Foreword from the Headteacher

Dear Applicant,

On behalf of the children, staff and Local Governing Body at Wellesley Park Primary School we would like to thank you for your interest in joining us and the Blackdown Education Partnership.

I joined Wellesley Park in January 2019 and each day it is an absolute pleasure to work with our children, parents and staff. We have high standards and expectations, all our staff work hard to ensure that every child is afforded the education they deserve, regardless of their background. We need staff to join us who share these very high expectations of themselves and those they work with.

Over the past seven years, we have led a period of significant school improvement, creating a positive, inclusive and ambitious learning environment where every child is encouraged to thrive. We are proud that this journey has been recognised through two successful Ofsted inspections, with our most recent report highlighting the strong practice, high expectations and nurturing culture that are evident throughout the school.

We are seeking an enthusiastic, motivated and experienced Key Stage 2 Teacher to join our supportive and forward-thinking team. Contract is fixed term until 31st August 2026 in the first instance. It's a fantastic opportunity to be part of a school that values creativity, collaboration, and a commitment to continuous improvement.

If you share these values and believe you can make a positive contribution to our continued success, I would be delighted to receive your application.

Visits to the school are warmly welcomed, in fact encouraged to see for yourself our wonderful school environment and meet our staff and pupils. To arrange a visit, or for further information, please contact the school office on 01823 664876.

We look forward to receiving your application, understanding how you can complement our team, and inspire our children.

Yours sincerely,

Wilkins.

Carly Wilkins
Headteacher



About Our School

Wellesley Park Primary School is a 2-form entry primary school serving the Wellington community.

Ofsted (2026)

Inspectors commented:

- Leaders ensure that children get off to a flying start in early years.
- Leaders have created an open, welcoming and inclusive culture.
- The curriculum is broad, ambitious and clearly structured. Leaders have given careful thought to how learning builds key knowledge and vocabulary across subjects.
- Staff know their pupils well.
- Leaders are ambitious and have high expectations for all pupils.
- The programme for personal development and wellbeing is given clear priority and leaders ensure it is closely aligned with the school's value and ethos.
- Pupils feel welcomed, known and supported the moment they arrive at school.





"Wellesley Park is a wonderful, caring and community spirited primary school. My two children are thriving here and have many opportunities available to them, such as ukulele lessons, residential trips and outdoor learning (they love making s'mores over the fire!). All the staff at the school are outstanding and they care highly for the children. Wellesley Park has provided my children the best start to their education journey and continues to exceed my expectations. Highly recommend Wellesley Park to everyone!

"Wellesley Park is a thriving and inclusive school community, where all children are valued; all of our pupils are loved, supported, and helped continuously to achieve their own, full potential. Wellesley Park pupils in turn, are kind, hard-working, fun and curious - and we are always so proud of them all!



The Opportunity



Wellesley Park Primary School

KS2 Class Teacher Full-Time
Start Date: January 2027
Fixed-Term until 31 August 2027 (in the first instance)
Salary: MPS 1–6

Wellesley Park Primary School is a vibrant and inclusive school at the heart of the Wellington community, educating approximately 240 children, including those who attend our year-round Nursery provision.

As part of the Blackdown Education Partnership, we are proud of the strong relationships, collaboration and shared commitment that unite our schools. Together, we strive to provide an excellent education for every child, regardless of their background or starting point.

We are seeking an enthusiastic, motivated and experienced Key Stage 2 Teacher to join our supportive and forward-thinking team. Contract is fixed term until 31st August 2026 in the first instance.

This is an exciting opportunity to become part of a school community that values creativity, teamwork, innovation and continuous professional development.

We are looking for someone who:

- Has high expectations of pupil achievement, progress and behaviour.
- Places children at the heart of everything they do and inspires a love of learning.
- Builds positive relationships and works collaboratively with colleagues, parents and carers.
- Is passionate about teaching and committed to ongoing professional development.
- Is adaptable, reflective and confident using a range of effective teaching strategies to meet the needs of all learners.

We can offer you:

- A dedicated and supportive staff team.
- High-Quality professional development opportunities.
- A strong commitment to staff well-being and work-life balance.
- The opportunity to make a genuine difference to the lives of children and families.
- Teachers' Pension Scheme and employee benefits.

If you would like an informal conversation about the role or would like to arrange a visit to the school, please contact Jo Lilley, School Business Manager, on 01823 664876 or email jlilley@wellesleypark.bep.ac

How to Apply:

Applications should be submitted via Eteach: https://www.eteach.com/careers/wellesleyparkschool/

Please complete the application form in full and include evidence of how you meet the person specification. Further details can be found within the job description and person specification.

Closing Date: Wednesday 11th November at 9:00am
Interview Date: Tuesday 17th November

What you can expect from us:

Eligibility to join excellent pension scheme.

Option to make additional voluntary contributions to pension for local government pension scheme members which can help boost retirement benefits.

Access to a range of continuous professional development opportunities.

Trust wide charity events designed to encourage our people to participate in meaningful activities.

Access to wellbeing provision which offers information and advice on a range of workplace and personal issues.

Flexible working opportunities.

Enhanced special leave provision, including additional time off as part of our 'Personal Day' entitlement which supports employees to achieve a better work/life balance.

Free car parking.

On site catering facilities, all of which provide healthy and nutritious meals at a low cost.

Gym membership. Many of our schools have on-site gyms, the use of which is available to employees at a discounted rate.

Cycle to work scheme which enables employees to purchase a bike and accessories for their commute to work.

Free tea and coffee.

Job Description



Job Title: KS2 Class Teacher
Location: Wellesley Park Primary School
Responsible to: Headteacher, members of the senior leadership team (SLT) and the governing body.
Salary Grade: Main pay scale range 1-6
Working time: Full-Time Monday to Friday
Fixed Term until 31.08.2027 in the first instance

Key Purpose of job:

- Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity 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.
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils.
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards (2012).
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

Duties and accountabilities of post:

All teachers are required to carry out the duties of a schoolteacher as set out in the current *School Teachers Pay and Conditions Document*. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

Teaching

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
- Be accountable for the attainment, progress and outcomes of pupils' you teach.

- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn.
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject).
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics.
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment.
- Make accurate and productive use of assessment to secure pupils' progress.
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate.
- Participate in arrangements for examinations and assessments.

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.
- Have high expectations of behaviour, promoting self-control, resilience and independence of all learners.
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document.
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies.

- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments.
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school.
- Cover for absent colleagues within the remit of the current *School Teachers' Pay and Conditions* document.

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships.
- Deploy support staff effectively as appropriate.
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate.
- Communicate and co-operate with relevant external bodies.
- Make a positive contribution to the wider life and ethos of the school.

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate.
- Participate in and carry out any administrative and organisational tasks within the remit of the current *School Teachers' Pay and Conditions Document*.

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well-being, refining your approaches where necessary responding to advice and feedback from colleagues.
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal.
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012.

Other responsibilities

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality.
- Perform any reasonable duties as requested by the headteacher.
- To undertake additional duties as required, commensurate with the level of the job. To contribute to the effective working of the school/team;

- Maintain positive, professional relationships with students, parents / carers and colleagues;
- Maintain a presence around the school to ensure that the highest standards of behaviour are upheld;
- To participate in induction training, staff review processes and professional development opportunities;
- Commit to Equal Opportunities and Anti-Discriminatory Practice.
- The School operates a Smoke-Free Policy and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and vehicles;
- The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members;
- The post-holder is expected to familiarise themselves with and adhere to all relevant Trust Policies and Procedures;
- The post-holder must comply with the Trust's Health and Safety requirements specifically for the school they are working at;
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.
You have a duty of care for your own health and safety at work and that of others who may be affected by your actions at work.

Person Specification



Person Specification - Knowledge, Skills & Experience

The successful candidate must be able to demonstrate the following specific attributes.

Qualifications	Essential	Desirable
Degree	✓	
Qualified teacher status	✓	
Experience	**Essential**	**Desirable**
Experience of working in the Education sector	✓	
Teach experience	✓	
Knowledge of safeguarding procedures	✓	
Experience of management and leadership of a curriculum area		✓
Experience of providing extra-curricular activities		✓
Teaching across the whole Primary age range.		✓
Skills and Knowledge	**Essential**	**Desirable**
Data analysis skills, and the ability to use data to set targets and identify weaknesses	✓	
Effective communication and interpersonal skills	✓	
Ability to build effective working relationships	✓	
Create a stimulating and safe learning environment.	✓	
Plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach, other relevant initiatives and the school's own policies	✓	
Successfully deploy a wide range of effective behavior management strategies	✓	
Encourage children in developing self-esteem and respect for others	✓	
Understanding of high-quality teaching, and the ability to model this for others and support others to improve	✓	
Knowledge of current procedures and strategies for raising standards		✓

Partner school and network meetings / activities including cross phase activities that enhance provision.		✓
Demonstrate high level IT competencies.		✓
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	✓	
Ability to work under pressure and prioritise effectively	✓	
A commitment to maintaining confidentiality at all times	✓	
Ability to work flexibly: self-evaluative adapting to changing circumstances and new ideas.	✓	
A commitment to safeguarding and equality	✓	
Sense of humor	✓	
Highly organised with the ability to meet tight deadlines.	✓	
A commitment to ongoing relevant professional self-development	✓	
Patience: showing warmth, care, sensitivity and interest when dealing with children and carers.	✓	
Enthusiasm	✓	
A commitment to inclusion.	✓	
Behaviours		
Understanding of and commitment to equality and diversity.		
Empathy with other Trust teams and Schools		
Understanding of and commitment to Trust Values		
Capacity to work as part of a team as well as individually without supervision and under Pressure.		
Demonstrate a positive and pro-active approach to work and focussed on outcomes		
Demonstrate creativity, flexibility and responsiveness to change		
Commitment to continuous professional development of self and others to maximise skills/experience.		
Other		
Willing and able to work flexibly across the local area as directed by the Line Manager and to meet the needs of the Trust.		
Willing to undergo training and staff development to maximise skills and experience relevant to the post.		
Access to a car and ability to undertake travel as required to fulfil the duties of the post.		

Headteacher/line manager's signature: _____

Date: _____

Postholder's signature: _____

Date: _____