



# WIDDEN PRIMARY SCHOOL

RECRUITMENT PACK



Proud to be part of the

**GREENSHAW**  
LEARNING TRUST

Widden Primary School,  
Sinope Street,  
Gloucester, GL1 4AW

Telephone: 01452 520571

Email: [admin@widdenprimary.co.uk](mailto:admin@widdenprimary.co.uk)



Dear candidate

Thank you for your interest in the role of Class Teacher at Widden Primary School. We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our ['Why you should work for GLT'](#) recruitment brochure on our job's portal.

Widden Primary School is committed to safeguarding and promoting the welfare of children and young people; therefore, this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Manager, Jade Douglas: [jdouglas@widdenprimary.co.uk](mailto:jdouglas@widdenprimary.co.uk). We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

Yours sincerely,

Kirstin Couto, Headteacher



## ABOUT OUR SCHOOL

At Widden Primary School, we have built our ethos on a strong set of core values which underpin everything that we do. Our aim is to give students at Widden Primary School a better chance of success than if they attended any other school in the country.

Aspire, believe and succeed run through all aspects of school life.

### **Every child makes progress from their personal starting point academically, socially and emotionally.**

At Widden, we aim to provide a broad and balanced curriculum full of rich experiences that will ignite children's interest and develop their love of learning. We celebrate all children's achievements both inside and outside of school and aim to develop good citizens who contribute positively to their community. Children engage in sporting competitions, plays, music events, visits etc. We celebrate their successes and encourage them to believe in themselves and grow confidence in a safe and nurturing environment.

### **Our school values**

**Aspire:** At Widden, we empower all children and staff to reach their fullest potential by inspiring innovation, fostering growth, and creating a future driven by purpose and possibility. We aspire to nurture confident, curious and compassionate learners who achieve their best, embrace diversity and shape a brighter future for themselves and their communities.

**Believe:** At Widden, we believe in everyone. We aim to provide a wealth of experiences and a knowledge rich curriculum to ensure that every child believes in their worth, strives for excellence and grows with courage, creativity and compassion - ready to shape a better world.

**Succeed:** At Widden, it is our duty to ensure that every child succeeds. We empower every individual to succeed by unlocking potential, fostering innovation and creating pathways to a better future.

# TERMS AND CONDITIONS

## CONTRACT

Permanent

## SALARY

Salary calculated in line with the Teachers Pay and Conditions, England and Wales pay scale, Main Pay Scale Range M1 - M6

## HOURS OF WORK

Full-time (1.0 FTE), 32.5 hours per week, Monday to Friday

## PLACE OF WORK

Widden Primary School, Sinope Street, Gloucester, GL1 4AW.

## PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

## HOLIDAY ENTITLEMENT

Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure

## PROBATION PERIOD

New employees are required to complete a six-month probationary period.

## STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

# JOB DESCRIPTION

<b>Post:</b>	Class Teacher
<b>Responsible to:</b>	Phase Leader
<b>Responsible for:</b>	Class and TP Management within class team

## ROLE OVERVIEW

Widden Primary School is looking for a talented teacher with proven outstanding practice to work in our school team. You will need to be positive, optimistic and committed with a strong belief that all pupils are capable of excellent conduct and outcomes, and have a track record of success. You will also need to work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies to support them and continue to develop the outstanding provision that has been established. This post would suit an enthusiastic, self-motivated individual with a positive, 'can-do' attitude.

## MAIN DUTIES AND RESPONSIBILITIES

- Be responsible for the learning and achievement of all pupils in the class 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
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school
- 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. Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

## TEACHING, LEARNING AND STUDENT PROGRESS

- Deliver the Early Years/National curriculum as relevant to the age and ability groups 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 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.
- When 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, levels of attainment and dispositions, monitoring learners' progress and levels of attainment.
- Make accurate and productive use of assessment to secure pupils' progress.
- Give pupils regular feedback through quality interactions and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their learning. Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Set home learning 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 within the remit of the School Teachers' Pay and Conditions Document.

### **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 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 and procedures.

### **Team working and collaboration**

- Participate in any relevant meetings and 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 of 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 understanding 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 cooperate 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 children' 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.

### **Other**

- 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.
- To uphold public trust in the profession and maintain high standards of ethics and
- behaviour, within and outside school.
- Perform any reasonable duties as requested by the Headteacher.
- Be prepared to carry out the duties of a class teacher across schools within the Multi Academy Trust upon the direction of the Headteacher.

### **STAFF DEVELOPMENT**

- To continue personal development in the relevant areas, including subject knowledge and teaching methods.
- To engage actively in the Performance Management process.
- To participate in whole school professional learning programmes.
- To take part in the staff development programme by participating in arrangements for further training and professional development.

### **SAFEGUARDING**

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.

- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

# PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
<b>Qualifications and training</b>		
Level 6 Relevant qualification or equivalent.	x	
Qualified Teacher Status	x	
Previous experience of working with children in an educational setting	x	
Experience of supporting SEN students in a mainstream classroom environment	x	
Successful experience of working within a Primary School setting	x	
<b>Skills and experience</b>		
EYFS/KS1/KS2 teaching experience	x	
Excellent discipline and classroom management.	x	
A clear understanding of the skills and attributes involved in good or outstanding	x	
Teaching Awareness of the expectations of the new Ofsted Framework	x	
Possess extensive and up-to-date knowledge of the National Curriculum that informs exciting and engaging learning experiences	x	
Able to use assessment and data accurately to monitor and evaluate the attainment and progress of different groups of pupils within the class/year group	x	
Extensive subject knowledge is skilfully utilised to motivate and inspire children with the confidence and enthusiasm to succeed and reach their personal best	x	
Ability to create a safe and positive learning environment that promotes independent and risk-taking learners	x	
Creative use of resources, including ICT, school spaces, the wider community and other adults are used to support independent and confident learners	x	
Able to use a range of strategies to manage effective learning behaviour	x	
Able to liaise effectively with other staff and services to support the needs of learners	x	
A high level of literacy and numeracy skills and have excellent verbal and written communication skills	x	

A willingness to participate in appropriate training and activities relevant to this role	x	
<b>Personal attributes</b>		
Able to establish good working relationships with a wide range of people - pupils, colleagues and parents	x	
A willingness to become involved in all aspects of school life	x	
Committed to the safeguarding of children	x	
Able to successfully engage parents in order to encourage their close involvement in the education of their children	x	
Excellent interpersonal skills. Evidence of good relationships with pupils, parents and colleagues	x	
Ability to help learners develop personal and social skills that promote lifelong learning	x	
A personal commitment to professional development, including taking responsibility for maintaining high quality teaching and learning	x	
Passion, integrity and resilience	x	
Able to establish good working relationships with a wide range of people - pupils, colleagues and parents	x	

# THE RECRUITMENT PROCESS

## APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than **11.59pm on Monday 15th June 2026**. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

## INTERVIEW PROCESS

Interviews will be held on **Tuesday 23rd June 2026**. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

## TAKING UP POST

The successful applicant will take up the post on **1st September 2026**.



**GREENSHAW  
LEARNING TRUST**



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