



Kingsbourne
Academy

Class Teacher

Job Application Pack





Welcome to Kingsbourne Academy

Kingsbourne Academy will be the first new school to be built in Cheshire East since the local authority was formed in 2009, marking a significant moment for the growing Nantwich community.

Opening in September 2026, the school will welcome its very first cohort of Reception pupils, with a planned year-on-year expansion as demand for primary places continues to rise. This is an exciting opportunity to lead a brand-new school with no legacy issues, no inherited culture, and the freedom to shape everything from the ground up.

The state-of-the-art new building has been designed to create an inspiring, modern learning environment, with light, flexible spaces and excellent outdoor areas that support imaginative play, exploration and the highest standards of teaching. As the school grows year on year, you will have the opportunity to shape how these facilities evolve to meet the needs of future pupils.

This is a unique chance to grow a school, its ethos and its community from its very foundations.

About the role

This is an exciting opportunity for an enthusiastic and dedicated primary practitioner to join our supportive team on a fixed-term basis for one academic year.

The successful candidate will play a key role in fostering a positive and engaging learning environment in their classroom ensuring all pupils receive a high-quality education that nurtures their individual talents and interests.

We welcome applications from experienced practitioners and ECTs who are looking for their first teaching role and we offer mentoring, training, and professional development support to ensure a successful induction year.





We can offer you...

- The opportunity to teach at a brand new school from its very foundations, with the freedom to establish a strong ethos, culture and vision from day one.
- Comprehensive support from a committed governing body and wider trust, ensuring you have everything you need to deliver an excellent, rewarding and impactful education to our pupils.
- The chance to grow professionally while developing a stimulating, state-of-the-art learning environment that evolves alongside the school and its community.
- The opportunity to join a passionate, forward thinking team of teachers and support staff who are united in their commitment to excellence and continuous improvement.
- The benefit of joining a collaborative and supportive network of experienced headteachers who are generous with their time, knowledge and expertise and who value shared learning and professional dialogue.
- An engaged and supportive parent community, excited about the opening of the new school and the opportunities that come from being part of a highly successful trust.
- Local trust schools that are keen to play an active role in school life to strengthen relationships and help build a strong sense of belonging as the school grows.

Key responsibilities

Teaching & Learning

- Plan and deliver high-quality, engaging lessons that meet the needs of all learners, following our bespoke curriculum
- Implement a creative and stimulating curriculum, encouraging inquiry, curiosity, and independent learning.
- Foster a positive, inclusive, and respectful learning environment where all pupils feel valued and supported.
- Adapt teaching strategies to cater for a diverse range of needs, including pupils with SEND, EAL, and high achievers.
- Use systematic synthetic phonics (Read Write Inc.) to support early reading and writing development (if applicable)
- Promote a mastery approach to mathematics.

Assessment & Pupil Progress

- Use formative and summative assessments effectively to monitor progress and inform next steps.
- **Support pupils in preparing for key assessment points throughout the academic year.**
- **Provide constructive, personalised feedback to pupils and communicate progress with parents or carers.**

Classroom & Behaviour Management

- Establish clear routines and high expectations for behaviour using positive reinforcement strategies.
- Create a classroom culture that promotes mutual respect, resilience, and a growth mindset.
- Implement school-wide behaviour policies effectively to ensure a safe, supportive learning environment.

Pastoral Care & Wellbeing

- Support the social, emotional, and mental wellbeing of children, ensuring they feel happy and secure at school.
- Foster strong relationships with parents and carers, providing regular updates and guidance on how to support learning at home.
- Actively contribute to the school's safeguarding and child protection procedures, following all policies and statutory guidance.

Use of Technology in Learning

- Integrate educational technology into teaching and be confident in the use of Apple technology for teaching and learning.
- Use online platforms to enhance learning.

Professional Development & Collaboration

- Engage in ongoing professional learning, attending CPD sessions and working with mentors and colleagues where required.
- Participate in ECT induction support (if applicable), working alongside experienced teachers to develop practice.
- Work collaboratively with teaching assistants, senior leaders, and the wider school community to share good practice.

Wider School Contribution

- Take an active role in the school community by supporting extracurricular clubs, school trips, or special events.
- Contribute to whole-school initiatives, such as promoting sustainability, diversity, or outdoor learning.

Person specification

This person specification outlines the essential and desirable qualifications, skills, knowledge, and attributes required for the role of a class teacher at Kingsbourne Academy. We seek passionate, dedicated professionals committed to fostering a nurturing, engaging, and inclusive learning environment.

While newly qualified teachers (NQTs/ECTs) may not yet meet all desirable criteria, they are encouraged to apply.

All staff at Kingsbourne Academy are expected to uphold and promote the school's ethos, ensuring excellence, inspiration, and care in all aspects of their practice.

PREREQUISITE

- Satisfactory enhanced DBS check and references.

QUALIFICATIONS

Essential:

- A good honours degree or equivalent.
- Qualified Teacher Status (QTS).
- Commitment to continuous professional development (CPD).

Desirable:

- Additional qualifications or ongoing CPD related to special educational needs (SEN), educational technology, or curriculum design.
- Evidence of ongoing engagement with educational research and pedagogy.

PERSONAL ATTRIBUTES

Essential:

- A growth mindset, enthusiasm, and resilience.
- A reflective, proactive approach to teaching and professional development.
- A commitment to equal opportunities and inclusion.
- Passion for inspiring young learners and a dedication to achieving excellence.

KNOWLEDGE & EXPERIENCE

Essential:

- Experience teaching within the relevant age range (either through school placement or employment).
- Strong understanding of curriculum design and experience applying effective assessment techniques.
- Awareness of the International Baccalaureate (IB) Primary Years Programme (PYP) & Learner Profiles.
- Knowledge of inclusive teaching strategies to support all learners, including those with additional needs and high achievers.

Desirable:

- Experience using data-driven instruction to inform teaching and learning.
- Familiarity with evidence-based pedagogical approaches, such as cognitive load theory, retrieval practice, and mastery learning.
- Experience working with parents and external agencies to support pupil progress and wellbeing.

PROFESSIONAL DEVELOPMENT

Essential:

- Evidence of a commitment to ongoing professional learning and reflective practice.
- Willingness to engage with national and international developments in education.
- Openness to collaboration and sharing learning with professional colleagues.

Desirable:

- Interest in mentoring trainees or early career teachers if appropriate.
- Ambition for future leadership roles within the school or Academy Trust.

TEACHING & LEARNING SKILLS

Essential:

- Ability to create a stimulating, inclusive, and safe learning environment.
- Strong classroom management skills that promote a purposeful, positive learning atmosphere.
- Ability to plan, deliver, and adapt an engaging curriculum tailored to children's needs.
- Commitment to differentiated instruction to meet diverse learning needs.
- Use of assessment for learning strategies to support pupil progress.
- Strong commitment to developing pupils' self-esteem, resilience, and independence.

Desirable:

- Experience integrating outdoor learning and real-world experiences into the curriculum.
- Familiarity with culturally responsive teaching methods.

TECHNOLOGY & DIGITAL LEARNING

Essential:

- Confident use of educational technology to enhance learning.
- Ability to use Apple technology and other digital tools effectively in the classroom.
- Strong ICT skills for lesson planning, assessment, and communication.

Desirable:

- Experience with blended or hybrid learning models including the use of Google for Education.
- Ability to use digital platforms to track progress.

PASTORAL CARE & WELLBEING

Essential:

- Commitment to safeguarding and child protection.
- Ability to provide pastoral support and foster emotional literacy in pupils.
- Knowledge of mental health and wellbeing strategies in education.
- Ability to manage pupil behaviour positively and supportively.

Desirable:

- Experience implementing trauma-informed teaching approaches.

COMMUNICATION & COLLABORATION

Essential:

- Excellent verbal and written communication skills.
- Ability to build strong relationships with pupils, parents, colleagues, and the wider school community.
- Ability to work collaboratively with teaching assistants and external professionals.

Desirable:

- Experience leading or supporting parent workshops or community events.
- Ability to liaise with multi-agency professionals to support pupils' needs.

Why North West Academies Trust?

At the North West Academies Trust we believe that an aspirational and inspirational education is the right of every child. Our success is driven by a commitment to relentlessly work to improve standards and outcomes for our pupils.

As specialists in providing high quality education, we are passionate about supporting schools within their communities and helping to ensure outstanding learning opportunities for every child.

As part of NWAT we believe that the best possible education can only be provided if children are happy, well-fed and well-cared for. We understand that children learn best through experiences and that skills should be learned through fun, excitement and challenges. Residential, swimming, inter school sports and special days out take pride of place on all the Trust school calendars

We believe our schools should inspire excellence, offering world-class, safe environments where both students and staff can thrive in and out of the classrooms.



For our staff, we offer:

Enrolment to the Medicash Proactive Health Plan to help with costs of everyday healthcare.

Bespoke professional development opportunities.

Access to 24/7 Employee Assistance Programme.

Accredited counsellor to offer wellbeing support for all staff.

Positive recognition culture.

Open door policy for communication across the Trust.

Opportunity to contribute to the growth and development of NWAT.

"Opening Children's Eyes to the Wonderful World of Possibility"

Recruitment information

How to apply

If you have any questions regarding the role please contact Claire Booth at cbooth@nwatrust.co.uk, applications forms are available to download from the following link: northwestacademiestrust.co.uk/job-vacancies/ and should be returned to cbooth@nwatrust.co.uk by the closing date.

Safeguarding Commitment

The North West Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced Disclosure and Barring Service (DBS).

Diversity in the Workplace

The North West Academies Trust values diversity in the workforce and is committed to ensuring that throughout the recruitment and selection processes no applicant is disadvantaged or discriminated against because of the protected characteristics of age, disability, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief and sexual orientation.

Key information

Contract: Permanent / FTCone academic year

Hours per week: Full time

Salary: MPS

Responsible to: Head of School, Kingsbourne Academy

Start date: September 2026

Key Dates:

Closing date: Monday, 9th March 2026

Shortlisted candidates' school visits: w/c 16th March

Interview date: TBC

*Please note: As Kingsbourne Academy is still in its building phase, prospective candidates are invited to visit St Martin's Academy, Chester w/c 23rd February. Please register your interest for a visit by emailing admin@kingsbourneacademy.org.uk

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