DMAT
Getting Better Never Stops

Oak Tree Primary School

CLASSROOM TEACHER

PART TIME JOB SHARE, 13 HOURS PER WEEK (2 DAYS)
M1-M6 (£34,069-£46,940 FTE, £13,628-£18,776 PRO RATA)



OAK TREE PRIMARY SCHOOL

Welcome from Oak Tree

At DMAT & Oak Tree Primary, we believe in putting people first.

All children are entitled to an excellent education, and staff are our most important asset. Guided by our strong moral purpose, we serve our communities with integrity and collaboration is at the heart of everything we do. We are proud to have joined Durrington Multi Academy Trust in January 2025 and are enjoying being part of a successful team.

Oak Tree is a welcoming, happy school, where every member of the team plays a vital role in creating an environment where children can thrive. We value kindness, respect, and a shared commitment to doing what's best for our pupils, their families, and each other.

The Higher Level Teaching Assistant role is a key part of our provision, supporting high-quality teaching and learning across the school. Working closely with teachers, you will help deliver engaging lessons, inspire pupils to reach their potential, and ensure that every child feels valued, included, and supported. This is an exciting time to join Oak Tree, as we continue to build on our strengths, develop our curriculum, and enhance the experiences we offer our pupils.

We're looking for someone who shares our values — someone positive, proactive, and passionate about helping children succeed. In return, you'll join a dedicated and caring team that recognises your contribution, supports your development, and celebrates the difference you make every single day.





About DMAT

Our Trust

- Durrington High School
- The Laurels Primary School
- Oak Tree Primary School
- Ringmer Primary & Nursery School
- Durrington Research School
- South Downs Teacher Training

Contact

01903 705631 or 07496 850063
recruitment@dmat.education
www.dmat.education
@dmateducation

Our Core Principles

Durrington Multi Academy Trust is driven by moral purpose. At DMAT we believe children only get one chance at education. Our moral purpose is to ensure that every child achieves and succeeds, whatever their starting point.

Everything we do is driven by three core principles:

- **Excellence:** high-quality education in every classroom for every child
- **Aspiration:** a relentless belief that all can achieve beyond expectations
- **Transformation:** improving life chances for young people and their communities

DMAT's approach is built around partnership. We support school leaders to focus on the work that matters most: improving teaching, strengthening culture, and securing excellent outcomes for pupils.

Our central team provides expert support across finance, HR, operations, estates, governance, compliance, and school improvement. This enables leaders to spend more of their time on children, staff, and the quality of education.

The Trust has a sustained focus on developing people. The presence of Durrington Research School and South Downs Teacher Training gives DMAT a distinctive strength in teacher development, evidence-informed practice and system leadership.

Our staff our are most important asset. Our colleagues are hard working and totally committed to ensuring the best education for every pupil.

OUR SCHOOL

Oak Tree Primary School

Oak Tree Primary School is a happy, vibrant, inclusive and nurturing learning environment at the heart of its community. We have an experienced, dedicated staff who deliver an engaging and rich curriculum to ensure that all children are able to reach their full potential. From their beginnings with us in our Foundation Stage through to Year 6. Our rich and ambitious curriculum ensures that they are ready for the next steps in their learning. Our families, staff and governors work closely together and support personal growth and development so that our children are resilient, confident, respectful and kind.

Oak tree Primary School is proud to be part of the Durrington Multi Academy Trust (DMAT) which believes that every child has the right to an excellent education and the opportunity to achieve well, regardless of their starting point. As a team we have high expectations of success for our children.



Why Choose Us?

Our people tell the story best

At Durrington Multi Academy Trust, we believe that exceptional schools are built by exceptional people. This year we introduced our first independent, trust-wide workforce survey through Edurio, benchmarking our results against more than 82,000 education professionals nationally.

The results show a culture where staff are proud of their schools, committed to their pupils and positive about the support they receive.

Staff who would recommend their school to parents

+16% above national benchmark

Overall job satisfaction

+9% above national benchmark

Level of professional support

+7% above national benchmark



STAFF BENEFITS

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- Virtual Doctor Service – 24/7 GP access with online consultations from home or work.
- Counselling & Wellbeing Support – Confidential help when you need it.
- Save money with discounts on food shopping, gyms, cinemas, holidays, and more from over 9,000 top brands.
- Legal & Medical Advice Lines – Expert guidance at your fingertips.
- Family Cover Included – Children under 18 at no extra cost.
- Secure pension benefits with Teacher Pensions & Local Government Pension Scheme
- High investment to develop our people
- Free onsite parking

DMAT STAFF HAVE SAVED OVER £25,000 IN MEDICAL COSTS IN THE PAST 12 MONTHS



JOB DESCRIPTION

CLASSROOM TEACHER

PART TIME JOB SHARE, 13 HOURS PER WEEK (2 DAYS)

M1-M6 (£34,069-£46,940 FTE, £13,628-£18,776 PRO RATA)

CORE PURPOSE

As a classroom teacher, you will plan and deliver high-quality, engaging lessons that inspire and challenge all pupils, ensuring strong progress across the curriculum. You will create a calm, inclusive, and purposeful learning environment where every child feels safe, supported, and motivated to achieve their best. Upholding the school's values in all aspects of your practice, you will prioritise safeguarding and pupil welfare at all times. Working collaboratively with colleagues, you will contribute to the wider life of the school through enrichment activities, clubs, and positive relationships with pupils, staff, and families. Committed to your own professional development, you will actively seek opportunities to grow and make a lasting impact within the Oak Tree Primary community.

INSPIRE LEARNING

- Plan and deliver inspiring, well-structured lessons that capture pupils' interest and build deep understanding
- Adapt teaching to meet diverse needs, ensuring all learners are supported, challenged, and included
- Use skilful questioning and feedback to move learning forward and secure strong progress

SAFEGUARDING & WELLBEING

- Place safeguarding and pupil welfare at the heart of all practice, acting with vigilance and care
- Follow school policies and statutory guidance with professionalism and integrity
- Support pupils' personal development, wellbeing, and emotional resilience

PUPIL CARE & WELLBEING

- Build strong, positive relationships that help children feel seen and supported.
- Promote inclusion and self-confidence, celebrating every achievement.
- Use your insight and specialist skills to help pupils reach their full potential.

PROFESSIONAL CONDUCT

- Uphold safeguarding, equality, and health and safety standards at all times.
- Reflect on practice and seek opportunities to learn and develop.
- Embrace the dynamic nature of the role, recognising that no two days are the same.

COLLABORATION & COMMUNICATION

- Work in close partnership with colleagues to share expertise and deliver outstanding provision
- Build positive, professional relationships with parents and carers to support pupil success
- Contribute enthusiastically to wider school life, including clubs, events, and enrichment opportunities

CONTRIBUTION TO SCHOOL LIFE

- Model Oak Tree Primary's values through positivity, empathy, and professionalism.
- Support the wider life of the school, contributing to events, clubs, and enrichment.
- Build productive links with parents, carers, and colleagues to support progress.

PERSON SPECIFICATION

CLASSROOM TEACHER

As a classroom teacher at Oak Tree Primary, you will play a central role in inspiring and nurturing young learners through high-quality teaching and a strong commitment to pupil wellbeing. You will create a positive, inclusive classroom environment where every child feels valued, supported, and motivated to achieve their full potential. With a focus on delivering a broad and engaging curriculum, you will use effective assessment and reflective practice to drive progress for all pupils. Working collaboratively with colleagues and building strong relationships with families, you will contribute to a vibrant school community. Your professionalism, enthusiasm, and dedication to continuous improvement will ensure you make a meaningful and lasting impact.

QUALIFICATIONS & KNOWLEDGE

- Qualified Teacher Status (QTS) with successful experience teaching within a primary school setting
- Strong knowledge of the primary curriculum and evidence-based teaching approaches
- Experience of raising pupil achievement and supporting a range of learning needs
- Commitment to continuous professional development and improving practice

PROFESSIONALISM & COMMITMENT

- High expectations for behaviour, effort, and presentation across all areas of learning
- Ability to create a positive, inclusive classroom environment where pupils thrive
- Strong behaviour management skills built on consistency and positive relationships
- Ability to establish clear routines that support effective learning and independence

SKILLS & EXPERIENCE

- Secure subject knowledge across the primary age range with a passion for learning
- Ability to plan engaging, creative lessons that inspire and challenge all pupils
- Skilled in assessment for learning, providing clear feedback to drive progress
- Ability to adapt teaching strategies to meet diverse abilities and needs

PERSONAL QUALITIES

- Warm, approachable, and able to build strong, positive relationships with pupils and colleagues.
- Calm, adaptable, and resilient, with a proactive attitude to challenges.
- Acts as a positive role model, demonstrating empathy, integrity, and enthusiasm.
- Reliable, organised, and able to manage time effectively in a busy school environment.



SAFEGUARDING

Durrington Multi Academy Trust is committed to the safeguarding and wellbeing of all our students and staff. It is a core expectation of every member of staff to safeguard the wellbeing of every child and young person within the Trust.

Staff are supported through regular training and are expected to adhere to the Trusts Safeguarding and Child Protection Policy at all times.

In addition to the statutory pre-employment checks, this appointment will be subject to an enhanced DBS check, a safeguarding background check and interview.

Durrington Multi Academy Trust is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Durrington Multi Academy Trust in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, religion, disability, sexual orientation and beliefts.

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HOW TO APPLY

Please apply using this link or by scanning the QR code below. Please upload a supporting statement (maximum of 2 A4 pages) to include:

- Why you want to work at Oak Tree Primary School
- How your skills and experience make you a strong candidate

If you have any questions or would like to visit the school, please contact Rachel Wright: **rwright@oaktreeprimary.co.uk**

We reserve the right to close the advert early should we deem it necessary