professionals

- To collaborate effectively with colleagues and other relevant professionals within and beyond the school, contributing to coordinated approaches that support pupils' learning, wellbeing and development.
- To participate in administrative and organisational tasks as required, including the direction or supervision of staff supporting teaching and learning, where this requires the exercise of professional skills and judgement.

8. Fulfilling wider professional responsibilities

- To make a positive contribution to the wider life and ethos of the school, supporting whole-school initiatives, events and community engagement as appropriate.
- To lead a curriculum subject or area, as directed by the Headteacher, ensuring effective development, implementation and evaluation in order to secure high-quality provision and outcomes across the school.

All staff

- To undertake any other duties reasonably required by the Headteacher, commensurate with the level and responsibilities of the role.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that a Class Teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role.



Person Specification

Specification	Essential	Desirable	Assessed
1. Qualifications, Education and Training			
1.1 Qualified Teacher Status (QTS)	✓		A
1.2 Educated to degree level	✓		A
2. Experience			
2.1 Experience of teaching across a range of age groups		✓	A/I
2.2 Experience or willingness to lead a subject and drive whole school improvement		✓	A/I
3. Teaching			
3.1 Sound knowledge of the National Curriculum for all the subjects for both Key Stages.	✓		A/I/O
3.2 An understanding of current pedagogy and how to get the most out of pupils	✓		A/I/O
3.3 Plan lessons for all the pupils in a class, setting clear learning objectives and appropriate adaptations to remove barriers to learning	✓		A/I/O

Specification	Essential	Desirable	Assessed
3.4 Understanding of the SEND Code of Practice in relation to accountability for pupils with SEND	✓		A/I/O
3.5 A commitment to following school policies	✓		A/I
3.6 High expectations of achievement and behaviour	✓		A/I/O
3.7 Ability to establish and promote a rich, stimulating and inclusive learning environment across both indoor and outdoor learning spaces	✓		A/I
3.8 Understanding and ability to use a range of adaptive teaching methods to meet the needs of all children	✓		A/I/O
3.9 Use formative and summative assessments of pupils learning to adapt teaching and inform future planning	✓		A/I/O
3.10 Able to use assessment data analytically to inform adaptive teaching approaches.	✓		A/I
4. Other Requirements			
4.1 An interest in current educational research and a keenness to pursue professional reading and development as a learner yourself		✓	A/I
4.2 Digitally literate	✓		A/I/O
4.3 Commitment to own professional development and prepared to undertake training relevant to the post	✓		A/I
4.4 Have a collaborative approach to work and enjoy being a good team member	✓		A/I
4.5 Have good communication skills both orally and in writing	✓		A/I/O
4.6 Be able to manage own workload effectively	✓		A/I
4.7 Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnership		✓	A/I
4.8 Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit	✓		A/I
4.9 To practice equal opportunities in all aspects of the role and around the work place in line with policy	✓		A/I
4.10 Secure understanding of safeguarding and child protection responsibilities	✓		A/I

A = Application Form; I = Interview; O = Observation

The Willow Learning Trust is an equal opportunities employer and welcomes applications from all the sectors of the community. We are committed to protecting our pupils and staff and therefore have a rigorous recruitment process which include assessing candidates' suitability to work with children. Candidates will be shortlisted against the above essential criteria assessable from application forms. Issues relating to safeguarding and promoting the welfare of children will be explored during the interview process.

Tips for Application

Completing the Application Form

Your application form plays a key role in the selection process, so take time to complete it fully and accurately as shortlisting decisions are based solely on the information you provide. Ensure you refer to the Person Specification when completing your application and provide clear evidence and examples showing how you meet each criterion.

Personal Details

Please complete the Equal Opportunities Monitoring Form at the end of the application. This form is used for monitoring purposes only, will be removed before shortlisting, and destroyed after use.

Career History

We are interested to hear details of your work history, including paid employment, voluntary work, or periods of unpaid work such as caring responsibilities. If a job title does not clearly describe your duties, provide a brief summary of your main responsibilities. You may use additional sheets if required. Please ensure there are no gaps in your employment history. If you do have gaps, please ensure you account for this time on the Application Form.

Education, Qualifications, and Training

You should list all relevant qualifications and training as requested in the Person Specification, remember to include any additional qualifications or courses that demonstrate your skills or knowledge. Please note you will need to provide proof of qualifications later in the recruitment process.

Statement of Suitability

This section is your opportunity to demonstrate how you meet the Person Specification. Address each criterion and provide specific examples of your experience and achievements. Instead of writing 'I am organised and meet deadlines', describe a situation that proves this, such as: 'I organised a fundraising event for a local playgroup within six months, coordinating a team of five volunteers.' We cannot assume your experience equals ability, so please explain how you achieved results. You may use examples from voluntary work, hobbies, or other relevant activities.

Relationships

We do not exclude applicants who are related to staff or Governors. However, if you are related to someone, they will not be involved in the selection process. Failure to disclose a relationship may result in dismissal. 'Related' includes cohabiting.

Pre-employment checks

It is Trust policy that any job offer will be conditional on receipt of all pre-employment checks including: satisfactory references, preemployment medical clearance, enhanced DBS disclosure, online checks and for teaching roles, verification of teaching qualifications. In addition you will be asked to complete an online medical questionnaire and may be required to attend a medical assessment. All employees must have an Enhanced DBS, which can be checked using the on-line service or the school will organise this for you.

Interviews

Willow Learning Trust uses a variety of selection methods, which may include teaching a lesson for teaching roles, ability tests, presentations, or work-related exercises. You will be informed of the methods in advance. Interviews will include questions about your application, safeguarding, and child welfare. Any concerns from references will also be discussed.

Complaints

We are committed to equality of opportunity in recruitment. If you believe you have been discriminated against during the process, for example based on race, age, gender, disability, or religion, you may submit a complaint. Complaints must be made in writing to the Headteacher /CEO within three working days of being rejected after an interview. Please explain the reason for your complaint. The Headteacher/CEO or representative may contact you before confirming the outcome.





Class Teacher

M1-M6 (Inner London)

Start Date - September 2026

Are you an enthusiastic, reflective and ambitious teacher looking to make a meaningful difference in a thriving school community?

This is a rare opportunity to join Aragon Primary School, a forward-thinking, supportive and high-achieving school where staff feel valued, children flourish, and professional growth is genuinely prioritised.

Aragon is a warm, inclusive and ambitious school with children at the heart of everything we do. Our staff team is highly skilled, collaborative and exceptionally stable, which makes this vacancy an unusual and exciting chance to become part of something special.

We are seeking a teacher who:

- Has high expectations for all pupils and a strong commitment to securing excellent outcomes.
- Creates a warm, inclusive and engaging classroom environment.
- Is reflective, proactive and keen to contribute to our forward-thinking culture.
- Has secure subject knowledge across the primary curriculum, including a clear understanding of progression.
- Builds positive relationships with pupils, families and colleagues.
- Demonstrates excellent communication, organisation and classroom management skills.
- Values teamwork and enjoys working within a highly supportive staff community.

Whether you are an ECT or an experienced teacher, we welcome applications from those eager to grow professionally and make a lasting impact.

We also offer a wide range of benefits designed to support both your professional and personal well-being, including:

- A warm, community-focused school ethos, where teamwork, kindness and professional support are at the heart of daily life.
- A strong commitment to staff well-being and work-life balance, with flexibility for personal events when needed.
- A personalised programme of professional development, enabling you to deepen your expertise, grow as a leader and progress in your career.
- Staff benefits including Benenden Healthcare, the Cycle to Work Scheme and the Legacy Childcare Voucher Scheme.
- A culture that values innovation, shared learning and professional trust, ensuring staff feel empowered to make a meaningful contribution.

Closing date for applications: Thursday 26th March 2026 9am.

Interviews: Wednesday 15th April 2026.