



**Acorn**  
Education Trust

# Class Teacher

West Ashton Church of England  
Primary School

# Welcome from Sara Edwards

*Acorn Education Trust CEO*

**Thank you for your interest in one of our vacancies, I hope the information enclosed in this pack inspires you to apply.**

Acorn Education Trust was established in 2014 to provide a local solution to a national strategy. We now serve 21 settings: 16 Primary Schools, 3 Secondary Schools and 2 nurseries.

Our mission is to 'prepare young people for their world in their time' and this sits at the heart of all we do. We strive for excellent leadership, excellent teaching and excellent learning. Our vision is to transform lives through education.

In every Acorn School, you will see:

- A** Active and visible leadership
- C** Care, support and challenge
- O** Opportunities for all
- R** Readiness to reach out
- N** Needs of all are paramount

Every Headteacher focuses on leading teaching and learning in their school. Central teams manage the business element of the Trust which allows us to share resources, improve IT and estates infrastructure and invest in school to school support. We are therefore able to direct as much money as possible into teaching and learning thus improving the life chances of all our young people.

Whatever role you are applying for, whether in a school or as part of the central team, we hope you can align with our vision and values, have the determination to succeed and are up for a challenge. In turn, we will provide you with a comprehensive and supportive induction programme, professional development and a career with Acorn.

We hope this information pack provides you with a flavour of working within our Trust and we look forward to receiving your application.

*Sara Edwards*



# About West Ashton

*Aspire Believe Celebrate*

West Ashton Church of England (V.A.) Primary School, located in the beautiful village of West Ashton, just outside the county town of Trowbridge, Wiltshire, is an ambitious and friendly primary school, educating children between the ages of 3 and 11 years. The school community works together to develop our vision and our school Christian values (hope, wisdom, agape, friendship, thankfulness and koinonia), which are at the heart of our school. We believe they not only represent who we are but underpin all we do.

We aim to be an inclusive school, where all are valued and celebrated within an atmosphere of mutual respect and trust. Our goal is to give each pupil a thirst for learning, which continues with them throughout their life, and to develop a curiosity about the world in which they live that promotes aspiration, belief and celebration. In November 2023, we received a 'Good' Ofsted rating in all areas and were praised for being a fully inclusive school where everyone is respectful and demonstrate positive attitudes to learning.

In February 2016, we joined Acorn Education Trust, which has provided exciting opportunities to improve local education and draw on collective experience. We work closely with other schools within the Trust and the central team to help us continue to grow from strength to strength.

Our school has an excellent environment, including:

- A brilliant, supportive team;
- A buddy system for children in years 5/6 and EYFS;
- A house structure in which children of all ages mix for sports days, art days and celebrations;
- A beautiful library in the grounds of the school;
- A PlayPod for imaginative, open-ended and creative play;
- A fantastic outdoor, all-year round learning space for EYFS;
- Wrap-around care;
- After school clubs, including sports and the arts;
- The best view of the Wiltshire countryside anywhere locally.

We look forward to welcoming you to our school and showing you what makes West Ashton such a wonderful school.

Alex Blake-Thwaite  
*Headteacher*

For more information, please visit our website: [www.westashton.wilts.sch.uk](http://www.westashton.wilts.sch.uk)



## Our Christian Values

*'You will shine among them like stars in the sky'*

*Philippians 2:15*

Our vision *'You will shine among them like stars in the sky'* and Christian values are at the heart of West Ashton, directing our teaching and learning and shaping the environment we share, to ensure all our children grow in confidence and happiness.

Through hope, agape, wisdom, thankfulness, friendship and koinonia, our children will flourish academically, spiritually, socially and emotionally and thus grow into responsible, young global citizens.

Both our vision and values weave through our Collective Worship provision, which takes place daily and provides the opportunity for us to come together to share and reflect upon the teachings and traditions of Christianity and our place in the wider world. Each term, we explore one of our six values and consider how they connect with our collective worship themes. Our worship is inclusive and gives all of the school community the chance to be part of the experience, while respecting the integrity of family and cultural backgrounds.

As a Church of England school, we cherish our young minds and the diversity of every member of our school community. We provide space that enables everyone to develop a love for learning and be curious within an environment that promotes aspiration, belief and celebration. This is reflected in our recent Ofsted report, which highlighted that all our pupils enjoy learning about other faiths and cultures, are provided with opportunities to develop spiritually and morally, and "aspire to demonstrate the school vision, 'to shine among them like stars,' in all they do".

# Job description

<b>Job title</b>	Primary Classroom Teacher
<b>Reporting to</b>	Headteacher

## Main purpose

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The Class Teacher will:

- Fulfil the professional responsibilities of a Teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

## Duties and responsibilities

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### Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

### Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another Teacher is unable to teach

### Professional Development

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Take part in the appraisal and professional development of others, where appropriate

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## Job description continued

### Duties and responsibilities cont.

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#### **Communication**

- Communicate effectively with pupils, parents and carers

#### **Working with colleagues and other relevant professionals**

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

#### **Personal and professional conduct**

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

#### **Management of staff and resources**

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

#### **Safeguarding**

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the school

*Please note: This Job Description may be amended at any time in consultation with the postholder.*

# Person specification

Criteria	Essential
Qualifications and Experience	<ul style="list-style-type: none"><li>• Qualified Teacher Status (QTS)</li><li>• Undergraduate degree</li><li>• Successful primary teaching experience</li></ul>
Skills and knowledge	<ul style="list-style-type: none"><li>• Knowledge of the National Curriculum</li><li>• Knowledge of effective teaching and learning strategies</li><li>• A good understanding of how children learn</li><li>• Ability to adapt teaching to meet pupils' needs</li><li>• Ability to build effective working relationships with pupils</li><li>• Knowledge of guidance and requirements around safeguarding children</li><li>• Knowledge of effective behaviour management strategies</li><li>• Good ICT skills, particularly using ICT to support learning</li></ul>
Personal attributes	<ul style="list-style-type: none"><li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li><li>• High expectations for children's attainment and progress</li><li>• Ability to work under pressure and prioritise effectively</li><li>• Commitment to maintaining confidentiality at all times</li><li>• Commitment to safeguarding and equality</li></ul>

The Class Teacher will be required to follow school policies and the staff code of conduct.

*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 the successful applicant will carry out. The postholder may be required to do other duties appropriate to the level of the role.*

# Support for our staff

Whether your role is in a school or the central team, you will be part of a caring team that will provide you with the support and challenge needed to fulfil your role effectively.

## Continued Professional Development (CPD)

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- A comprehensive induction programme for all new staff (across all roles), that includes mentor and peer support
- Statutory training on safeguarding, health & safety and GDPR
- Access to over 2,500 world-leading courses, webinars and resources via the National College online training platform
- Support for Early Career Teachers (ECTs)
- Role specific training for Designated Safeguarding Leads (DSLs) and Special Educational Needs and Disability (SEND) roles
- School based training, including mentoring and coaching from senior leaders within school and across the wider Trust; Cross phase and school to school support
- Subject communities, across primary and secondary level, to share good practice across the Trust
- Opportunities to role shadow
- Apprenticeships available at various levels across the Trust for multiple roles, including Teaching, Teaching Assistants, Nursery and IT Technicians

## Health and wellbeing

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- A strong culture of wellbeing across all schools and the central team
- Family friendly policies, including comprehensive flexible working policy, adoption leave policy, maternity and paternity (including shared parental leave) policies and staff wellbeing policy
- Access to [Care First](#), an employee assistance programme which provides confidential support on health and wellbeing, relationships, money issues, bereavement and loss, stress, anxiety and depression and much more

## Pensions

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- Teacher pension
- Local government pension
- Nest pension

Staff wellbeing is very important at Acorn Education Trust. We are consistently looking for new ways to improve our offering, and, regularly collect feedback at all levels to check in with our staff and ensure they feel supported in their role.





## How to apply

We highly encourage all interested applicants to arrange a tour of our school prior to applying.

To arrange a tour, or if you would like any additional information about this role, please contact the school office via email at [admin@westashton.wilts.sch.uk](mailto:admin@westashton.wilts.sch.uk) or by phone on 01225 754354.

## To apply

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Please visit our [Acorn careers page](#) to complete an application form.

Shortlisted candidates will be invited for a one-day interview.

**West Ashton Church of England Primary School, 29 Bratton Road,  
West Ashton, Wiltshire, BA14 6AZ**

01225 754354

[admin@westashton.wilts.sch.uk](mailto:admin@westashton.wilts.sch.uk)

*West Ashton Church of England Primary School, as part of the Acorn Education Trust, is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If successful in obtaining this post you will be subject to a Disclosure from the Disclosure and Barring Service and health screening. We are an equal opportunities employer. As part of our safer recruitment processes, if you are shortlisted for the post, we will carry out a social media account search.*