

JOIN OUR TEAM



EAL Lead Practitioner Recruitment Pack



Try, Learn, Lead the Way

Dear Candidate,



Thank you for considering Forest View Primary School as the next step in your career. Choosing the right school is an important decision, and I hope this pack gives you a genuine sense of who we are, what we stand for and what it is like to be part of our team.

Forest View is a school with children firmly at its heart. We are proud to serve the community of Cinderford, in the beautiful Forest of Dean, and we are ambitious for every child who comes through our doors. We want our children to achieve well academically, but our ambitions extend far beyond academic success. We want them to leave us confident, resilient and curious, with the knowledge, skills and values they need to embrace the opportunities ahead of them.

Relationships are central to everything we do. We believe children achieve their best when they feel safe, understood and valued, and when the adults around them believe in what they can achieve. We want Forest View to be a place where children feel that they belong, families feel welcomed and staff know that they are part of a team working together with a shared purpose.

We are proud of our school, but we are not complacent. We are a reflective, ambitious and forward-looking team, always considering what we can do better for our children. We value colleagues who bring ideas, who are willing to learn and develop, who support those around them and who share our belief that every child can succeed.

Working at Forest View is incredibly rewarding. Like all schools, it can also be demanding. Our children deserve adults who set high expectations, build strong relationships and are prepared to make a difference. In return, we want our staff to feel supported, trusted and valued as professionals. We are committed to professional development and to creating opportunities for people to grow, whether they are at the beginning of their career or bringing considerable experience to our team.

As part of the Forest of Dean Trust, we also benefit from being part of a wider family of schools, giving our staff opportunities to collaborate, share expertise and learn from colleagues beyond Forest View.

Above all, we are looking for people who believe in what we are trying to achieve and want to contribute to it. If our values resonate with you, I warmly encourage you to come and visit us. Meet our children, talk to our staff and experience Forest View for yourself. I hope you will see a school that is welcoming and inclusive, ambitious for its children and determined to keep getting better.

Thank you for your interest in joining us. I look forward to meeting you.

Ben Lyons
Headteacher



Our vision and ethos

At Forest View, children come first. We are ambitious for every child and believe that all children should feel safe, valued and included, experience success and be supported to become confident, independent learners.

Our school motto, Try. Learn. Lead the Way, captures the attitudes we want to develop in every child. We encourage children to have the courage to try, the resilience to learn from challenge and experience, and the confidence to use what they have learned to make a positive difference.

We provide an ambitious, inclusive and engaging curriculum that builds strong foundations in knowledge and skills while developing curiosity, creativity and a love of learning. Through high expectations, adaptive teaching and strong relationships, we work to ensure that every child can participate, achieve and thrive.

Our values of kindness, resilience, honesty, tolerance, cooperation, invention and courage are woven through school life. Together, they help children to understand themselves and others, build positive relationships, make responsible choices and prepare for their next steps in education and beyond.

As a school at the heart of its community, we value strong partnerships with families and the wider community. Our aim is simple: for every child to leave Forest View having achieved well, believing in themselves and ready to lead the way in whatever comes next.

Try, Learn, Lead the Way



Forest View Primary School
Latimer Road
Cinderford
GL14 2QA

01594 822241

admin@forestview.gloucs.sch.uk

www.forestviewschool.org.uk



Why work at Forest View?

Choosing where to work is about much more than choosing a job. It is about finding a school where you share the values, believe in what it is trying to achieve and feel that you can make a difference.

At Forest View, we want our staff to enjoy coming to work, feel valued as professionals and know that their contribution matters.

Make a difference

Our children are at the heart of every decision we make. Working at Forest View gives you the opportunity to make a genuine difference, helping children to achieve, grow in confidence and believe in what they can become.



Be supported to succeed

We have high expectations of our staff because we have high expectations for our children. Alongside this, we want colleagues to feel supported, trusted and valued, with access to high-quality professional development, coaching and opportunities to grow.

Strong relationships matter here. We value collaboration, honesty and mutual support, and believe the best outcomes for children are achieved when staff work together, share ideas and learn from one another.

Grow with us

Whether you are beginning your career or bringing experience to Forest View, we want you to continue developing. Being part of the Forest of Dean Trust provides further opportunities to collaborate, share expertise and develop professionally across our family of schools.

Be part of a team

Have a voice

Forest View is a school that continues to learn and develop. We value the experience, ideas and expertise of our staff and encourage colleagues to play an active part in shaping and improving our school.



If you share our ambition for children and want to be part of a school that is always trying, learning and leading the way, we would love to hear from you.



Role Details - EAL Lead Practitioner

Salary: Up to Point 14 (£30,515 Pro-Rata) dependent upon experience and qualifications

Contract: Initially fixed term until 31st August 2027

Hours: 19 hours per week (equal to 3 days) which can be worked flexibly to suit the needs of the role.

Responsible to: Assistant Head Teacher for Inclusion

Closing Date: Wednesday 4th November 2026

Interview Date: Wednesday 11th November 2026

Desired Start Date: 4th January 2027 or earlier if available

Job Purpose

Forest View Primary School is developing its provision for children and families who use English as an Additional Language (EAL) through the creation of our New Roots Hub.

The EAL Lead Practitioner will play a key role in establishing and developing this provision, working alongside the school's Inclusion Team to ensure that pupils with EAL are welcomed effectively, understood as individuals and supported to participate fully in school life.

The role will combine direct work with pupils, support for teachers and teaching assistants, development of EAL systems and resources and close engagement with families.

A particularly important aspect of the role will be developing strong relationships between school and home. The practitioner will take time to understand each family's circumstances, experiences, strengths and needs and, where appropriate, help them access services and opportunities within the wider community.

Initially, the New Roots Hub will operate as part of the school's wider inclusion provision under the direction of the Assistant Headteacher for Inclusion.



Key Responsibilities

The EAL Lead Practitioner will:

- Work with the Assistant Headteacher for Inclusion to establish and develop the New Roots Hub, helping to shape effective EAL provision across the school.
- Support the welcome, induction and integration of pupils with EAL, gathering information about their language, educational experiences, strengths and individual needs.
- Develop and review appropriate EAL support and integration plans, monitoring pupils' language development, participation, wellbeing and progress.
- Provide targeted support to individuals and small groups to develop spoken English, vocabulary, comprehension, communication and confidence, enabling pupils to access learning successfully.
- Work alongside teachers and teaching assistants to develop inclusive classroom practice, providing practical strategies, resources and guidance to support pupils with EAL within their classes.
- Support pupils' social and emotional development, helping them build friendships, confidence, independence and a strong sense of belonging within the school community.
- Develop strong and trusting relationships with parents and carers, helping families understand school systems, routines and expectations and supporting their engagement with their child's education.
- Take time to understand the individual circumstances, experiences, strengths and needs of families, using this knowledge sensitively to help provide appropriate and personalised support.
- Develop links with local services, agencies and community organisations, signposting families to appropriate sources of advice, support and opportunities where required.
- Develop resources, systems and approaches that strengthen whole-school EAL practice, sharing effective strategies with colleagues and contributing to staff development where appropriate.
- Work closely with the wider Inclusion Team, safeguarding and pastoral staff and external professionals, ensuring that pupils and families receive coordinated and appropriate support.
- Maintain appropriate records and contribute to the evaluation and ongoing development of the New Roots Hub, identifying emerging needs and opportunities to improve provision.
- Promote equality, inclusion and high expectations for all pupils while maintaining appropriate professional boundaries, confidentiality and safeguarding practice.
- Undertake relevant training and other reasonable duties consistent with the nature and level of the role





Skills and Experience

Criteria	Essential	Desirable
Qualifications	- Level 3 Teaching Assistant qualification or equivalent. - Experience of working effectively with children of primary school age. - Experience of supporting children's learning, development and wellbeing. - Good standard of spoken and written English. - Secure literacy, numeracy and ICT skills.	GCSE Grade 4 and above (or equivalent) in maths and English.
Skills and knowledge	- An understanding of the needs of children, particularly EAL, or a willingness and ability to rapidly develop this knowledge. - An understanding of how positive relationships support children's learning, wellbeing and integration. - An understanding of safeguarding responsibilities when working with children and families. - An understanding of the importance of confidentiality and professional boundaries.	- Experience of supporting pupils who have EAL. - Knowledge of language acquisition and the stages through which children may develop proficiency in an additional language. - Experience of family support, pastoral work or community engagement. - Experience of assessing or monitoring pupils' English language development.
Personal qualities	- Warm, compassionate and empathetic. - Able to build trusting relationships with children and adults from a wide range of backgrounds. - Proactive and able to identify what needs to be done. - Able to work effectively on their own initiative. - Creative and resourceful. - Highly organised. - An effective communicator. - Able to communicate sensitively with families who may have limited English. - Patient and adaptable. - Able to work effectively as part of a multidisciplinary school team. - Committed to equality, inclusion and high expectations for every child. - Culturally curious and respectful. - Reflective and willing to learn and develop professionally.	



Supporting our Staff

We know that our staff are central to providing the best possible experiences and outcomes for our children.

Across Forest View and the Forest of Dean Trust, we are committed to supporting colleagues throughout their careers and providing opportunities for professional and personal development.

We want Forest View to be a place where people can build their careers, continue to develop and feel valued for the contribution they make.

Pension Scheme

We support staff in planning for their future through membership of the appropriate public sector pension scheme:

- Teachers are eligible for membership of the Teachers' Pension Scheme (TPS).
- Support staff are eligible for membership of the Local Government Pension Scheme (LGPS).

Both schemes provide valuable pension benefits alongside employer contributions.

Professional Development

We want every member of staff to continue to learn and develop. Staff benefit from:

- Supported professional development pathways
- At least five INSET days each year
- Access to Level 5 and Level 7 qualified coaching
- Opportunities to collaborate and develop across the Forest of Dean Trust
- Opportunities to develop expertise and take on additional responsibilities

Staff Benefits and Wellbeing

Our wider staff offer includes:

- Competitive, benchmarked salaries
- Family-friendly policies
- Flexible working arrangements where appropriate to the role
- Access to Perkbox, our employee benefits platform, including discounts, online medical appointments and employee recognition
- Access to the Blue Light Card discount scheme, where eligible



About the Forest of Dean Trust



Who are we?

The Forest of Dean Trust is built on collaboration, challenge and support. We are united by a shared ambition to achieve the best possible outcomes for the children, young people and communities we serve.

Our Trust currently includes three schools in the Forest of Dean: Dene Magna, a secondary school and sixth form, Drybrook Primary School and Forest View Primary School. Each school retains its own identity while benefiting from the strength, expertise and opportunities that come from working together.

We are ambitious for the future of our Trust and open to growth, but believe this should always happen at the right pace, for the right reasons and where it will make a positive difference to children and communities.



As a member of staff, being part of the Trust means opportunities to collaborate with colleagues across our schools, share expertise and access professional development beyond your own school.

Ready to join us?



Come and See Us

Choosing the right school is important, and we warmly encourage prospective applicants to visit Forest View before applying. A visit is the best way to experience our school for yourself. You will have the opportunity to meet our children and staff, see Forest View in action and ask any questions you may have about the role or life at our school. We would be delighted to show you around and help you decide whether Forest View is the right next step for you. To arrange a visit, please contact the school office on 01594 822241 or email admin@forestview.gloucs.sch.uk.

How to Apply

To apply, please complete the application form available from the Jobs section of our school website: www.forestviewschool.org.uk (scan the QR code below). Completed application forms should be emailed to admin@forestview.gloucs.sch.uk, together with a covering letter outlining your suitability for the role.

Closing date: Wednesday 4th November 2026

Interview date: Wednesday 11th November 2026

Applications received after the closing date will not normally be considered.

If you have any questions about the role or recruitment process, please contact us. We will be very happy to help.

Selection Process

Shortlisted candidates will be contacted by email and provided with full details of the selection process. This may include a teaching activity or other task relevant to the requirements of the role. References will normally be sought before interview, where possible, in accordance with safer recruitment guidance. As part of our safeguarding due diligence, we may also undertake an online search of publicly available information for shortlisted candidates. Candidates will be informed where this forms part of the recruitment process. This reflects current statutory safer-recruitment guidance.

Safeguarding

Forest View Primary School and the Forest of Dean Trust are committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. This post is subject to appropriate safer-recruitment and pre-employment checks. These include an enhanced DBS check with children's barred list information where the role involves regulated activity, verification of identity, right to work in the UK, qualifications and other relevant checks. For teaching appointments, the school will also undertake the required teacher prohibition checks. Additional checks will be completed where required for the particular role or individual circumstances. All offers of employment are conditional upon the satisfactory completion of the required pre-employment checks. Our Child Protection and Safeguarding Policy and other relevant policies are available on the school website.

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