



Mercian Educational Trust Class Teacher

Start Date: 1st September 2026

Closing Date: 15th May 2026

**Email: gpsoffice@metacademies.org.uk
CEO Mercian Educational Trust: Mr Dafydd Lawday**





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Welcome from Headteacher

Dear Applicant,

Thank you for your interest in the role of Key Stage 1 Class teacher at Grove Primary School. We are proud to be part of the Mercian Educational trust, having joined the Trust in July 2025. Grove Primary School is at the heart of its community in Malvern. We are immensely proud of our improvement journey over the last 3 years.

At Grove Primary School, we pride ourselves on being an inclusive, welcoming school. We know the needs and interests of our children. The children experience a carefully planned curriculum that takes learning beyond the classroom and equips children with the life skills needed to succeed.

We are looking for a Key Stage 1 teacher to join our experienced and committed team. Every member of staff is supportive and welcoming of colleagues. We invite applications from teachers who can deliver high quality teaching within a positive learning environment to ensure positive outcomes for all. The class will be a mixed Year 1 and Year 2 class.

If you want to find out more about our school, I invite you to visit the school website: www.groveprimarymalvern.co.uk. Visits to the school are encouraged.

Kind regards,

Lizzie Guest

Headteacher



About Mercian Educational Trust (MET)

As a dynamic and ambitious cross-provision Trust, we bring together the strengths of SEND and mainstream education to create learning environments where every pupil can thrive. Our seven schools across Malvern, Worcester and Hereford each serve a distinct community, and we proudly celebrate this individuality while uniting around a shared mission: to deliver exceptional education that transforms futures.

Our family includes mainstream primaries, a Church of England primary and specialist provision for both primary and secondary pupils—giving us a rich blend of expertise that strengthens teaching, enhances curriculum design and broadens opportunities for all learners.

We believe deeply that **together we are stronger**. By working as one Trust, we empower our schools with high-quality professional development, access to specialist knowledge, and shared leadership that supports consistent excellence in the classroom. Our culture of collaboration allows great practice to flourish and ensures pupils benefit from a wide network of expertise, enrichment and support that extends far beyond their home school.

We are a community where staff feel inspired, pupils feel valued and every learner is given the opportunity to achieve their very best.

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Why Join the Mercian Educational Trust?

At MET, you'll be part of a **forward-thinking, ambitious and deeply collaborative Trust** where everyone works together to support, challenge and uplift one another. We invest in our people because we know that when staff thrive, pupils thrive. Here's what you can look forward to:

Salary Sacrifice Schemes

- Cycle to Work
- Electric Vehicle Leasing
- Tech Benefits

Exceptional Wellbeing Support

24/7 Employee Assistance Programme and App

Free Health Essentials

- Annual flu jab
- Regular eye tests

Real Career Progression

We're a Trust that **actively grows talent**

- Move across schools or central teams as new roles arise.
- Access rich CPD, coaching and collaborative learning.

Top-Tier Pension Schemes

- Teachers' Pension Scheme for teaching staff.
- Local Government Pension Scheme for support staff—

A Culture Built on Collaboration

You'll join a community where:

- Staff regularly work across schools to strengthen practice.
- Leaders share expertise to raise standards Trust-wide.

Practical, Everyday Benefits

- Free parking on or near every site.
- 50% discount on wraparound care across all MET schools (*Nursery provision excluded*).



Vision and Values

Empowering our community to develop a range of diverse skills to thrive in an evolving world through our family of distinctive schools



We are prepared; our strong, resilient pupils and staff are equipped for a successful future.

- We foster collaboration and provide ongoing professional development.
- Wellbeing is a priority for all pupils and staff.



We are empowered; we work together to encourage each other's unique strengths and ambitions.

- The central team supports staff to perform their core roles.
- SEND, Attendance, and Family Support expertise is shared and enhanced.



We thrive which encourages our pupils love of learning.

- We provide educational support and guidance for teachers and staff.
- Our schools are at the heart of their communities, ensuring everyone thrives.
- We collaborate, sharing ideas and resources.

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Our Goals



We offer high quality equitable education to all



We make a positive impact on the lives of all engaged with Mercian Educational Trust



We work together and collaborate for success wherever possible



We meet needs and challenges to ensure inclusivity and equality for both individuals and communities



We make a positive impact on society and our communities.

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About MET

Trust Information	
Provision	Primary – Mainstream Primary – Specialist Secondary – Specialist
Age Range	4-16
Number of staff	366
Number of children on roll	1677
Attendance	94.2%
% of children with SEN	30.3%
% of children on FSM	34.3%
% of pupils in receipt of Pupil Premium	36.9%



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About Grove Primary School

Grove Primary School is situated in Malvern Link and enjoys spacious grounds and wonderful views of the Malvern Hills. We have a committed staff team, the majority of whom have worked here for over 5 years.



Our inclusive ethos can be seen, heard and felt in every classroom during learning and at play. This is due to a focus on our core values of **'Ready, respectful, safe'**. The children can talk about these values and how they apply to their daily lived experience.

We continue on a success school improvement journey. Our curriculum has been carefully written to reflect the needs of our community and equip children with the knowledge and life skills they need to succeed. There is a focus on our children understanding their place in their school, local and wider communities. Every year starts with a 'Malvern and Me' focus in which the children learn more about their town and its contribution to Science, Music and the natural world.

The impact of our work on knowledge and skills progression in all subjects is seen in progress and attainment data. A particular success has been in Writing outcomes. As well as this, our consistent approach to the teaching of Maths is reflected in at or above national average outcomes for the last two years.

There is a strong pastoral offer in school to support children beyond the academic expectations. An experienced Thrive practitioner has a designated space for group and individual work. In addition, we have a play therapist on site who works closely with children and their families.

I would welcome any candidate for a visit. It would be wonderful if you could attend during the school day to see teaching and learning in action. Please contact the school office for more details.

Contact Details:

Email: gpsoffice@metacademies.org.uk

Telephone: 01684 572 516

Headteacher: Lizzie Guest

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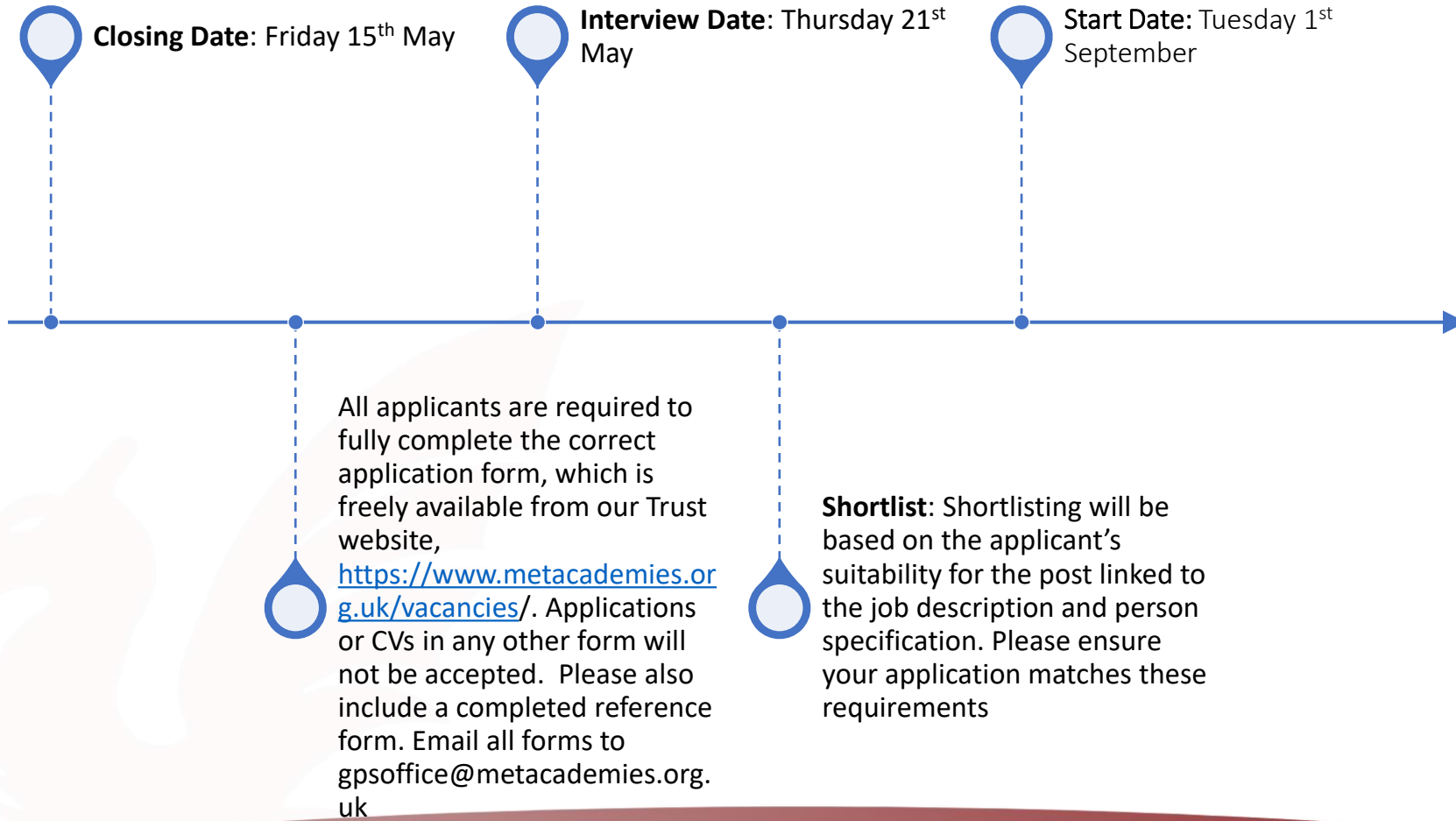
About Our School



Key School Information	
Type of School	Primary
Age Range	3 - 11
Location	Malvern
Number of children on roll	97
Average class size	24
Attendance	94.8%
% of children with SEN	37.5%
% of children on FSM	54.2%
% of children with EHCP	9.4%
% of pupils in receipt of Pupil Premium	54.2%
Latest Ofsted Report	N/A due to academy conversion in 2025



The Recruitment Process



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Job Overview

Job Title: Class Teacher

Salary Scale Point: Main Pay Scale 1 - 6

Employer: Mercian Educational Trust

Closing Date: Friday 15th May

Interview Date: Thursday 21st May

Starting Date: Tuesday 1st September

Job Purpose

To have responsibility for teaching an assigned class and to be responsible for the day to day work and management of classes and the safety and welfare of the pupils as appropriate.

Supervisory details

The post holder is responsible to the Headteacher for his/her teaching duties and responsibilities and teaching tasks. Where relevant the post holder is responsible for the supervision of the work of a teaching assistant.

Mercian Educational Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All positions are subject to child protection screening appropriate to the post, which will include an Enhanced Disclosure and Barring Service (DBS) check for the children's workforce and a Children's Barred List check

This post requires the ability to perform a role that involves frequent contact with children

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020



Key Responsibilities

Generic Responsibilities

- To promote the aims and objectives of the school and maintain its philosophy of education and to support the Headteacher in promoting the ethos of the school.
- To meet and conform to the appropriate standards set out in the Teachers Standards and the current School Teachers' Pay and Conditions document or such other revised document/s as identified by the Department for Education.
- To follow any current and applicable School Policies under the direction of the Headteacher.
- To respond to the needs of the school, with particular reference to the teaching of groups and classes within the school, as deemed necessary by the Headteacher

Specific Responsibilities- Class Teacher

- To meet the expectations of a class teacher as determined by the Teachers' Standards document and the School Teachers' Pay and Conditions Document and to locally agreed conditions of employment to the extent that they are incorporated in the post holder's individual contract of employment.
- To create and manage a caring, supportive and purposeful classroom environment.
- To plan and prepare lessons in order to deliver the Early Years Foundation Stage Statutory Framework and the school's schemes of work, ensuring teaching is of the highest standard.
- To identify clear teaching objectives and learning outcomes with appropriate challenges and high expectations.
- To organise and manage groups or individual pupils ensuring differentiation of learning needs, reflecting all abilities.



Key Responsibilities

- To plan opportunities to develop the social, cultural and emotional aspects of pupils' learning.
- To mark attendance registers, ensuring absence and lateness are accounted for, communicating with the school office staff when they are not.
- To maintain a regular system of monitoring, assessment record keeping, and reporting of pupils' progress.
- To ensure appropriate records are available for the transfer of pupils.
- To communicate and consult with parents on all aspects of their children's education – academic, social, and emotional.
- To work co-operatively as part of a team, including planning work and supervising support staff
- To actively take part in professional development, sharing expertise and experiences as required.
- To actively extend my own professional learning using collaborative study, attendance at INSET, and reading to keep abreast of new developments.
- To work alongside other members of staff to review and innovate the curriculum.
- To participate as required in meetings with colleagues, other professionals, and parents.
- To maintain a stimulating, organised, interactive, and informative learning environment that encourages each child to achieve their potential.
- Contribute to the development, implementation, and evaluation of the school's policies, practices, and procedures in such a way as to support the school's values and vision
- To follow guidance and support from members of the leadership team.



Key Responsibilities

- To control and oversee the use and storage of books, stationery, and other teaching materials related to their teaching, ensuring that appropriate Health and Safety Regulations are observed.
- To actively and positively participate in performance management reviews.
- Promote the safety and well-being of pupils.
- Maintain good order and discipline among pupils in line with the school's Behaviour Policy.
- Play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and pupils to follow this example.
- At all times ensure that priority is given to the safeguarding of young people and that Safeguarding Policies and Procedures are followed.
- To carry out any other duty which is deemed reasonable by the Headteacher



Person Specification

Key Criteria in addition to the statements in the advert. Assessment, shortlisting & final selection will be assessed initially through candidates application forms and information. Shortlisted candidates will be further assessed through references and interview activities

Experience	Essential	Desirable
Experience of teaching in different settings	✓	
Experience of leading TAs	✓	
Excellent classroom practitioner and commitment to make learning engaging	✓	
Experience of having been involved in a whole school initiative		✓
Experience of playing a role in implementing a School Improvement Plan		✓
Experience of teaching across the primary age ranges		✓
Education and qualifications		
Degree Level Qualification	✓	
Qualified Teacher Status	✓	
Evidence of continuing and recent professional development relevant to the post		✓





Person Specification

Skills and Attributes	Essential	Desirable
Ability to teach mixed ability groups.	✓	
Supporting and promoting the policies, practices and ethos of the school and trust	✓	
Knowledge and confidence in using IT for teaching and management purposes	✓	
Good understanding and use of observation, assessment and planning including AfL, target setting and tracking	✓	
Ability to employ appropriate teaching strategies to address a range of learning styles	✓	
Ability to create an exciting, stimulating and interactive learning environment inside and outdoors	✓	
Understanding of behaviour management techniques for groups and individuals and promoting positive behaviour		✓
Excellent organisational skills and ability to prioritise	✓	
Excellent interpersonal skills	✓	



Person Specification

Skills and Attributes	Essential	Desirable
Have a passion for learning and for enabling pupils to develop as enthusiastic learners	✓	
Commitment to safeguarding and promoting the welfare of children	✓	
Experience of working with children with SEND	✓	
Ability to use comparative information about attainment		✓
Experience of leading a subject across school		✓
Experience of working in other key stages.		✓
Experience of promoting highly effective communications within and between teams and other stakeholders in the school community		✓
Experience of working with Read Write Inc.		✓
Up to date ICT knowledge and skills.		✓



Person Specification

Skills and Attributes	Essential	Desirable
Understanding of data analysis and the important impact this can have on achievement and attainment.		✓
Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards.		✓
Good understanding of the role of parents and the community in school improvement and how this can be practised and developed		✓
Personal Qualities		
Ability to make positive and professional relationships with all members of the school community including parents and governors	✓	
Ability to meet deadlines and respond positively to high expectations	✓	
A friendly and approachable style, while maintaining professional boundaries	✓	
Excellent organisation skills but the ability to be adaptable and flexible	✓	



Person Specification

Personal Qualities	Essential	Desirable
Ability to be calm and resilient when under pressure	✓	
Excellent time-keeping	✓	
Ability to communicate effectively (orally and in writing) to a variety of audiences	✓	
Ability to create a happy, challenging and effective learning environment	✓	
Boundless enthusiasm, determination and drive to inspire others to achieve high standards	✓	
An appetite and stamina for challenging work	✓	
A solution focused mindset and determined 'no excuses' approach to raising standards	✓	
A lively, creative and good-humoured approach to all aspects of teaching, management and leadership.	✓	



Person Specification

Personal Qualities	Essential	Desirable
Ability to perform a role that involves constant contact with children	✓	
Ability to perform a role that requires engagement in regulated activity relevant to children.	✓	

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020

You must be able to perform a role that involves constant contact with children



Next Steps

If you would like to apply for the role of Teacher, please contact the school to arrange a visit

Please complete the application form before the closing date of May 15th 2026

Email the application form and reference information to gpsoffice@metacademies.org.uk

We look forward to receiving your application.



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