



**Somers Park Primary School**  
Part of the Mercian Educational Trust

**Reception Class Teacher**  
**Fixed term**

**January 2026**

**Closing Date: Friday 12<sup>th</sup> December 2025**



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## Letter from the Headteacher

Dear Applicant,

Thank you for your interest in the post of Reception Class Teacher at our school, Somers Park, part of the Mercian Educational Trust (MET).

Are you an excellent teacher who is keen to make a difference? Are you personable and good-humoured? Can you build excellent relationships with children, colleagues, and the wider community? Is teaching your passion?

We are looking for a teacher, with experience in the Early Years, who will embrace our established approach to teaching in Reception. A practitioner who will demonstrate that they can offer our school a wide and varied skill base, which will enhance the experiences and promote the learning of our ambitious learners.

The start date is 5<sup>th</sup> January 2026. This is a full-time, fixed-term contract.

If you want to learn more about our school, you may choose to view our website [www.somersparkschool.org.uk](http://www.somersparkschool.org.uk) or visit the school. Visits to the school are welcomed and encouraged- it would be a pleasure to meet you and to show you around Somers Park.

We look forward to receiving your application.

Yours faithfully,

Mr Chris Hansen



## Are you the Class Teacher we are looking for?

Are you someone who holds the children at the centre of everything you do?

Have you got excellent organisational and interpersonal skills?

Are you able to establish a happy, safe and engaging classroom environment for children to thrive?



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## What does it mean to be a Class Teacher at Somers Park?

- ☀ Somers Park Class Teachers are excellent practitioners, who have a strong understanding of how children learn. They create happy, safe classrooms where children thrive.
- ☀ Somers Park Class Teachers are positive people, committed to the school's vision and values, and ultimately, the children in our school.
- ☀ Somers Park Class Teachers know how to communicate effectively with children and young people. They have empathy and calmness when communicating with children with challenging behaviours and are committed to the school's Trauma Informed approach.
- ☀ **We are looking for an excellent Early Year's practitioner who is keen to embrace the Somers Park approach to teaching in the Early Years.**





## The Recruitment Process

**Closing Date: Friday 12<sup>th</sup> December 2025, 9am.**

All applicants are required to fully complete the Mercian Educational Trust application form which can be found on the [MET website](#). Completed applications should be emailed to our recruitment coordinator, Claire Evans at [cevans@metacademies.org.uk](mailto:cevans@metacademies.org.uk) or delivered to the school office. Applications in any other format will not be accepted.

Applicants must enclose details of two references. These must be recent; usually one will be a current employer who can comment on your suitability to work with children, however, if this is not possible, this can be a previous employer. We ask that friends and relatives are not named to provide a reference. We will ask for references from all candidates who are shortlisted and require both references to be received before the interview. We may contact any previous employer listed on your form to clarify any information.

Shortlisting will be based on the applicant's suitability for the post linked to the job description and person specification. Please ensure your application matches these requirements. The closing date is 9am on Friday 12<sup>th</sup> December. Applicants will be invited to interview via email following shortlisting, with the interview date planned for Monday 15<sup>th</sup> December 2025.

Please contact our recruitment coordinator, Claire Evans, in the school office on 01684 572949 or via email at [cevans@metacademies.org.uk](mailto:cevans@metacademies.org.uk) for further details or if you have any questions.

*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*





## About Our School

Somers Park Primary School has grown significantly over recent years following the construction in 2018 of the Malvern Vale satellite expansion site less than a mile from Somers Park. Our two sites work very much as one, with teachers working together and children learning the same curriculum.

Growing a year group at a time, our Malvern Vale site is now full, at the seven-class capacity. We have the best of both worlds - fantastic modern facilities with a small school feel at the Malvern Vale site, accompanied by our Somers Park site, which has an established, forward-thinking culture, demonstrating proven success over several years.

We are fully inclusive, holding high expectations and aspirations for all. At our last Ofsted in the summer of 2022, we were graded as a good school, with outstanding judgements for both Early Years, and Personal Development, commenting that 'Pupils thrive at Somers Park Primary School.' We couldn't put it better ourselves!

We are proud of the way our learners are prepared for the next phase of their education and beyond. Our *Think. Know. Explain. Do.* curriculum model encourages inquisitive thinking and independent learning. The curriculum is enhanced by a balanced and interesting enrichment programme of additional experiences and visits.



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Key Information about Somers Park Primary School	
Type of school	Primary Academy - split site
Age Range	2yrs 9months- 11yrs
Location	Malvern, Worcestershire
Trust	Mercian Educational Trust
Number of children	582 (including 49 Nursery children)
Number of classes	22 (including Pre-school and Nursery)
Average class size (primary)	29
Last Ofsted Inspection	July 2022- Good, with Outstanding judgements for Personal Development and Early Years
% eligible for Pupil Premium Funding	20%
% of children with SEN	15%
% of children with EAL	6%



## Reception Class Teacher- Details of the post

- 🌞 Full time class teacher position, in Reception, on our Malvern Vale site.
- 🌞 Fixed term position- until August 2026 initially.





## Job Description

**Job Title:** Class teacher

**Salary Scale Point:** MPS 1-6

**Employer:** Mercian Educational Trust

### Job Purpose

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

Duties include helping deliver the highest standard of education to the students, and ensuring an overall safe and successful school environment.

### 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 in accordance with STPCD.

**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**

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## Specific Responsibilities- Class Teacher

- 🌞 To create and manage a caring, supportive, and purposeful classroom environment.
- 🌞 To plan and prepare lessons to deliver the National Curriculum 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.
- 🌞 To plan opportunities to develop the social, cultural, and emotional aspects of pupils' learning.
- 🌞 To mark attendance registers, ensure absence and lateness are accounted for, and communicate 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 phase team, including planning work and supervising support staff and parent helpers.
- 🌞 To actively take part in professional development, sharing expertise and experiences as required.
- 🌞 To actively extend your 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.





## Specific Responsibilities- Class Leader (continued)

- ☀ 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.
- ☀ 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.





## Supervisory Information

### Supervisory Responsibility

This position has:

Supervisory responsibility for teaching assistants within the classroom.

The postholder will advise, support, and liaise with Phase Leader/ Senior Teacher and School Leaders.

### Supervision Received

The postholder is directly responsible to the Headteacher

Support and challenge will be provided by:

Phase Leader/Senior Teacher

Senior Leadership Team consisting of Headteacher, Deputy Headteacher, Assistant Headteachers

### Principle Contacts

Headteacher

Deputy Headteacher

Assistant Headteachers

Phase Leader/ Senior Teacher

All teaching staff

All support staff within the phase

Parents and Carers

MET colleagues





# Person Specification Experience

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
Excellent classroom practitioner		
Teaching experience in an Early Years classroom		
Specialism in Early Years		
Experience of leading teaching assistants within the classroom		
Excellent Early Years Practitioner with a thorough understanding of the Early Years Foundation Stage Statutory Framework and a commitment to the highest standards of teaching and learning		
<b>Education and qualifications</b>		
Degree Level Qualification		
Qualified Teacher Status		
Has undertaken recent and relevant further professional development		





## Person Specification Skills and Attributes

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

Skills and Attributes	Essential	Desirable
Excellent class teacher		
Effective communicator		
Strong understanding of SEND, and commitment to an inclusive classroom		
Highly competent at behaviour management, using strategies which align with the Trauma Informed Schools UK approach.		
Ability to teach mixed ability groupings		
Able to work as part of team, to value the opinions of others and committed to team working.		
Ability to create an exciting, stimulating and interactive learning environment		





## Person Specification Skills and Attributes

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Personal Qualities	Essential	Desirable
Approachable, enthusiastic, and creative		
Leads by example, demonstrating integrity, resilience, and clarity		
Passionate about teaching and education		
Ability to work under pressure, think creatively and to anticipate and solve problems		
Strongly committed to encouragement, empowerment, and positivity		
Builds positive and professional relationships with all members of the school community		
Demonstrates flexibility and an ability to adapt to changing circumstances and new ideas		
Calm and resilient under pressure		





## Benefits of Working with Mercian Educational Trust

### Salary Sacrifice Schemes

Cycle to work, Electric Vehicle Leasing, and Tech Benefits

### Employee Health Assistance

Our employee assistance programme gives you access to confidential, independent, and unbiased information and guidance 24/7. Employees also have access to the Wisdom App which supports wellbeing and mental health.

### Career Progression

We want to encourage the career progression of our employees wherever possible, and we support staff who wish to move between our schools and the central teams when suitable roles arise.

### Pension

As a teacher, you will automatically enrol into the Teachers' Pension Scheme. As Support Staff, you can opt-in to the Local Government Pensions Scheme – one of the most competitive on the market.

### Collaboration

All employees have opportunities for collaboration, CPD and access to support from the central team. Teaching staff also have opportunities for guidance in all areas of the curriculum and assessment and sharing good practice.

### Eye tests and Flu Jobs

All employees can access free eye tests and annual flu jab.

### Free Car Parking

All employees have access to free car parking on or near the school premises.

### Childcare – Wraparound discount

Employees can access wraparound care provided at any of our schools at a reduced rate of 50%. Please note: Discounts do not apply to Nursery provisions.

