



# Candidate Information Pack

Dare to know?



## Introduction

Knowledge Schools Trust is seeking a Class Teacher & KS2 Lead to join the team of its three primary schools located in Hammersmith and Kensington. The schools comprise of the West London Free School Primary, Earl's Court Free School Primary and Kensington Primary Academy. All three schools have been graded 'Outstanding' by Ofsted in the last four years.

Our aim is to educate children from a variety of backgrounds and give them the knowledge, skills and confidence to flourish in an academic primary school and beyond. Our core belief is that every child is entitled to a classical liberal education, regardless of background or ability, and we follow the Primary Knowledge curriculum based on the research of Professor ED Hirsch.

This briefing pack should provide you with the key background information about our Trust and our Primary Schools. We very much hope that, if you believe that this is the right opportunity, that you apply to us. If you have any initial questions you wish to discuss you can contact me in confidence at [l.lund@wlfs-primary.org](mailto:l.lund@wlfs-primary.org).

I look forward to hearing from you.



Laura Lund  
Executive Headteacher

## Background information



Knowledge Schools Trust is creating some of the best schools in the country, renowned for academic excellence and capable of instilling world-beating ambition in all its pupils, no matter what their background.

To date, the Trust has five state funded schools:

- West London Free School which opened in September 2011 and its Sixth Form which opened in September 2016
- West London Free School Primary which opened in September 2013, awarded Ofsted Outstanding in all areas in June 2015
- Earl's Court Free School Primary which opened in September 2014, awarded Ofsted Outstanding in all areas in June 2017
- Kensington Primary Academy which opened in September 2016, awarded Ofsted Outstanding in all areas in November 2018
- Edlesborough Primary Academy joined the Trust in November 2020

We are pleased to also have approval from the DfE to open a new Secondary school in Cambridge which is planned to open in 2022. We continue to work with the DfE to open new schools or bring existing schools within our Trust in a managed and sustainable manner.

Our school motto, *sapere aude*, means 'dare to know'. We encourage all our pupils to approach everything they do with this attitude.

Academic achievement is one of our key priorities, but we also want our pupils to become well-rounded individuals and develop interests they become passionate about.

Useful background information can be found on our websites.

<http://www.knowledgeschoolstrust.org>

<http://www.wlfs.org>

<http://www.wlfs-primary.org>

<http://www.ecfs-primary.org>

<http://www.wlfs-kpa.org>

<http://www.epa-primary.org>

We also have an independent charitable body to raise funds to support our schools' activities. The KST Foundation Trust was initially formed to secure funding for extra-curricular sport and musical activities for the pupils of the West London Free School but now has a broader focus looking to provide activities, facilities, and resources and other support to all pupils across all schools in the MAT. More details can be found here:

<http://www.knowledgeschoolsfoundationtrust.org>



We will offer you:

- A unique opportunity to take up a teaching role in a new and growing group of innovative schools
- The potential for upward career movement
- A supportive working environment within an established multi-academy trust
- An opportunity to help develop and pioneer an exciting new curriculum
- Access to a network of outstanding practitioners to collaborate with and learn from.

### Personal Specification

Essential Expertise
Qualified Teacher Status
KS2 Lead experience
Previous teaching experience in at least two settings
Evidence of continued professional development
Successful teaching experience
Experience of working with stakeholders
Ability to contribute to the collection, analysis and use of data on pupil progress and performance to raise standards
Ability to support the senior leadership team in setting and achieving challenging targets
Ability to provide clear direction and lead by example
Able to use IT as a management tool
Ability to work in partnership with stakeholders
Ability to support and share best practise with colleagues

Ability to work closely with and support the Head of School and Assistant Heads in achieving the school's aims
Ability to support effective communication between the school's community
Understand the principles of effective learning and the ability to promote a culture of learning throughout the school
Experience of promoting the personal, social, moral, cultural and spiritual development of pupils
Ability to support and maintain positive behaviour, through a restorative approach and high consistent expectations
Understanding of the factors which create barriers to learning and the ability to implement appropriate strategies for reducing inequalities and promoting social inclusion
Successful experience of creating and maintaining effective partnerships with parents to support pupils learning

## Recruitment Process

Please send completed application forms to [careers@wlfs-primary.org](mailto:careers@wlfs-primary.org). During school closure, potential candidates are encouraged to visit the school website to learn more about the school.

**Closing date: Midday on Monday 19<sup>th</sup> April**

**All applications should be submitted by noon to [careers@wlfs-primary.org](mailto:careers@wlfs-primary.org)**

**Candidate interviews will take place by invitation and will be held on Wednesday 21<sup>st</sup> April at Kensington Primary Academy, between 9am and 4pm.**

### ***The Knowledge Schools Trust Safer Recruitment Procedure***

The Knowledge Schools Trust is committed to safeguarding and promoting the welfare of children and young people in its schools. In order to meet this responsibility, its schools follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

### ***Disclosure***

The Knowledge Schools Trust aims to promote equality of opportunity for all with the right mix of talent, skills and potential. Criminal records will be taken into account for recruitment purposes only when the conviction is relevant. Warnings, reprimands and youth cautions will no longer be automatically disclosed on a DBS certificate. The multiple conviction rule has been removed, meaning that if an individual has more than one conviction, regardless of

offence type or time passed, each conviction will be considered against the remaining rules individually, rather than all being automatically disclosed. Having an 'unspent' conviction will not necessarily bar you from employment. This will depend on the circumstances and background to your offence(s).

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website Guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975 - GOV.UK ([www.gov.uk](http://www.gov.uk))

As the Knowledge Schools Trust meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment in posts involving access to children and vulnerable adults of positions within the legal and financial field, will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands or final warnings, as well as convictions. This means that you are required to declare any convictions, cautions or reprimands which you may have, even if they would otherwise be regarded as 'spent' under this Act, and any prosecutions pending against you. Failure to disclose this information could result in dismissal or discipline by the School. Any information will be treated in complete confidence.

### ***Reference checking***

References from a minimum of the previous and current employer will be taken up for shortlisted candidates and where necessary employers may be contacted to gather further information.

### ***Probation***

All new staff will be subject to a probationary period of six months.



Palingswick House  
241 King Street  
London  
W6 9LP  
T 020 8600 0675  
[www.knowledgeschoolstrust.org](http://www.knowledgeschoolstrust.org)