Classroom Teacher (KS1)

Wilton Primary Academy

'To transform children's life chances.'

Job Ref: WPA368

TEES VALLEY EDUCATION
www.teesvalleyeducation.co.uk

INSPIRE, BELIEVE, ACHIEVE
WILTON PRIMARY ACADEMY

Introduction

Tees Valley Education's foundation and journey to date

Tees Valley Education Multi-Academy Trust (TVEd) was established in 2015, building on five years of successful collaboration between Brambles and Pennyman Primary Academies. This partnership laid the foundation for a trust committed to excellence in education and community impact. Later that year, Dormanstown joined the trust, further strengthening its reach and capabilities. In 2018, Wilton Primary Academy became part of the trust, marking another significant milestone in its growth.

That same year, TVEd proudly opened Discovery Special Academy, the first free school in Middlesbrough, providing tailored education to children with special educational needs. In August 2022, Discovery Special Academy transitioned into a state-of-the-art, purpose-designed building, enabling the expansion of its provision to include secondary-age children.

2025 is a milestone year for the Trust as it proudly marks its 10th anniversary. Over the past decade, the Trust has dedicated itself to fostering positive change and making a meaningful impact in the community. This special anniversary offers an opportunity to reflect on its achievements, celebrate the partnerships and support that have made them possible, and renew its commitment to building a brighter future. The Trust looks forward to continuing its journey towards leaving a 100-year legacy of innovation, growth, and service for generations to come.

Letter From Katrina Morley OBE

- Chief Executive Officer Tees Valley Education Trust

Dear Applicant,

Thank you for expressing your interest in joining Tees Valley Education Trust.

At Tees Valley Education Trust, we hold a steadfast belief that excellence is a birthright. Every child, regardless of their circumstances, deserves access to a world-class education. Our academy Head Teachers operate in an atmosphere of trust, honesty, and integrity, underpinned by an unwavering commitment to excellence for all children and young people. As a Trust, we embrace a philosophy of "no excuses or barriers" in education, ensuring that every child has the opportunity to thrive.

Our academies are located in areas of significant deprivation, and we are passionately committed to the transformative power of education in changing lives. By joining us, you will become part of a brilliant and dedicated team. Across our Trust, all staff—regardless of role—work together with a shared vision: to transform children's life chances.

We are equally committed to supporting our staff. At Tees Valley Education Trust, we ensure that our leaders and teachers have the time and resources to fulfill their professional duties and responsibilities. We offer a vibrant, supportive, and friendly atmosphere where you will be encouraged to develop both personally and professionally.

Enclosed with this recruitment pack, you will find the job advert, job description, person specification, safeguarding information, and guidance on how to apply. If you wish to apply, please ensure that you complete the application form in full. Kindly note that we do not accept curriculum vitae; only information provided in the application form will be considered.

Thank you once again for considering a position with Tees Valley Education Trust. We look forward to receiving your application.

Yours faithfully,

Katrina Morley OBE
Chief Executive Officer
Tees Valley Education Trust

Strategic Partners

The Trust is committed to excellence and innovation, we therefore, invest heavily in a range of strategic partnerships. These are designed to:

- Maximise progress and entitlement of all children and young people
- Support continuous staff development
- Offer community and social impact, at scale
- Collaborate with and engage in a range of research and learning partnerships
- Lobby, influence and contribute to regional and national policy
- Contribute to a 100-year legacy around the Trust USP's – SEND & Inclusion, The Arts and STEM

PTI	Schools North East	SSAT	Teesside University
Ambition Institute	IQM	Chartered College of Teaching	Fair Education Alliance
Apple	PIXL	Whole Education	Forum Strategy

View all Strategic Partners here

Mission & Values

Mission

Our mission is to deliver educational excellence for all of our children by fostering a culture of creativity, curiosity, care, courage and commitment.

Vision

'To transform children's life chances'

Diamond Standards

Commitment

To be dedicated, hard working and always try our best.

Courage

To be adventurous, bold and brave

Care

To be kind to ourselves, each other and our communities.

Curiosity

To be inquisitive, excited and explore.

Creativity

To use our talents to imagine, innovate and inspire.

TVEd Staff Charter

- Complimentary refreshments for staff
- Free annual flu vaccination available for all staff upon request
- Trust and academy deadlines are publicised well in advance
- Sensible pragmatic approach to data collections
- Dedicated planning, preparation and assessment (PPA) for all teaching staff
- Wellbeing service free for all staff including counselling, life style support and medical referrals
- Dedicated space for teaching and learning
- Open door policy
- A range of staff social, sports and fun sessions including team celebrations
- Opportunities for professional development through excellent CPD support
- Constructive and research based approach to drop ins and lesson observations within a learning community
- Communication policy to protect time outside of the academy
- On site parking
- End of term team celebration events
- Diamond Standards to celebrate all staff who have excelled in one if not all of the 5C's
- Dedicated staff room and facilities
- Always well informed with all elements of school life through regular communications
- Staff are recognised for their over and above contribution they make in line with existing policies

ADVERTISEMENT

Classroom Teacher (M1 – UPS3)
Status: Fixed term- Maternity cover
Required: September 2026- July 2027
Salary: M1 to UPS3 (£32,916- £51,047)
Hours: Full Time
Location: Wilton Primary Academy
Reporting to: Head of Academy

About the Trust

The Trust was established in 2015 and provides education and enrichment activities to more than 1200 children across five Academies, located in Middlesbrough and Redcar and Cleveland local authority areas. Academies within the Trust are:

- Brambles Primary Academy (2 to 11 years),
- Discovery Special Academy (2 to 16 years),
- Dormanstown Primary Academy (3 to 11 years),
- Pennyman Primary Academy (2 to 11 years), and
- Wilton Primary Academy (3 to 11 years).

About the role we are looking to appoint:

Wilton Primary Academy is a thriving learning community of 77 pupils aged 3-11 years taught in mixed aged classes. We are seeking to appoint an enthusiastic and committed Key Stage 1 teacher to join the academy as part of Tees Valley Education Multi Academy Trust. We are looking for an innovative and inspirational teacher who can demonstrate best practice in teaching, has high expectations for all children and has a good knowledge of the KS1 curriculum and assessment. We require a teacher who can demonstrate a proven impact on KS1 outcomes both academically and pastorally.

We have a committed and hardworking staff team who play an active role in driving school improvement and ensuring our children enjoy the best of what we have to offer. You will be able to make a valuable contribution by participating in the team-working ethos of the academy within our team of staff and across the Redcar and Cleveland partnership of Dormanstown and Wilton under the executive leadership of both academies.

Wilton Primary Academy can offer you:

- An excellent learning environment
- Dedicated pupils who love coming to the academy and are encouraged to be the best they can be
- A forward-thinking approach to education
- A passionate and high performing team of professionals within the academy and across the Trust to learn from and contribute to

- An enthusiastic and supportive Executive Head Teacher and Head of Academy who put the interests of the children first and are committed to the continual improvement of the academy
- An opportunity to be part of working parties across the Redcar and Cleveland academies of Dormanstown and Wilton and the Trust within your areas of interest
- Career enhancement opportunities within areas of interest

We are looking for teachers who demonstrate the aptitude to be excellent practitioners through embedding science of learning into pedagogical practices and provision. The successful candidates will join our supportive team ethos and join us on the exciting journey ahead towards excellence. Please indicate on your application, your areas of strength/expertise e.g. English/SENCO.

What the Trust will provide the successful candidate with:

- A workplace where all staff are valued and treated with respect as outlined within the Trust's Diamond Standards
- A passionate, enthusiastic and supportive Leadership Team
- A listening and learning organisation where all staff are encouraged to be curious and share ideas for the Trust/academies/team to improve
- Hard working, committed and dedicated staff who strive to gain the best outcomes for all children across the Trust's academies
- Dedicated approach to children's learning to encourage them all to be the best they can be
- Career enhancement opportunities within areas of interest as well as supporting ongoing professional development and training specific to job role
- Dedicated line manager to discuss work streams and capacity
- Free access to the Trust's Wellbeing offer, which includes counselling, access to GP, Mindfulness and so much more.
- Auto Enrolment into the Teachers Pension scheme, employer contributing 28.68%
- Benefits of the Trust's Staff Charter which can be found at TVED Staff Charter.

Safeguarding requirements for the role:

Tees Valley Education Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to a satisfactory enhanced DBS check.

This post is exempt from the Rehabilitation of Offenders Act 1974 and, therefore, all convictions, cautions and bind-overs, including those regarded as "spent" must be declared. The Trust's Recruitment of Ex-Offender policy can be requested or visit the Trust's website.

Applications are invited from prospective candidates who demonstrate that they are able to meet the essential criteria set out in the person specification and who have the vision, values and tenacity to join an outstanding team and help continue the journey towards excellence.

JOB DESCRIPTION

To carry out the duties of a school teacher as set out in the School Teachers Pay and Conditions Document. To meet the required standards for Qualified Teacher Status and having regard to the curriculum of the academy: to teach children within the primary age range according to their educational need. This includes all necessary professional duties of planning, preparing courses and lessons, assessing, recording and reporting on the development, progress and attainment of pupils assigned to you. To contribute and participate in the team working ethos of the academy and maintains the positive ethos and core values of the academy, both inside and outside of the classroom.

PLANNING, TEACHING AND CLASS MANAGEMENT

Teach allocated pupils by planning their teaching to achieve progression of learning through:

- Planning and delivering the teaching programme for all pupils within the class in relation to the Early Years or National Curriculum, PSHE and Citizenship and the Agreed Syllabus for Religious Education with regard for the academy's aim statement, own policies and schemes of work.
- Providing clear structures for lessons and for sequences of lessons, which maintain pace, motivation and challenge.
- Setting tasks which challenge pupils and ensure high levels of interest.
- Setting appropriate and demanding expectations.
- Plan appropriately to meet the needs of all pupils
- Setting clear targets and next steps in learning, building on prior achievements.
- Making effective use of assessment information on pupil's progress in lesson planning.
- Ensuring effective teaching and best use of available time.
- Maintaining positive behavior management in accordance with the academy's procedures and encouraging positive learning dispositions.
- Using a variety of teaching methods to:
    - Keep all pupils purposefully engaged;
    - Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary;
    - Use effective questioning and feedback addressing any errors and misconceptions in a timely manner
- Evaluate own teaching critically to improve effectiveness.
- Ensure the effective deployment of learning support assistants.
- Encourage pupils to think and talk about their learning.
- Provide a classroom environment and ethos that is supportive of learning for all pupils.

MONITORING, ASSESSMENT, RECORDING, REPORTING

- Assess how well learning objectives have been achieved and use this information to improve specific aspects of teaching.
- Use assessment of and assessment for learning to support pupil learning.
- Prepare and present information on the development, progress and attainment of pupils in the class to SLT through progress reviews.

OTHER GENERAL PROFESSIONAL REQUIREMENTS

- Have a working knowledge of teachers' professional duties and legal liabilities.
- Operate at all times within the stated policies and practices of the academy and Trust.
- Establish effective working relationships and set a good example through presentation, personal and professional conduct.
- Endeavour to give every child the opportunity to reach their potential and meet high expectations.
- Take responsibility for own professional development and duties in relation to academy and Trust policies and practices.

SAFEGUARDING

- All staff must adhere to the Trust's safeguarding training (appropriate for job role) including policies, procedures, latest Keeping Children Safe in Education guidance and Working Together to Safeguard Children DfE 2023.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the Trust in relation to the post holder's professional responsibilities and duties.

Elements of this job description and changes to it may be negotiated at the request of either the line manager.

Signed (Employee)		
Date:		
Signed (on behalf of employer):		Name and Role:
Date:		

PERSON SPECIFICATION		
QUALIFICATIONS & EXPERIENCE	**AM**	**E/D**
Degree or relevant qualification and experience.	A	E
Qualified Teacher Status	A	E
Proven teaching experience	A, I, R	E
KNOWLEDGE, ABILITIES AND SKILLS		
An understanding of the current National Curriculum	A, I	E
Knowledge of the characteristics of high-quality teaching in primary education	A, I, R	E
A sound understanding of strategies to support all children's learning	A, I, R	E
Ability to adapt planning effectively to meet the needs of a range of learners	A, I, R	E
The use of a variety of techniques for assessment for learning in order to impact positively on children's progress	A, I, R	E
Ability to inspire and motivate all children to learn and realise their potential	I, R	E
Understanding of positive behaviour management strategies	I, R	E
Evidence of good classroom management skills.	I, R	E
Outstanding organisational skills with the ability to self-direct as well as work successfully within a team.	A, I, R	E
Excellent communication and interpersonal skills at all levels.	I, R	E
A commitment to further professional development.	A, I	E
Commitment to the protection and safeguarding of children and young people	I, R	E
Understanding of the science of learning teaching principles	A, I,	D
An understanding of and working knowledge of the needs of children with SEND. A/I D	A, I,	D
PROFESSIONAL CHARACTERISTICS		
Clear and articulate vision for the development of primary education	A,I	E
Commitment to meeting the educational, social and emotional needs of all children	A.I	E
Commitment to high standards and continuous improvement	A,I	E
Lead by example, with integrity, creativity, resilience and clarity and demonstrate the ability to positively empower, influence and encourage others	A,I	E
Excellent interpersonal skills and emotional intelligence	A,I	E
Ability to demonstrate the Trust Diamond Standards of Commitment, Curiosity, Courage, Creativity and Care	A,I	E

E – Essential, D - Desirable

Important: In the first instance, applications are assessed against the criteria listed above, in addition to overall presentation, use of standard English and grammatical accuracy.

Where applications do not meet the expected standard, they will be rejected before being matched to the person specification.

HOW TO APPLY AND EXPLANATORY NOTES OF THE PROCESS

Application packs can be downloaded or printed directly from the Trust website www.teesvalleyeducation.co.uk or requested from the academy. Only applications via the Trust's official application form will be accepted. Please do not submit a CV as substitute for part or full application form, the information will not be accepted or considered.

If you are submitting your completed application form by e-mail to recruitment@tved.org.uk - please be aware the academy cannot be responsible for any formatting anomalies when printing. If you are unable to submit an electronic application form, handwritten or electronic printed copies should be posted or hand delivered to the following address for the attention of

Mrs Sara Hood, Head of Academy.
Wilton Primary Academy
Pasture Lane
Lazenby
TS6 8DY

Shortlisting Process

After the closing date, short listing will be conducted by a panel, who will match your skills/experience against the criteria in the Person Specification. You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form.

Shortlisted candidates will receive:

- Letter confirming interview details.
- Details of original ID documentation required to confirm candidates. Photocopies or certified copies are not accepted.
- Criminal Record Self-Declaration Form, which must be brought on the day of the interview in the sealed envelope provided.

References for successful Candidate/s

We may seek references for shortlisted candidate/s and we may also approach previous employers for information to verify particular experience or qualifications before the interview. Any relevant issues arising from references will be taken up post interview.

Interview process

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

Conditional Offer: Pre-Employment Checks

Any offer to a successful candidate will be conditional upon:

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity checks and qualifications
- Satisfactory enhanced DBS check
- Verification of professional status such e.g. QTS Status, NPQH (where required)
- Satisfactory completion of a Health Assessment
- Satisfactory completion of the probationary period (where relevant)

Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as may be required in accordance with statutory guidance.

Visits to the academy are actively encouraged and should be arranged by contacting the academy office on **01642 453374.**

Visit dates are:

- Monday 2nd March 1pm
- Thursday 5th March 9am
- Tuesday 10th March 3.30pm

For your information, the recruitment timetable is detailed below:

Closing Date: Friday 20th March 12 noon

Shortlisting Date: Friday 20th March

Teaching Task and Interviews: Friday 27th March

EQUALITIES INFORMATION AND OBJECTIVES STATEMENT

As an academy we ensure that our vision, values and ethos meet the expectations of the equality and diversity guidelines, and legislation set out by the Equality and Human Rights Commission. This includes the following 9 protected characteristics:

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnerships
5. Pregnancy and Maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual Orientation

Objectives Statement

1. To support children's sensory, academic and communication skills to enable them to develop holistically.
2. To ensure high expectations across all aspects of the academy (as outlined in objective 1) to ensure children make the best progress according to their individual starting points.
3. To continue to monitor attendance of all groups of children in the academy.
4. To review levels of parental and pupil engagement in learning and academy life, across all activities and ensure equality and fairness in access and engagement.
5. To ensure the academy environment is as accessible as possible to pupils, staff and visitors.

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