



Early Year's Practitioner Woodside Primary School



Transforming children's lives through
partnership and collaboration



Inspire
Partnership



Rob Carpenter
CEO Inspire
Partnership
@robcarpenter

Welcome

Thank you for expressing an interest in applying for the role of Early Years Practitioner at the Inspire Partnership.

We are an ambitious and growing multi-academy trust of ten schools situated in Greenwich, Croydon and Medway, serving diverse and aspirational communities of learners.

We have a track record of excellence and a national reputation for sustainable school improvement, focused on our Partnership Values:

- Collaboration matters
- Excellence in everything
- Community first
- Equity for everyone
- Continuous growth

As a partnership, we always strive to attract the most creative and committed staff who share our belief that success is gained by developing a growth mindset; one which values effort and believes anything is possible

Working for our partnership will provide exciting opportunities for candidates who believe in excellence for all and enjoy working collaboratively.

Our professional development offer is of the highest quality; we are engaged in a range of research projects that are shaping education policy and have an extensive network of schools and organisations we work with.

We work with amazing young people who value strong relationships with adults, are creative and want to learn.

Our curriculum is dynamic, connects learning with global themes, and provides children with opportunities to flourish.

This is an exciting time to join the Inspire Partnership as we build on the achievements of Woodside Primary School since joining the Partnership.

The successful candidate will play a crucial role of supporting the development of our children.

We look forward to hearing from you soon.



Imandeep Atwal
Headteacher

Woodside Primary School

Woodside Primary School, nestled in Croydon, is a vibrant and inclusive community dedicated to providing a life-enriching education for our children. What makes Woodside truly unique is that we nurture children from their very first steps in our 2-year-old Nursery, right through to their transition to secondary school in Year 6.

As a values-led school, we place excellence, integrity, respect, empathy, ambition and responsibility at the heart of everything we do. We recognise the importance of serving our community, and it is our profound belief that it is up to us to provide the opportunities for all members of our community to thrive. We actively build strong parental relationships, modelling our values in all our interactions and engaging families with school life.

Recognised for our inclusive approach, Woodside Primary fosters a safe and nurturing environment where the diverse learning needs of every child are understood and met, where every child feels valued, belongs, and can flourish. We understand and celebrate the unique strengths of all our pupils.

We nurture children's aspirations, ensuring they see themselves reflected in our Global Curriculum, inspiring them to reach for their dreams. This curriculum celebrates diversity and fosters a sense of belonging.

Our ambitious and engaging Global Curriculum is crafted to connect learning to our children's lives, helping them understand their place in the world and how they can contribute.

Improving outcomes for all children, particularly those deemed most vulnerable and whose learning and development require additional support, is a core focus. We understand that learning extends beyond the classroom and value working closely with parents and other support services to help every child succeed.



Our dedicated staff, working alongside every member of our school community, drives positive change at Woodside Primary.

All of our staff prioritise building strong, trusting relationships and actively support children's resilience through kind and consistent approaches.

Striving for high standards and enabling every child to reach their full potential remains a central goal. Collaboration and shared learning with colleagues across our Croydon hub further enhances our ability to provide the best possible outcomes.

Ultimately, we aim to inspire our children through exciting learning experiences, encouraging them to challenge themselves to excel.

The Role

The successful candidate will:

- To work as a member of the multi-disciplinary Early Years staff team (0 to 6 years) to provide high quality education and care, appropriate to the development needs of the children, working in partnership with their parents and with external agencies as appropriate.
- To work within the context of the Every Child Matters Agenda, ensuring that all children are supported to keep safe, stay healthy, achieve and enjoy, make a positive contribution and work towards economic well being.

Our benefits include:

- Being part of an ambitious and outward facing Trust with a commitment to staff workload and wellbeing ([Trust Relational Charter](#))
- Ongoing professional development and opportunities to work across the partnership and within other school settings
- Trust-Wide Innovation Hubs and opportunities to collaborate with colleagues across the Partnership, focusing on specific areas of educational development
- Enhanced Family Friendly Pay
- Access to Confidential Employee Assistance Programme
- Electric Car Scheme
- Eyecare Voucher Scheme



Early Year's Practitioner
Permanent, Term-Time
+ 1 Week

Salary - NJC Outer
London, Grade 5, Spine
Point 13 -15 - £31,986.00
FTE - £32,931.00 FTE

August 2025 Start

How to apply

- Further information about our Trust is available at: <https://www.inspirepartnership.co.uk> or to discuss this opportunity, please contact Imandeep Atwal - Headteacher - latwal@inspirewoodside.co.uk
- Visits to our school are essential. To arrange a visit please contact Imandeep Atwal directly.
- Deadline for applications: 13th June 2025
- We reserve the right to interview and appoint at any stage during the recruitment process. Early applications are advised, as interviews will be ongoing.
- [Online application form](#)
- [Applicant guidance](#)
- The Inspire Partnership Academy 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 an Enhanced DBS check. The Inspire Partnership is an equal opportunities employer and welcomes applications from men and women of all ages from any background and from candidates with disabilities.

Job Profile

Job Title/Post: Early Year's Practitioner

Tenure: Permanent, Term-Time Only + 1 Week

Responsible to: The Headteacher

Job purposes

To work as a member of the multi-disciplinary Early Years staff team (0 to 6 years) to provide high quality education and care, appropriate to the development needs of the children, working in partnership with their parents and with external agencies as appropriate.

To work within the context of the Every Child Matters Agenda, ensuring that all children are supported to keep safe, stay healthy, achieve and enjoy, make a positive contribution and work towards economic well being.

Lead a nursery class (3-4 provision) by:

1. Working with colleagues to create the strategic vision and promote the vision, values and ethos to pupils, staff, Governors, parents and the wider community

2. Promoting the physical, social, emotional and intellectual development of children up to 6 years old, through sensitive planning of each child's changing needs, but at all times encouraging their independence and self-reliance

3. In accordance with agreed policies observe, assess and record each child's progress, discussing any developmental concerns with the appropriate line manager

4. Plan and resource engaging lessons and provision that contain progression across ability ranges that are informed by secure subject and curriculum knowledge

5. To work with children as appropriate to their development, age and interests, supporting their access to a broad, balanced relevant and differentiated indoor and outdoor curriculum in accordance with the national framework (e.g. 0 to 6 curriculum guidance EYFS)

6. To support and value each child's home culture and language. To contribute to planning for children with English as an additional language to acquire English

7. To encourage and support relationships between parents, families, carers and the school/centre so that each child benefits from the shared interest in and knowledge about their progress. To involve parent/carers in their child's progress through daily informal contact, record keeping, and attending review meetings as appropriate/reporting on children's progress

8. Use assessment as part of their teaching to diagnose learners' needs, set realistic and challenging targets for improvement and plan future teaching

9. To take responsibility for children in both indoor and outdoor areas, providing appropriate levels of supervision and intervention to progress pupils learning

10.To utilise the expertise of colleagues and to work in partnership with Council departments and external organisations to meet the needs of individual children as appropriate

11.To maintain confidentiality of information about children and their families, sharing sensitive or personal information only with those colleagues who need to know and in line with agreed procedures

12.To share responsibility for the presentation of children's work and the compilation of displays which celebrate achievement, support areas of interest and provide appropriate information

13.To administer First Aid in accordance with school's health and safety policies (after appropriate training) and to be responsible for recording accidents/incidents and informing other staff and parents. In the case of more serious accident/incidents refer to named first aider and the appropriate line manager

14.To take and accurately maintain registers

15.Have excellent subject knowledge and understanding of a range of teaching, learning and behaviour management strategies

16.To work in co-operation with other staff to ensure that resources and equipment are maintained in a clean, safe condition and are stored appropriately. To report any broken, dangerous or missing equipment to the relevant line manager

17.Promote and maintain a culture of high expectations for self and others

18.Manage support staff within the nursery class to ensure effective learning and safety at all times

19.To undertake occasional supervision and to participate in the support and training of other support staff i.e., students, trainees and volunteers as appropriate

20.To undertake home visits (accompanied by another member of staff), placement visits and contract meetings

21.To undertake training, share good practice and attend and participate in staff meeting and professional training days

22.To keep abreast of legislation and practice in the education and care of young children.

23.In discharging all duties of the post be mindful of the school and Council Equal Opportunities policy

24.To work within the Every Child Matters Agenda with particular emphasis on promoting and safeguarding the welfare of children

25.To carry out all duties with due regard for Health and Safety at Work regulations

26.To have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by the LA and school

27.To undertake any other reasonable duties as directed and commensurate with the level and responsibility of the post

The Inspire Partnership

Information about the trust



About us

The Inspire Partnership is passionate about transforming the future for our children through partnership and collaboration. Placing children at the centre of all we do, we aim to create a climate where excellence flourishes as a result of outstanding leadership, engaging teaching and high quality learning.

This comes from a desire to create a coalition for change in all of our schools, building a legacy where pupils are able to fulfil their true potential as learners.

At the Trust's inception, we recognised each of our founding schools required an alternative approach to improvement which focused more on relationships, connectedness and interdisciplinary approaches to learning.

This is why collaboration is central to our mission. It binds schools together as communities, reminding us that we exist in the People Age. The emphasis on transformation exists because our schools have all required rapid systemic improvement in practice.

Partnership and collaboration benefit us all and help school communities become stronger.

Our values

Collaboration matters because this creates shared agency amongst staff, pupils and our wider communities. We are stronger together and can achieve more through working in partnership.

Excellence in everything because we believe learning is an artform, measured best through the journey and the quality of the outcome. Excellence is inclusive because it creates a shared expectation in everyone to achieve.

Community first connects our mission to transform lives with our vision to ensure pupils have the skills, qualities and attitudes to achieve the very best. Leadership behaviours for everyone are rooted in serving communities, especially those who need us most.

Equity for everyone exists to ensure we are fair, enact ethical leadership and strive to remove barriers to learning wherever they exist.

Continuous growth applies to us as leaders of learning as much as children discovering the joy of learning. We all have the capacity to grow new skills, learn knowledge and gain new experiences. We grow best in a climate of trust, reciprocity and connectedness.

Our story so far



In 2013, the partnership was formed from 3 primary schools in Greenwich - Foxfield Primary School, Rockliffe Primary School and Woodhill Primary School. We established a common curriculum framework, a suite of professional development training and networks of excellence shared between our staff.

Within 2 years, all 3 schools had improved provision and outcomes for pupils and were judged to be good or outstanding by Ofsted and external partners.

The partnership had established a mature framework for school-to-school support programmes, delivered both locally and across the country.

In 2017 we were invited by Medway to support Maundene and then Elaine primary schools, both underperforming with declining standards and pupil outcomes way below national expectations.

Within a year of joining the Trust, each school had demonstrated rapid improvement.





In 2020, we began a new journey with 4 schools joining the Trust. Delce Academy joined us in March 2020, followed by Forest Academy, West Thornton Primary School and Woodside Primary School in April 2020.

Despite the challenges of lockdowns and the pandemic, as a family of 9 schools we have continued to serve and strengthen relationships in our communities and to achieve our mission of transforming children's lives through partnership and collaboration.

In 2022, Forest Academy, Elaine Primary School and Maundene Primary School received inspections from Ofsted and we were proud to share the vastly improved positive transformation of the schools which were reflected in the good outcomes of all three reports.



In 2024 Delce Academy and West Thornton Primary School were inspected by Ofsted and we were delighted to have the schools' hard work validated with good and outstanding outcomes. Both schools had been judged as inadequate before joining the partnership.



In 2025 we will welcome Chattenden Primary School, Medway, into the partnership as we continue to grow our Trust.

Working with us

Our mission to transform children's lives through partnership and collaboration comes from a desire to create a coalition for change in all of our schools, building a legacy where pupils are able to fulfil their true potential as learners.

Our core terms and conditions of employment are in line with other local schools and we recognise national and local agreements relating to the fair and equitable management of school staff.

What sets us apart is the opportunity for you to work at the cutting edge of educational thinking and practice.

Regardless of your role, you will have the chance to develop your knowledge with access to the best training and development opportunities at each stage of your career, take part in ground breaking research projects and be actively encouraged to work collaboratively with some of the most talented and innovative colleagues, both at a local and national level.

If we create a culture where every teacher believes they need to improve, not because they are not good enough but because they can be even better, there is no limit to what we can achieve. - Dylan Williams

Terms and conditions

We recognise the Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book'). We also recognise the framework for teachers pay set out annually in the School Teachers' Pay and Conditions Document.

Similarly, we recognise the support staff terms and conditions that are set out by the National Joint Council for Local Government Services National Agreement on Pay and Conditions (the 'Green Book')

Pay and pensions

You will be paid monthly into your nominated bank account and you will be able to access your payslips online. You will be automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme through our admitted body status. Both schemes offer an attractive range of benefits.

Continuous service We recognise continuous service in line with the Redundancy Payments (Continuity of Employment in Local Government etc.) Order 1999.

Our benefits

Within our partnership, we want to ensure that whilst supporting our wonderful pupils and communities, you feel valued as a colleague, and that your important contribution is fully recognised and appreciated.

As a values-based organisation, we want to ensure that your lived experience at work is rewarding, enriching and supports you to reach your goals both personally and professionally.

As a colleague of the Trust here are some of our great benefits:

Collaboration - We don't just talk about it, we live and breathe it in everything we do. As a member of staff you will experience a range of activities which allow you to work closely with colleagues not only in the Trust but across a variety of networks and partnerships as you share ideas and best practice. We are a Trust where innovation and new ideas are welcomed and encouraged.

Workload and Wellbeing - We have pledged our support to the DfE's Wellbeing Charter and as an ambitious and outward facing Trust we go beyond this through our commitment to staff workload and wellbeing as outlined in our Trust Relational Charter).

This includes the opportunity to provide feedback on matters that directly relate to you and your workload and wellbeing through a variety of mechanisms. As well as support from wellbeing champions and Mental Health First Aiders, you and your family will have 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance.

Employee recognition - We value the contribution of all staff across the partnership and take every opportunity to thank them for this as well as celebrate local and Trust-wide achievements through shout-outs in school briefings, our Partnership Press and the annual Trust Awards.

Professional development - You will be provided with ongoing professional training, development and opportunities tailored to your learning needs throughout your career. Including Trust-Wide Innovation Hubs and opportunities to collaborate with colleagues across the Partnership, focusing on specific areas of educational development.

Pay progression - No matter what role you do, pay progression is offered.

Pension schemes - All staff have access to two of the most attractive national pension schemes - Teachers' Pensions Scheme and Local Government Pension Scheme.

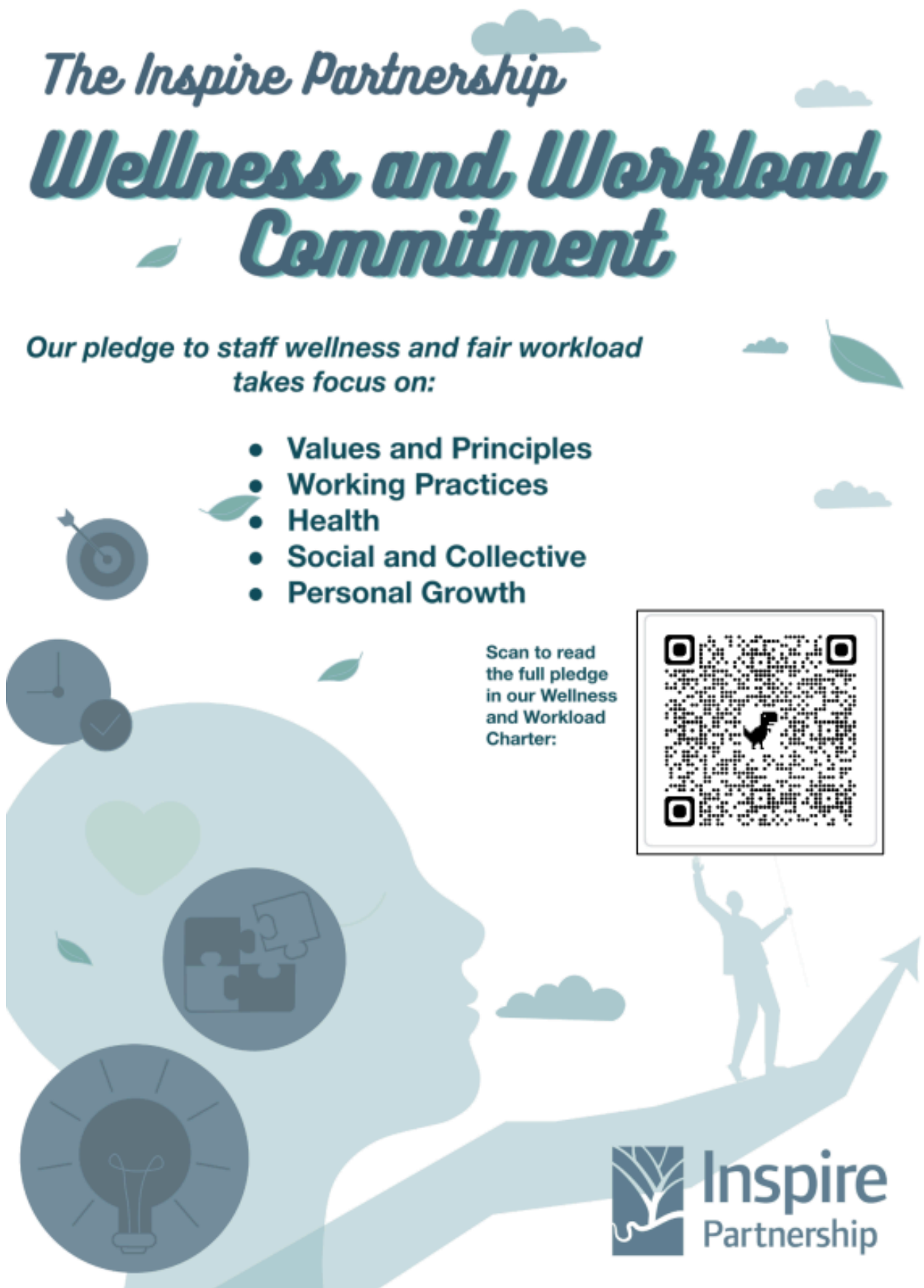
Electric car scheme - Eligible staff can access this scheme through salary sacrifice, making electric cars more affordable.

The Inspire Partnership ***Wellness and Workload Commitment***

***Our pledge to staff wellness and fair workload
takes focus on:***

- Values and Principles
- Working Practices
- Health
- Social and Collective
- Personal Growth

Scan to read
the full pledge
in our Wellness
and Workload
Charter:



Inspire
Partnership

Our schools

Greenwich



Foxfield Primary School

Co-Headteachers: Megan Minnett and Tatum Sharp
Telephone: 020 3260 7500
Find out more:
www.foxfield.org.uk



Woodhill Primary School

Headteacher: Swabra Lloyd
Telephone: 020 8854 5055
Find out more:
www.woodhillschool.co.uk



Rockcliffe Manor Primary School

Headteacher: Nancy Cook
Telephone: 0208 854 4785 Find out more:
www.rockliffemanor.co.uk

Medway



Elaine Primary School

Headteacher: Rupinder Bansil
Telephone: 01634 294817
Find out more:
www.elaine.medway.sch.uk



Delce Academy

Headteacher: Michael Harris
Telephone: 01634 845242
Find out more:
www.delceacademy.co.uk



Maundene School

Headteacher: Joanne Capes
Telephone: 01634 864721
Find out more:
www.maundene.medway.sch.uk



Chattenden Primary School

Headteacher: Julie North
Telephone: 01634 250861
Find out more:
www.chattenden.medway.sch.uk

Croydon



West Thornton Primary School

Co-Headteachers: Donna Callaghan and Jonathan Owen
Telephone: 020 8684 3497
Find out more:
www.westthornton.croydon.sch.uk



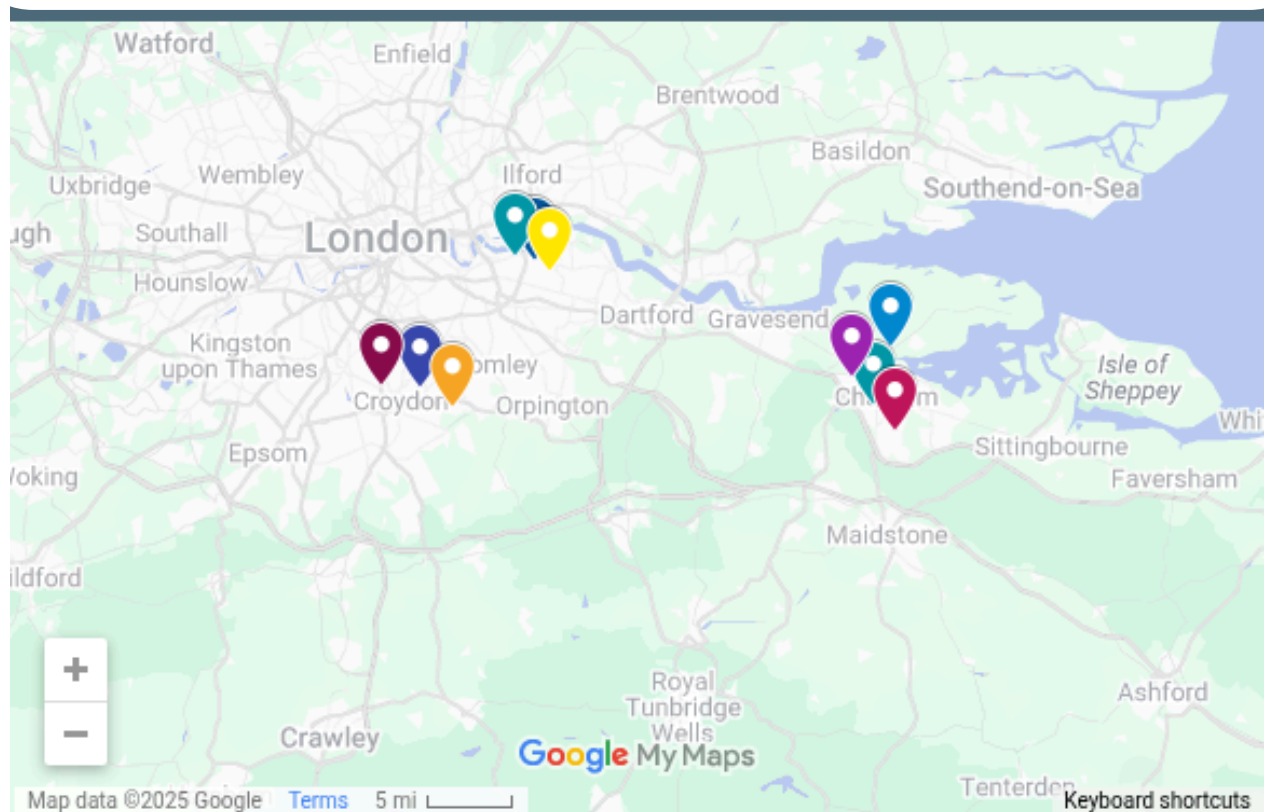
Woodside Primary School

Headteacher: Iman Atwal
Telephone: 020 8654 5333
Find out more:
www.westthornton.croydon.sch.uk



Forest Academy

Headteacher: Clare Dennis
Telephone: 020 8777 2808
Find out more:
www.forestacademy.org.uk



Links

[Privacy Statement](#)

[Inspire Partnership](#)

[Curriculum Showcase](#)

[Professional Learning](#)

[Applicant Guidance](#)

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