



LIGHTWOODS
PRIMARY ACADEMY



**Excite
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Excel**

Applicant Information

Class Teacher in Key Stage 1 or 2
Lightwoods Primary Academy
September 2026

Lightwoods Primary Academy – want to join us?

Are you an enthusiastic **teacher** looking for a school where you will be **supported, developed and genuinely valued**?

At **Lightwoods Primary Academy**, we are proud to offer an environment where teachers grow in confidence, skill and ambition — supported by an experienced, collaborative team and exceptional professional development opportunities.

Lightwoods Primary Academy is part of the Shireland Collegiate Academy Trust and is situated on the border of Oldbury and Birmingham in the West Midlands.

We are an innovative and dynamic two-form entry school on the border of Oldbury and Birmingham. Our values of self-awareness, collaboration, resilience, excellence and warmth resonate through our school.

We believe passionately in making a significant difference to the lives of all the children in our care. Having a great team of staff who work together well and have the drive and ambition to shape our school to be the best it possibly can be from every perspective, will enable us to achieve this aim.

Our school was judged as **outstanding** by Ofsted in 3 areas in 2024: behaviour and attitudes, personal development and leadership and management. Ofsted stated that, *'pupils excel here.'*

You will be joining a school where:

- Staff support one another and plan together
- Professional learning is prioritised and personalised
- Innovation is encouraged and nurtured
- High standards go hand in hand with care, coaching and trust

Why join us?

We are looking for enthusiastic and innovative people who take pride in their work, are motivated, resilient, work well within a team and who will help us on our journey to provide exceptional provision for all pupils and their families as we grow.

We provide:

- Structured induction and high-quality mentoring
- Collaborative planning in a supportive two-form entry team
- Strong behaviour approaches that allow you to focus on teaching and learning
- A commitment to staff wellbeing and professional growth
- Opportunities to develop confidence using technology to enhance learning

Join us and we can give you that sense of purpose and drive that makes you feel that you are having an impact and making a difference to many.

The Multi Academy Trust

Shireland Collegiate Academy Trust consists of five Secondaries, seven Primaries and two day-care Nurseries in the family. All of them are situated within the West Midlands area.

The Shireland Collegiate Academy Trust objectives:

- A MAT where outcomes for young people in terms of progress are above the national average.
- A MAT where our academies are either Good or Outstanding within 3 years of joining.
- A financially healthy and stable MAT.
- A MAT that prides itself on its use of technology for teaching and non-teaching aspects.
- A MAT with a structure for rapid growth when needed.
- A MAT that builds partnership working to achieve outstanding educational outcomes and experiences.

Our 5 Year Strategy

To build a better future for all within our Academies who in turn will positively impact their communities.

- To grow the Trust to No more than 16 schools or 9,000 students within a West Midlands hub-based structure.
- To evolve the operating model to ensure proactive and process driven whole organisation improvement.
- To ensure the organisation has the capacity to deliver the operating model in a way that enables and protects.
- To create a structure for collaboration (staff and students) within sectors and across the Trust.
- To create an environment for staff to develop professionally, personally and with a sense of purpose.
- To create a structure that ensures Technology is used to maximise organisational improvement.

Working in one of our Primaries

The primary schools within the Trust work closely with each other and put professional development of staff at the heart of their school improvement strategy.

Our three core values, **EXCITE, EXPLORE, EXCEL** are across all of the primaries and are interwoven through everything that we do; from curriculum to family events and staff professional development.

We are dedicated to providing exciting learning experiences for our pupils, sparking curiosity and developing authentic learning experiences which will ultimately lead to achievement for all.

To ensure that our pupils get the best out of their education with us; that they enjoy the very best learning experiences that we can give them, it is vital that our staff are **excited to work with us**. Anyone who works with us in any of our primary schools needs to constantly strive to be better, work well in a team and provide improved outcomes for our pupils; nothing less than **exceptional** is acceptable.

So, if you're excited by the idea of developing your practice and being supported every step of the way, we would love to hear from you and come and visit.

Find out more about us by visiting our website: [Home - Lightwoods Primary Academy](#)



Applications

To apply for this position please go to: <https://careers.shirelandcat.net/>

Closing date for applications: Thursday 23th April 2026.

Please note we reserve the right to bring forward the closing date.

Interviews: Tuesday 28th April 2026.

(May be subject to change)

Job Description

Job Title	Key Stage 1 or 2 Primary Teacher
Salary	TMS/UPS £32,916-£51,048 per annum
Responsible to	The Executive Principal and Associate Principal
Starting	September 2026

We welcome applications from ECTs

The primary purpose of the role

To meet all the teacher's standards and carry out those duties and responsibilities contained within the "School Teacher's Pay and Conditions Document. To support the Principal, SLT and Trustees in creating an effective and high achieving primary school and deliver successfully the vision and ethos laid out in the education brief.

Main Duties

- As class teacher and within the context of the academy policy, identify educational aims and objectives for the class and create medium- and short-term plans.
- To prepare and teach a weekly timetable of lessons and activities appropriately matched to the age and range of abilities of every pupil in the class.
- To have available weekly and daily plans of teaching and learning activities prepared for the class.
- To ensure that the classroom practice supports all school and Trust policies.
- To insist on high standards of learning, behaviour, attendance and punctuality from pupils.
- To deliver the curriculum in an exciting and stimulating way that aids children's progression of both knowledge and skills.
- To be ambitious for all learners planning appropriate activities that ensures progress for all.
- To assist in the assessment of individual pupils and groups of pupils.
- To know the specific learning abilities and personal circumstances of every pupil in the allocated class.
- To provide information on pupils with special educational needs and assist the SENCO/Principal in providing effective support.
- To monitor, record and comment on the learning and social development of each pupil through the school's reporting systems. To provide guidance and advice to parent on educational and social matters and, report on their child's progress.
- To provide a purposeful and stimulating learning environment.

- To keep accurate and up to date daily register.
- To participate in the school's Professional Development Programme and contribute to the development of school policy by attendance at staff meetings, planning and INSET days.
- To participate in the arrangements for the appraisal of performance.
- To use technology to enhance, support and accelerate the learning of pupils both in class and remotely and to assist the role of a class teacher such as planning, data collection and feedback.
- To co-operate in any other activities and developments as reasonably requested.
- To work closely with the support staff and outside agencies to ensure proper inclusive practice in the classroom.
- To meet informally each day with support staff and to ensure that there is differentiation for all pupils in the classroom.
- To keep up to date with current research and findings about how best to create learning opportunities for our children at Shireland Technology Primary and adapt practice according to findings.
- To further their skills and knowledge and actively pursue your own professional development. To be self-aware and role model continuous self-development.

Safer Recruitment – Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects its entire staff to share this commitment. All post-holders will be required to have an Enhanced Disclosure from the Disclosure and Barring Service (DBS), including a Children's Barred List check for post carrying out a regulated activity.

Person Specification

Job Title Teacher

MINIMUM ESSENTIAL REQUIREMENTS	METHOD OF ASSESSMENT
<p>Skills and Knowledge</p> <ul style="list-style-type: none"> • To be an excellent classroom practitioner. • To have an up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children. • Ability to extract, analyse and evaluate issues from data, and to implement strategies for improvement for all pupil in your class. • Ability to communicate effectively with staff and parents. • To be proficient with the use of technology for learning and willingness to innovate. • To have a good understanding of teaching phonics in Key Stage One where relevant. • Have knowledge of the importance of tracking progress and target-setting in order to bring about improvement. • Have a sound knowledge of the National Curriculum; how skills and knowledge develop and what is needed for pupils to learn and make progress. • Have a sound understanding of the statutory assessment procedures in Key Stage One and/or Two. 	<p>Application Interview and Assessment Centre</p>
<p>Personal Qualities</p> <ul style="list-style-type: none"> • To have excellent time management and organisational skills. • To be decisive, have a positive attitude and a creative outlook. • To be driven and be self-motivated. • To have exceptional communication and interpersonal skills. 	<p>Application, Interview and Assessment Centre</p>

<ul style="list-style-type: none"> • To think creatively; innovate; anticipate and solve problems. • To be able to enthuse others and strive for self-improvement. 	
<p>Approach to Work</p> <ul style="list-style-type: none"> • To show a commitment to working in partnership with families to provide the best education possible for our pupils. • To be passionate about children’s learning and making a difference. • To think out of the box when issues arise and be flexible and adaptable when needed. • To have extremely high expectations of self and others. • To be able to work under pressure, maintaining a sense of perspective and humour. • To work collaboratively with others. • To have commitment, honesty and dedication. 	Application and Interview
<p>Experience/Qualifications and Training</p> <ul style="list-style-type: none"> • Qualified teacher status. • To have a very good understanding of Safeguarding responsibilities. • To be able to demonstrate recent professional development. • Recognise own professional development needs and be willing to learn new skills. 	Application Form

Timeline

Closing date for applications is Thursday 23rd April 2026.

Following the shortlisting process, successful candidates will be invited for interview.

Unsuccessful (shortlisted) candidates will get the opportunity to obtain verbal feedback once the process is completed.

If after reading the information provided you feel that you meet the specification for the post, we would like to hear from you.