



BELIEF IN EVERY CHILD



Dear applicant,

We are delighted that you are interested in The Blackdown Education Partnership and the role of Year 3 Class Teacher at Orchard Grove Primary School.

This is a fantastic opportunity to be part of a recently opened school where all teachers benefit from having their voice heard and working collaboratively with the other primary schools within the Trust. We welcomed our first cohort of children into the superb EYFS and Primary setting in September 2023.

Within the setting of Somerset's first net zero carbon school, children are inspired by a unique curriculum that is preparing them for lifelong learning, a positive impact in the world and a readiness for the world they will grow up in.

We are looking for teachers who enrich children's lives and give them opportunities to become happy, prosperous adults with a strong moral compass and self-esteem, who participate in and add value to their community. For those of you who are ambitious to progress in your career, this is an excellent opportunity to build up skills and experience that will prepare you for promotion at the right time. Equally, we want teachers who want to focus on their own practice and enrich children's lives and give them opportunities to flourish academically, socially and emotionally.

I very much hope this has ignited your enthusiasm to find out more and I look forward to receiving your application.

Best wishes

Richard Healey

Director of Primary Education for The Blackdown Education Partnership and Orchard Grove Headteacher

# The Opportunity



## **Year 3 Class Teacher starting 1 September 2026**

This role will be based at Orchard Grove Primary School which opened in September 2023 to reception pupils and is growing organically by a year group with every following year until full. The role will work closely with the senior leadership team and fellow teachers to develop the KS2 curriculum and shared values which will be reflected in our teaching and how our children learn. Our curriculum incorporates carefully selected knowledge and skills which are brought to life in a way that is meaningful and exciting for children; promoting a life-long love of learning. Our curriculum also provides the cultural capital that children need to be successful in learning as well as in their future lives.

The curriculum is organised in a way which enables children to revisit knowledge and build depth of knowledge and understanding as well as ensure they learn more and remember more. Through the way our curriculum is organised, we help children to make meaning of the world, develop their vocabulary and broaden their horizons. Each subject and learning experience is content rich, with knowledge carefully selected and deliberately ambitious. Our curriculum is coherent and well planned, building on what has come before and encouraging learners to be curious about their learning. Our approach to supporting children who may need help to access the curriculum comes through pre and post teaching, targeted interventions, adaptive teaching and scaffolding strategies. This makes sure those children have the knowledge and skills to succeed in accessing learning rather than having to be continuously catching up.

**Working time: 195 days per year (full time)**

**Disclosure level: Enhanced**

**Accountable to: Headteacher**

**Liaising with: Senior Leadership Team, teaching/ support staff, LA, external agencies, organisations, individuals, parents/ carers, governors**

**Salary Grade: MPS – UPS**

# Job Description



The aims and values of Orchard Grove and the Trust are fundamental and each member of staff is expected to promote and develop these in all aspects of their work. All duties should be exercised in the context of these aims and values and in line with the Orchard Grove and BEP policies.

The Conditions of Employment of Teachers (contained in the School Teachers' Pay & Conditions Document) and the Teachers' Standards Frameworks produced by the Teacher Training Agency form part of job descriptions for teachers.

In line with both the complex nature of the roles carried out and the priority placed on development and improvement in all aspects of our work, job descriptions are written in terms of outcomes rather than simply a list of specific tasks.

The post-holder shall perform, in accordance with any directions, which may reasonably be given to her/him by the Headteacher from time to time, such particular duties as may reasonably be assigned to them.

The generic job description, which follows, outlines the main areas of responsibility. There will be particular areas of responsibility and accountability, which will be negotiated with the successful applicant based on their strengths and the needs of Orchard Grove.

## **Expectations**

- To have a belief in the importance of working together with all other staff to develop and implement the Trust's aims, plans and policies.
- To support and contribute to attempts to achieve continuous improvement in all aspects of the work of Orchard Grove and the Trust.
- To work, represent and promote the area and school in a manner that enhances the Trust's aims and values.
- To have a well-informed vision for the whole curriculum and be committed to a culture of continuous improvement.
- To promote the safety and well-being of all children and to have shared responsibility for the safeguarding and welfare of children.
- To value the importance of a collegiate approach and the opinions of all members of Orchard Grove and the Trust.
- To have excellent communication skills, both written and oral and high competence in the use of ICT, both for learning and administration.

- To be committed to positive behaviour management, inclusive of emotion coaching and a restorative justice approach.
- To be committed to enrichment activities in support of effective learning.
- To be able to work in an inclusive and positive manner and help to promote enjoyment of learning throughout Orchard Grove and the Trust.
- To create an inviting and stimulating teaching environment within the classroom, including the celebration of children's achievements.
- To carry out all duties assigned as a class.
- To carry out any other duties which fall within the broad spirit, scope and purpose of the job description.

### **Operational & Strategic Planning**

- Be responsible for the development and implementation of a curriculum area within Orchard Grove.
- To assist in the development of appropriate syllabuses, resources, schemes of work, assessment processes and teaching and learning strategies.
- To contribute to the formulation of aims, objectives and strategic plans.
- To plan and prepare lessons that support effective curriculum delivery.
- To implement Orchard Grove and Trust policies and procedures.

### **Curriculum Provision & Development**

- To deliver the curriculum in a manner that meets the needs of all individual children.
- To assist in the process of curriculum development in order to ensure that the curriculum provided is of high quality and meeting the needs of all individual children. That it is also in line with the other Primary settings within the Trust.

### **Staffing Deployment & Development**

- To continue to develop professionally in all aspects of the role including through involvement in a range of professional development activities.
- To engage in the Performance Management Review process in support of personal professional development.
- To support the professional development of colleagues to aid their ongoing professional development.
- To contribute to the establishment of effective working relationships within teams across Orchard Grove and the Trust.

### **Student Outcomes**

- To implement systems for monitoring student progress, both individual and groups, and to use the information obtained to improve child outcomes.
- To implement an effective and positive approach to behaviour management that supports high quality learning and personal development.
- To be accountable for child outcomes within classes and groups for which responsibility is held.

### **Quality Assurance**

- To implement Orchard Grove and Trust plans and policies in an effective manner.

- To implement an effective process of self-review and self-evaluation, including that based on target setting and analysis of data.
- To develop and implement action plans based on this self-review/ self-evaluation.

### **Other responsibilities**

- To undertake additional duties as required, commensurate with the level of the job.
- Maintain positive, professional relationships with stakeholders and colleagues.
- To participate in induction training, staff review processes and professional development opportunities.
- To commit to Equal Opportunities and Anti-Discriminatory Practice.
- The Trust operates a Smoke-Free Policy and smoking is prohibited in any of our buildings, on premises and vehicles.
- The duties of the post may vary from time to time without changing the general character of the post or level of responsibility entailed.

### **Special Factors**

1. This role will involve traveling between schools within the Trust (and new ones that may join in the future). The reimbursement of travel costs to schools, other than the location of your home school, will be as per the Trust's travel policy.
2. There will be a requirement to work beyond school hours particularly in supporting and attending school and Trust based events.
3. Working patterns will be aligned with school term dates and holidays must be taken during school closure periods
4. The post-holder will support the achievement of the Trust's objectives by working proactively with colleagues on projects or activities outside their direct area of responsibility as required.
5. The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and Policies and Procedures.
6. To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the Trust's safeguarding policies.
7. To comply with legislation, policies and procedures relating to confidentiality and data protection, reporting any concerns to the appropriate person.
8. To comply with the Trust's ICT Acceptable Use and Confidentiality Agreement for Staff.
9. To comply with the Trust's Health & Safety policy, procedures, and statutory

This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed.

The Trust seeks to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.



# Person Specification



Qualifications	Essential	Desirable
Qualified Teacher Status	✓	
A good honours degree	✓	
Further qualifications and skills training, particularly in leadership. A desire to develop and further career towards senior leadership		✓
Experience	Essential	Desirable
Qualified teacher with teaching experience	✓	
Experience of leading training		✓
At least 2 years teaching experience		✓
Teaching experience in KS2		✓
Skills and Knowledge	Essential	Desirable
A high quality and adaptive teacher	✓	
A secure knowledge of the curriculum in KS2	✓	
The ability to use ICT effectively within and outside the classroom	✓	
The ability to deal positively with children and parents	✓	
Excellent communication skills	✓	
A commitment to innovation and the pursuit of excellence	✓	
Understanding the need to achieve good or better progress for all children and the strategies necessary to achieve that goal	✓	
Ability to manage and lead a subject across the school.	✓	
Enjoyment of teaching children and enabling them to achieve and succeed	✓	

A knowledge of and ability to use data and an understanding of its importance for planning and teaching	✓	
Preparedness to model lessons and support staff		✓
A desire to further own career and undertake further professional development		✓
Experience of working in an aspiring environment		✓
A desire to be a part of Trust education/pastoral development group		✓
<b>Behaviours</b>		
The ability to build, develop and maintain positive relationships with parents/ carers and staff		
The ability and motivation to constantly improve own practice and knowledge through self-evaluation and learning from others		
The ability to be flexible, adaptable and positive		
The ability to model good professional practice at all times		
An understanding of and commitment to the values and ethos of Orchard Grove and the Trust		
Demonstrate creativity, flexibility and responsiveness to change		
Commitment to safeguarding and the welfare of all children		
Commitment to continuous professional development of self and others to maximise skills/experience.		
<b>Other</b>		
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.		
A buy-in to Orchard Grove, The Blackdown Education Partnership and the community of Taunton. Embracing being part of a relatively new school and the 'going the extra mile' that comes with our unique school situation.		

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.



# Benefits



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

We are offering tours of Orchard Grove so that prospective candidates can get a feel for the school. Please email [office@orchardgrove.bep.ac](mailto:office@orchardgrove.bep.ac) to book one of the following tours.

- **Wednesday 7 January at 16:00**
- **Wednesday 14 January at 16:30**
- **Thursday 15 January at 16:00**
- **Monday 19 January at 16:00**

To apply for this role please complete an application form by **15:00 Friday 23<sup>rd</sup> January 2026** through E-teach at [Careers at Orchard Grove Primary School - Taunton - Eteach](#)

Interviews will be held on: **Wednesday 28<sup>th</sup> January 2026**

**The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a satisfactory Disclosure and Barring Service (DBS) Enhanced Disclosure Certificate.**



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