



Candidate Brief

Early Years Teacher (Maternity Cover)



Welcome

Thank you for the interest in this post. EQUA Mead Learning Trust is a family of like-minded schools, that collaborate to provide mutual support, share best practice and learn from each other, whilst retaining and developing each school's individual and distinctive character. We believe every child has the right to an inspiring and fulfilling education and we seek to improve the life chances of all those we serve; therefore, we make it our mission to give **Every Child, Every Chance** of success.

At EQUA Mead, we are an inclusive, passionate and forward-looking educational organisation. We are a Trust of seventeen primary schools, two secondary schools and eight nurseries, all based in Wiltshire. In addition, we have three additional schools joining us in September 2025. Across our schools, we also have four Resource Bases that provide specialist education to children and young people with complex needs.

We believe in the power of education to transform lives and shape a brighter future. We are dedicated to fostering a strong sense of community where everyone works together to achieve their very best. At all of our schools, we do all we can to enable each child and young person to realise their full potential and to develop positive social and moral values.

We understand that successful schools are rooted in their local community. We respect and value the individual nature and ethos of each school while knowing we are more effective when we work together and support each other. We are a mixed Trust that benefits from both church and non-church-based schools and we actively celebrate this diversity. We are highly inclusive and collaborate closely to promote a culture of openness and integrity.

We thrive on providing a wealth of support to schools and seek to empower school leaders. Our CPD, NPQs, ITT, networks, training, research programmes and range of courses underpin a comprehensive development programme for all staff, whilst ensuring wellbeing is at the centre of all decision making.

We have lots more information about EQUA Mead on our website (www.equamead.org), however, If at any stage, you would like to find out more, please do feel free to get in touch.

Paul Skipp
CEO, EQUA Mead Learning Trust



Every Child, Every Chance



River Mead School

Headteacher: Miss Louise Harrison

Ofsted rating: Good (January 2019)

Address: Lowbourne, Melksham SN12 7ED

Contact: office@rivermead.wilts.sch.uk | 01225 703428 | www.rivermead.wilts.sch.uk

River Mead School is a single entry primary and nursery school with an average number of children on roll of 245. The proportion of disadvantaged pupils eligible for pupil premium funding is well above the national average, as is the proportion of pupils who have special educational needs and/or disabilities. The school has a 35-place Resource Base providing specialist provision for pupils with a range of complex needs; these children spend time with their peers in mainstream when appropriate. There is a wide range of outdoor spaces, gardens and playgrounds including a multi-functional all weather activity pitch.

The staff pride themselves on the pastoral support they offer the children and creating a 'school family'. There are a number of children who receive support from social services and staff recognise that it is only when children feel safe and secure that they are able to learn at their best. As a result, the school offers a wide range of spaces for nurtured learning.

It is a very friendly school with a committed staff where everyone embraces the 'River Mead family' ethic, and where the mutual respect for all who work in the school is very evident.

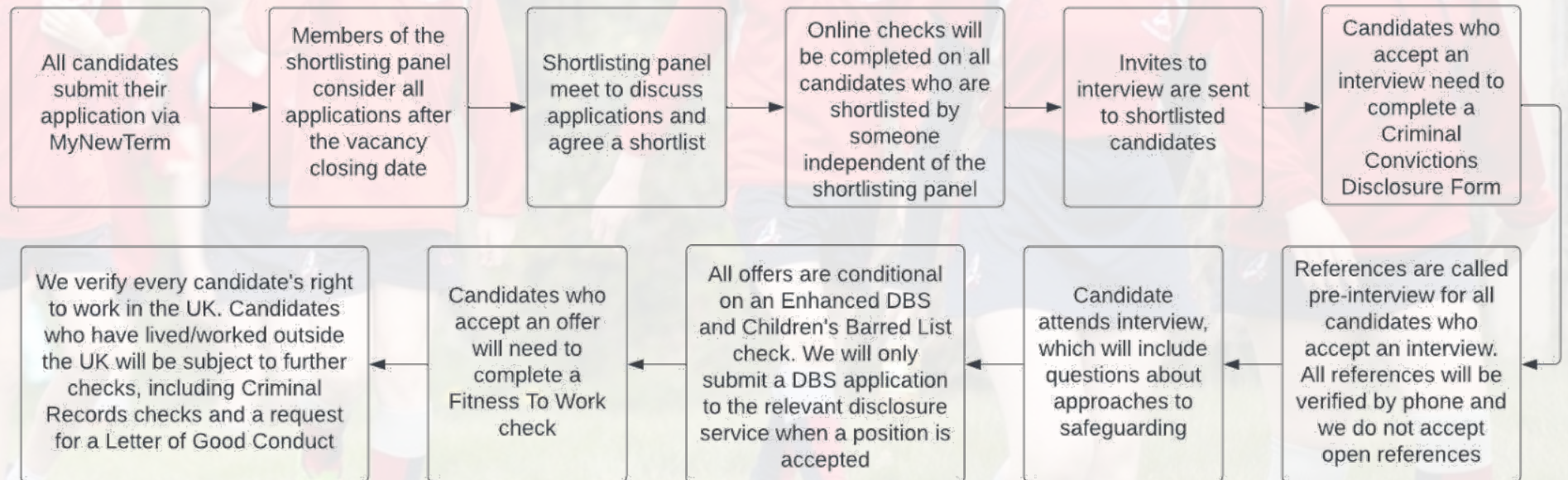
“Everyone is committed to meeting the needs of all children and there is a can-do attitude amongst the staff team”

River Mead staff member, Staff Opinion Survey, February 2023

Safeguarding in our Trust

Keeping our children safe is of paramount importance to us. You can read full details about our approach to safeguarding and child protection on [our website](#).

Our commitment to safeguarding includes our recruitment process, which is outlined here:



For information on what personal data we collect as part of the recruitment process, and why, you can read our [Privacy Notice for Job Applicants](#).

The revised DBS code of practice for registered persons and other recipients of disclosure information is [here](#).

Our Trust Leadership

The Strategic Leadership Team work closely together to focus on school and Trust-wide improvement and development. Heads also meet regularly and undertake peer support and challenge across our schools.

Our Leadership Team work together closely to improve effectiveness across our Trust. This includes coordinating the work of Trust subject teams, which meet regularly to develop provision and practice. The team also coordinates high quality professional development, including appraisal, for Trust staff and facilitates school to school support for all schools within the Teaching School Alliance.





Vision and values

Our Mission

Our mission is to give Every Child Every Chance of success.

Our Vision

Our vision is to enable all learners to believe in themselves. Our children and young people will enjoy an ambitious and inspirational education that develops their character, confidence, knowledge and the skills they need to succeed in life. Our schools are places that launch interests and ignite passions, and provide inspirational learning for all; where children and young people are:

- Happy and safe
- Inspired and supported to reach their full potential
- Equipped to become resilient, independent learners
- Prepared to live responsibly and peacefully in the spirit of understanding, tolerance, equality and friendship
- Children are at the heart of our work. The Trust's role is to enable school leaders to focus on their core business of ensuring that every child thrives.

Our Values

Our values give our organisation its purpose and direction. We believe in:

- Excellence • Collaboration • Creativity



Key information about this role

Main place of work: River Mead School and Nursery, Lowbourn, Melksham SN12 7ED

Salary: £32,916 – £51,047 per annum pro rata

Contract: Fixed-Term (Maternity), Full-Time

Hours: 1.0





Our new Class Teacher

We would like to hear from you if you are:

- A qualified teacher who is passionate about providing memorable learning opportunities for all children within an innovative, creative and inspiring curriculum
- Dedicated to, and have high expectations of, children with a belief that all children can succeed
- An excellent communicator with fantastic interpersonal skills
- Innovative, creative and forward thinking, and committed to your own professional development and learning, including research practice
- Committed to raising standards through excellent teaching and learning
- Able to work effectively within our hardworking, talented and friendly team on whole school issues, and can share good practice
- Looking to become part of an inclusive and collaborative Trust, where there is a rich, engaging curriculum and where individuals are nurtured and valued
- A subject leader, willing to take a lead in school improvement, who is keen to share and develop leadership skills and expertise
- Committed to the Trust's vision, purpose and values
- A confident practitioner, who demonstrates outstanding classroom practice and high expectations of achievement and behaviour
- Enthusiastic and able to inspire children, staff and parents
- Energetic, warm and caring
- Flexible, with a strong commitment to teamwork and collaboration

If you would like to find out more we would love to hear from you. Please contact us at nhewlett@rivermead.equamead.org to arrange a visit.



What we offer

- An ambitious and vibrant place to work, with enthusiastic staff in all of our schools
- A highly organised and very supportive team
- The rare opportunity to work and plan collaboratively with experienced colleagues across the Trust
- High quality professional development opportunities from Day One
- A clear vision with purpose and values that are supported by all our staff

A close-up photograph of a young girl with blonde hair and blue eyes, smiling warmly. She is wearing a blue sweater. In the background, another child is partially visible, looking to the side. The image is framed by a white border.

**Thank you
for your time**