



Waterloo
Primary Academy

RECRUITMENT INFORMATION
&
APPLICATION PACK

Class Teacher
Waterloo Primary Academy



Zest
Academy
Trust

Class Teacher

Full Time – Fixed Term

Dear Prospective Candidate,

Zest Academy Trust is seeking to appoint a driven, dynamic, and committed teacher, who has the passion, knowledge and skillset to drive up standards and complement our existing team of excellent practitioners at this pivotal time in Waterloo's development.

Waterloo Primary Academy is a three-form entry primary school with its own nursery, situated at the very heart of an area of significant deprivation in Blackpool. This brings a significant level of challenge to the role, but at the same time, significant rewards.

Warm and respectful relationships between staff, pupils and families are at the heart of this welcoming school. Pupils are happy. They benefit from strong pastoral support provided by caring and knowledgeable staff.

Ofsted 2023

If you have the drive, resilience and determination needed to make a difference, this is an exciting opportunity to join us. We are a passionate team, who are fully committed to the journey of improvement that we have embarked upon and who are determined to ensure that every child at Waterloo, regardless of their background, has the opportunity to ***achieve amazing things!***

The successful candidate will be a dynamic, committed and innovative teacher with a resilient character, strong personal drive and bags of great ideas.

We are looking to appoint a teacher who:

- is an outstanding classroom practitioner with a positive attitude and high expectations
- is a creative thinker - someone who makes learning exciting and is able to bring our curriculum to life
- is a team player, with high levels of emotional intelligence, resilience and a good sense of humour
- is a reflective practitioner – someone who accepts and relishes a challenge
- can demonstrate excellent interpersonal, organisational and communication skills
- has the ability to work collaboratively, building warm, positive and inclusive relationships with all staff, pupils and parents
- has what it takes to join us on our journey of rapid improvement
- is committed to making a difference to the lives and achievements of all pupils at Waterloo Primary Academy

In return, we can offer you:

- a caring and safe school with a warm and nurturing ethos
- a dedicated and supportive Leadership Team that challenges itself every day to make a difference to the lives of our children
- friendly, supportive colleagues who work exceptionally hard and are committed to providing high-quality education and experiences for all
- a strong safeguarding and pastoral team
- happy and enthusiastic pupils, who are very proud of their school
- rich, high-quality professional development
- access to a bespoke wellbeing programme
- automatic enrolment to the Teachers' Pension Scheme
- a skilled and enthusiastic Governing Body, who are dedicated in their support of the school
- the opportunity to make a huge difference to the lives of the children and families we serve

We strongly suggest that you read our latest Ofsted report, to fully appreciate the journey of improvement that we are on. If you are a passionate and skilled teacher, we would love to hear from you.

Visits from prospective candidates are welcomed and encouraged. These can be arranged by contacting the school office on **01253 315370**.

After reading the above, and looking at the job description provided, we hope that you are encouraged to come and visit us to find out more about this exciting opportunity.

Kind regards,



Jenny Brown & Mark Hamblett
Headteacher CEO Zest Academy Trust

Vacancy: Class Teacher
Grade: Teachers' pay scale M1 (£31,650) – M6 (£43,606)
Hours: Full time
Contract: Fixed Term (until July 2026)
Required from: 1st September 2025

Closing date: Monday 16th June 2025 (9am)

Shortlisting: Monday 16th June 2025 (pm)

Lesson observation and interview: Monday 23rd June 2025 & Tuesday 24th June 2025

How to Apply:

The job description, person specification and application form are available to download from the school website <https://waterloo.zestacademytrust.co.uk/our-vacancies/> or alternatively, contact the school office on 01253 315370.

Please return your completed application form and a succinct covering letter of application (max. 2 sides of A4) via email to: **Mrs Nicola Lea, Chief Operations Officer** HR@zestacademytrust.co.uk

If you have not been contacted within two weeks of the closing date, you can assume that, on this occasion, your application has been unsuccessful.

We welcome applications from ECTs.

We look forward to receiving your application. If you have any questions regarding the post, please contact the Headteacher, Jenny Brown on 01253 315370.

Thank you for the interest you have shown in this vacancy.

The Trust and Governing Body adopt a positive attitude to the employment of Disabled Persons and guarantee an interview to those who meet the essential criteria of the person specification.

*Waterloo Primary Academy is committed to safeguarding and promoting the welfare of children/vulnerable adults. This post is subject to satisfactory three-year reference history, Disclosure & Barring Service (DBS) check (previously CRB check), medical clearance, evidence of essential qualifications and proof of legal working in accordance with the Asylum and Immigration Act. **Please note, CVs are not accepted.***

Online searches will be conducted on shortlisted candidates. Please see Zest Academy Trust Recruitment and Selection Policy for further details (located on our school website).

<https://waterloo.zestacademytrust.co.uk/our-vacancies/>

Waterloo Primary Academy is part of **Zest Academy Trust** which promotes its own set of values which we believe in.

- ② Zest will promote a love of learning, have a constant focus on teaching and assessment and will effectively manage all its resources
- ② Zest will prepare our children for life's challenges by creating innovative, safe learning environments that challenge preconceptions and expectations
- ② Zest values each member of the Zest learning community by trusting, supporting and treating each other with dignity and respect
- ② Zest will enable our family of schools to maintain and develop their own school identity, sharing innovative practice and support
- ② Zest will enable staff to develop professionally and share their enthusiasm and love of learning with the children in their care
- ② Zest leaders and teachers will share expertise and experience within the Zest community and will collaboratively support professional development and build effective learning capacity
- ② Zest will always challenge to improve

Job Description for a Class Teacher

Job title	Class Teacher
Salary / Grade	Teachers' pay scale M1 (£31,650) – M6 (£43,606)
Job Description:	<p>As a class teacher at Waterloo, you will be required to:</p> <ul style="list-style-type: none"> • be an outstanding teacher, with the ability to raise standards across the core and wider curriculum • give every child the opportunity to realise their potential • carry out the professional duties of a qualified teacher in accordance with the current Teachers' Pay and Conditions document and those described in the outcomes • meet all the Core Professional Standards for Teachers
Responsibilities:	<p>As a class teacher at Waterloo, you will be required to:</p> <ul style="list-style-type: none"> • be responsible for the learning of children assigned to you by the Headteacher • manage the responsibilities and workload of teaching assistants assigned to your class • actively support the vision, ethos and policies of the school • promote and safeguard the welfare of children you teach or come into contact with • use an appropriate range of teaching strategies and resources (including e-learning), which meet children's needs, taking account of diversity, equality and inclusion • build on the prior knowledge and attainment of those you teach, in order that pupils make sustained progress and retain learning over time • design effective learning sequences, informed by secure curriculum knowledge • develop concepts and processes which enable children to apply new knowledge, understanding and skill • adapt your language to suit the children you teach, introducing new ideas and concepts clearly, and using explanations, questions, and discussions effectively • manage the learning of individuals, groups and whole classes effectively, modifying your teaching appropriately to meet the needs of all children • teach engaging and motivating lessons, designed to raise levels of attainment • plan, set and assess homework to extend and consolidate the children's learning • be an inspirational and outstanding role model, relentless in the pursuit of excellence • help to shape and embed a culture that enables pupils to excel • support the spiritual, moral, social and cultural development of all pupils • promote inclusion, equality of opportunity and diversity • keep up to date with developments in education and research • work effectively with all stakeholders and external providers to secure the best outcomes for all

	<ul style="list-style-type: none"> • secure the commitment of parents and the wider community by contributing and supporting whole school events and extra-curricular activities
Assessment:	<p>As a class teacher at Waterloo, you will be required to:</p> <ul style="list-style-type: none"> • effectively use a range of observation, assessment, monitoring and recording strategies as a basis for setting challenging targets and monitoring children’s progress and levels of attainment • provide children, colleagues, parents and carers with timely, accurate and constructive feedback on attainment, progress and areas for development • support and guide children so that they can reflect on their learning, identify the progress they have made, set positive targets for improvement and become successful independent learners • plan for progression across the age and ability range you teach • review the effectiveness of your teaching and its impact on children’s progress, attainment and well-being, refining your approaches where necessary • review the impact of feedback provided to children and guide them on how to improve • establish a purposeful and safe learning environment, which complies with current legal requirements, national policies and guidance on the safeguarding and well-being of children and young people • identify and use opportunities to personalise and extend learning through out-of-school contexts where possible
School Culture and Behaviour:	<p>As a class teacher at Waterloo, you will be required to:</p> <ul style="list-style-type: none"> • make a positive contribution to a culture where every member of the school family can learn, grow and flourish together • encourage high standards of behaviour from pupils and staff, built on the expectations and routines outlined in The Waterloo Way • demonstrate consistent and fair approaches to managing behaviour, in line with the school’s behaviour policy • actively promote and contribute towards a culture of whole-staff professionalism
Diversity:	<p>As a class teacher at Waterloo, you will be required to:</p> <ul style="list-style-type: none"> • understand how children and young people develop and how the progress, rate of development and well-being of pupils are affected by a range of developmental, social, religious, ethnic, cultural and linguistic influences • know how to make effective, personalised provision for those you teach, including those for whom English is an additional language or those who have special educational needs or disabilities • take practical account of diversity and promote equality and inclusion in your teaching • understand the roles of colleagues, such as those who have specific responsibilities for children with special educational needs, disabilities and other individual learning needs
Teamwork:	<p>As a class teacher at Waterloo, you will be required to:</p> <ul style="list-style-type: none"> • work effectively as part of a large team, identifying opportunities for collaborative working and the sharing of effective practice • ensure that colleagues working with you are appropriately involved in supporting learning and have a good understanding of the roles that they are expected to fulfil • listen actively and respectfully to the opinions and beliefs of others • value the contributions of others and listen to understand

	<ul style="list-style-type: none">• support and celebrate your colleagues• be kind• act honestly, admit mistakes and take responsibility• fully support the leadership team and implement school policies at all levels• be open to challenge and have a desire to grow professionally• act calmly under pressure
Safeguarding:	<p>As a class teacher at Waterloo, you will be required to:</p> <ul style="list-style-type: none">• promote the safeguarding of all pupils in the school• work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies• know when to draw on the expertise of colleagues, such as those with responsibility for the safeguarding of children and young people and special educational needs and disabilities• refer to sources of information, advice and support from external agencies where appropriate• know the local arrangements concerning the safeguarding of children and young people• know how to identify potential child abuse or neglect and how to follow safeguarding procedures• know how to identify and support children and young people whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support

Appointment of a Class Teacher Waterloo Primary Academy

Selection decisions will be based on the criteria below. At each stage of the process, an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability of the candidate to fulfil the job description for the post.

Candidates failing to meet any of the essential criteria will automatically be excluded.

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

Qualifications and Training	Essential	Desirable
Qualified teacher status	✓	
Degree	✓	
Up-to-date safeguarding training and knowledge of legislation for the protection of young people	✓	
Recent participation in a range of in-service training		✓

Experience of Teaching	Essential	Desirable
Successful planning, teaching, and assessment experience within the primary phase	✓	
In-depth knowledge and understanding of the EYFS Framework (2021) and the National Curriculum	✓	

Professional Knowledge and Understanding	Essential	Desirable
Knowledge and Understanding: <ul style="list-style-type: none"> • knowledge and understanding of curriculum sequencing and progression • knowledge and understanding of how children learn • knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential • knowledge and understanding of the learning opportunities in the outdoor environment • clear vision for inclusion • demonstrable knowledge and understanding of child protection and safeguarding issues 	✓ ✓ ✓ ✓ ✓	✓

Teaching and Assessment: <ul style="list-style-type: none"> • able to effectively use data, assessment and target setting to raise standards/address weaknesses • to have a well-informed understanding of the assessment requirements and arrangements for EYFS and KS1/KS2 	✓	✓
Pupil Progress: <ul style="list-style-type: none"> • to have experience of monitoring and recording pupil progress • to have teaching skills which lead to learners achieving well 	✓	✓
Professional Attributes and Skills: <ul style="list-style-type: none"> • powerful commitment to continuous improvement and raising standards • able to promote collaboration and work effectively as a team member • able to work positively with parents and carers 	✓ ✓ ✓	
Professional Characteristics: <ul style="list-style-type: none"> • have a good commitment to sustaining regular attendance at work • able to support and develop the vision of the school 	✓ ✓	

Personal Skills and Attributes	Essential	Desirable
A strong Educational Philosophy	✓	
A strong moral purpose	✓	
Effective interpersonal skills and a commitment to developing good working relationships with colleagues	✓	
A positive role model	✓	
Excellent communicator	✓	
Able to prioritise time effectively	✓	
Able to write in a confident, accurate and professional manner	✓	
Able to demonstrate commitment, integrity, and resilience whilst being responsive, open and honest about the challenges	✓	
A high degree of emotional intelligence	✓	
Able to take onboard and respond to coaching/advice	✓	
A strong commitment to equal opportunities	✓	