

New Education Trust

Aspiration

Collaboration

Inspiration



Careers at New
Education Trust

Application Pack

Teacher / Deputy SENCo

Bengeworth CE Academy

“Nobody wins, unless everybody wins.”

New Education Trust

A Message from our CEO

Thank you for your interest in New Education Trust and in the work we do across our academies. We are delighted that you are considering joining us, and I hope you will choose to be part of our journey as we continue to deliver the very best education for our pupils.

At New Education Trust, our approach is built on four key foundations: culture, opportunities, relationships, and experiences. These principles shape every aspect of our work. We believe that a positive and inclusive culture enables both children and adults to thrive. We create opportunities that inspire ambition, nurture talent, and broaden horizons. Strong, respectful relationships lie at the heart of our community, and we are committed to providing enriching experiences that make learning meaningful, memorable, and life-enhancing.

Education has the power to transform lives, open doors, and create futures full of possibility. It is a privilege to support our pupils as they grow, discover their strengths, and build the confidence they need to succeed in an ever-changing world.

Thank you once again for your interest. We hope you will consider joining us and contributing to our shared mission of providing exceptional education for every child, every day.

David Coaché

Chief Executive Officer
New Education Trust



About our Trust

Previously known as Bengeworth Multi-Academy Trust, New Education is a Multi Academy Trust that provides leadership, governance and strategic support to the school system, helping to deliver high-quality education and maintain strong standards.

New Education reflects a broad and forward-looking vision for its schools, aiming to serve a wider community and create a unified approach to teaching and learning across the system.

Although the trust has expanded beyond its original roots, it remains committed to its core values. New Education Trust places a strong emphasis on excellent primary education, effective school leadership and positive outcomes for all pupils.

By working closely with its schools, the trust strives to ensure the best possible educational experiences for children and to support the ongoing development of each school within the organisation.



Our Purpose & Principles



Our Vision

We are an aspirational education Trust facilitating collaborative advantage between schools and organisations within the system.

Our Mission

To equitably deliver world class educational outcomes for the benefit of children, their families and the communities in which they live.

Our Values

Aspiration — Pursuing fairness and self-awareness through personal growth.

Collaboration — Community, unity and shared purpose.

Inspiration — Creativity with agency.

Our Ethos

New Education Trust schools are dynamic, vibrant places where every child acquires a high quality education and unforgettable childhood experiences. In partnership with families, our schools create safe, positive and well-considered environments where each person feels valued and excellence and enjoyment are embedded.

“Nobody wins, unless everybody wins.”

Our Foundations and Strategies

New Education Trust is built on four key foundations: culture, opportunities, relationships, and experiences.

Together, these foundations inform the Trust's strategic approach, driving continuous improvement and ensuring that every school can thrive within a supportive and forward-thinking community.



What teaching looks like at New Education Trust

Teaching at New Education Trust is rooted in a broad, balanced and ambitious curriculum that is designed to ignite curiosity and deepen pupils' understanding of the world around them. Across the Trust, learning is shaped by well-sequenced subject knowledge and engaging, meaningful questions that challenge pupils to make connections, think critically, and retain learning over time. Teachers model clear explanations, emphasise key vocabulary, and use purposeful questioning to deepen thinking and support pupils to articulate their learning with confidence.

This approach is underpinned by high-quality, intentional teaching, where staff draw carefully on pupils' prior knowledge to help them master new concepts and develop independence as learners. Ongoing formative assessment is integral to classroom practice, enabling teachers to check understanding, address misconceptions quickly, and ensure that all pupils are both supported and challenged appropriately.

Learning environments across New Education Trust are thoughtfully designed to support the acquisition of key knowledge and skills. Displays and resources act as active prompts for learning, while structured opportunities for oracy, discussion and exploration help pupils express ideas confidently and creatively.

Teaching within the Trust also values learning beyond the classroom as a vital extension of formal lessons. Enrichment opportunities strengthen real-world understanding, encourage collaboration, and support pupils' personal development.

Ultimately, teaching at New Education Trust is purposeful, reflective and ambitious — focused not only on building strong foundations of knowledge and skill, but on inspiring curiosity, resilience and the confidence to succeed.



Our Pupils and Community

Our pupils are at the heart of everything we do across the New Education Trust. They come from a wide range of backgrounds and experiences and bring with them curiosity, creativity, resilience and a strong sense of individuality. Our schools value every child as a unique learner, ensuring they feel safe, supported and known as individuals.

Pupils within the Trust contribute positively to school life through their enthusiasm for learning, their respect for others and their willingness to take responsibility. They bring energy, ideas and ambition into the classroom, alongside a readiness to collaborate, reflect and grow. Through pupil voice opportunities and leadership roles, children are encouraged to share their views and take pride in shaping their learning environments.

The New Education Trust serves its communities by building strong, trusting relationships with families and local partners. Our schools act as welcoming hubs where inclusion, collaboration and high expectations are central. By offering a broad and engaging curriculum alongside targeted support, we ensure that all pupils — regardless of starting point — are given the opportunity to thrive academically, socially and emotionally.

This work matters because education extends beyond academic outcomes. By nurturing confident, respectful and capable learners, the Trust helps pupils develop the skills and attitudes they need for the future. Our commitment to community ensures that pupils leave us prepared not only for the next stage of their education, but also to make a positive and meaningful contribution to the world around them.



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Early Career Teachers

At New Education Trust, we are dedicated to developing and supporting teachers at every stage of their professional journey. For Early Career Teachers (ECTs), we offer a carefully structured programme that provides a smooth and confident transition from initial training into the classroom. Across our schools in Worcestershire, ECTs are welcomed into supportive, collaborative environments where they can grow in confidence, refine their practice and establish themselves as skilled professionals.

We understand that the early years of teaching are both rewarding and demanding. Our ECT programme is therefore designed to offer personalised support through high-quality mentoring, targeted professional development and access to a strong network of experienced colleagues. Every ECT is paired with a dedicated mentor who provides regular guidance, constructive feedback and encouragement, helping them to develop effective teaching strategies and manage the realities of classroom life.

Our community-focused schools, consistently rated “Good” by Ofsted, provide high-quality settings in which ECTs can flourish. We place a strong emphasis on wellbeing and work-life balance, ensuring that new teachers feel supported not only in their professional development but also in maintaining a healthy and sustainable approach to their work.

New Education Trust continues to invest in its teachers well beyond the statutory two-year induction period. We offer ongoing professional learning opportunities, clear leadership pathways and the chance to take on wider responsibilities, enabling ECTs to progress confidently within the profession. Many teachers choose to build long-term careers within the Trust, benefitting from the stability, support and strong sense of belonging that comes from being part of a close-knit family of schools.

To ensure the highest quality support during the ECT induction period, New Education Trust works closely with our lead provider, Teach First, and delivery partner, Invest Ed. Together, we deliver a bespoke ECT programme that supports teachers throughout their first two years in the profession.

By joining New Education Trust as an Early Career Teacher, you will become part of a forward-thinking organisation that values your contribution and is fully committed to your success. With strong mentoring, high-quality professional development and a collaborative culture, we provide the ideal environment for you to begin your teaching career and make a lasting difference in the lives of children.



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CPD

New Education Trust is committed to delivering outstanding professional development and training opportunities for all staff. We believe that investing in our people is essential to maintaining the highest standards of teaching, leadership, and support across our academies. Professional development is woven into the culture of the Trust, ensuring that every colleague has the opportunity to grow, progress, and excel.

Our training offer includes a wide range of high-quality programmes designed to support staff at every stage of their career. This includes access to National Professional Qualifications (NPQs), leadership development pathways, and subject-specific training led by experienced practitioners. Staff also benefit from regular coaching, mentoring, and collaborative learning sessions that encourage the sharing of best practice and strengthen expertise across the Trust.

We work in partnership with external training providers, universities, and national organisations to ensure that our professional development remains current, research-informed, and aligned with national standards. These opportunities help staff refine their skills, deepen their knowledge, and stay confident and reflective within their roles.

Through this commitment to continuous learning and professional excellence, New Education Trust ensures that every member of staff receives the support and development they need to thrive and to provide the highest-quality education for our pupils.



Employee Benefits

Working at New Education Trust offers a range of rewarding benefits. Our staff enjoy teaching delightful, well-motivated children who bring energy and enthusiasm to every school day. We pride ourselves on fostering a supportive, warm and friendly environment, made up of genuinely great people, where colleagues feel valued and encouraged. Our academies are modern, well-resourced and forward-thinking, providing staff with the tools and facilities they need to deliver high-quality teaching and learning.

Employees benefit from access to the government pension scheme, flexible working opportunities that support a healthy work-life balance, and exciting professional development opportunities both within the Trust and through external partners. Every member of staff joins a team of highly motivated, dynamic and talented colleagues who collaborate, support one another, and work together to achieve the very best outcomes for pupils.



After a year of teacher training, the notion of a further two years of being an ECT was not one met with relish. However, the staff and in particular my mentor at New Education Trust have made the process easy. By providing support and being available for any questions that I might have, my knowledge and confidence has increased significantly.

Working as a classroom support professional in New Education Trust means being part of a warm, committed team where everyone genuinely wants the best for our pupils. No two days are the same, and you're supported to grow your skills, share your ideas, and make a real difference. It's a place where you feel valued, encouraged, and proud of the impact you have on young people every day.

New Education Trust is a really rewarding place to work. We create happy, caring environments where positive relationships are built between children and staff. Everyone is valued and supported, and there is a strong sense of teamwork and belonging.

Working at New Education Trust is both fulfilling and inspiring, offering opportunities to grow professionally while making a real difference in the lives of our children.

Alex Enstone
Church Lench CofE First School



Zoe Pettinger
Bretforton Village School



Anna Bearcroft
Bengeworth CE Academy



JOB ADVERT

Job title:	Teacher with Deputy SENCo Responsibilities		
Location:	Bengeworth CE Academy, Evesham		
Contract type:	Permanent	Full time	
Band / Salary:	MPS / UPS + TLR		
Reports to:	Headteacher		



New Education Trust is looking for a dedicated and experienced teacher to join our welcoming team at Bengeworth CE Academy, Evesham. This is a unique and exciting opportunity for a professional who wishes to combine a passion for classroom teaching with strategic leadership in Special Educational Needs.

This is a dual role designed for a Teacher with strong organisational skills and a passion for supporting every child's potential. The position is full time, with release time for SENCo duties. The successful candidate will:

- Provide high quality learning and teaching within the school
- Lead on the development of intervention within the school
- Support SENCo needs within the school
- Provide effective behaviour management and social and emotional development for pupils
- Work in partnership with parents and carers in supporting the education of their children



JOB DESCRIPTION

Safeguarding

All staff within New Education Trust are expected to uphold the highest standards of safeguarding practice. The postholder must ensure full compliance with Keeping Children Safe in Education, the Trust's safeguarding and child protection policies, and all relevant statutory guidance. This includes maintaining vigilance in identifying and reporting concerns, promoting the welfare of children and young people, and supporting the creation of a safe, secure environment across all Trust settings.

Key Responsibilities:

- To be a consistently outstanding, reflective classroom practitioner and support the leadership and management of the school by:
- Undertaking duties as required in the 'Teachers' Standards';
- Being an advocate of the school's ethos, Christian Vision and values, promoting change and school improvement that improves the life chances for all groups of pupils;
- Being familiar with the school's systems, structures, policies and procedures;
- Taking responsibility both personally and collectively;
- Upholding and supporting the school's Relationship based Behaviour Policy through effective classroom management;
- Understanding the school's safeguarding procedures and actively promoting pupils' wellbeing and safety;
- Working with the DSL and deputies to ensure safeguarding is promoted;
- Providing consistently high-quality teaching for all groups of pupils that promotes high standards of learning and achievement;
- Adapting teaching styles to suit all pupils and providing a supportive learning environment;
- Being familiar with the 'Special educational needs and disability code of practice: 0 to 25 years', and supporting pupils with SEND appropriately;
- Scaffolding work and adapting resources and equipment so lessons can be accessed by all pupils;
- Working as part of a team to evaluate and develop pupils' learning needs;

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- Being a reflective practitioner and self-evaluating their teaching to improve effectiveness;
- Encouraging pupils to develop and use their creativity and initiative, gain increased independence, and undertake new responsibilities.
- Actively supporting school activities where required, including attending educational trips, extra-curricular activities and parents' evenings, which may require some out- of-hours availability;
- Actively participate and contribute in staff meetings as required;
- Building an effective partnership with parents so that they feel a shared responsibility to secure successful outcomes for their child;
- Communicating clearly with pupils and all stakeholders;
- Contributing to the school's process of self-evaluation and development.

Professional Knowledge, Understanding and Skills:

The teacher will:

- Deliver learning in accordance with the curriculum, national guidelines and the school's strategy;
- Have strong subject knowledge of the primary curriculum;
- Keep their knowledge, skills and understanding up to date;
- Continually be reflective, critically evaluating their own practice;
- Have an understanding of what constitutes good practice and high standards in teaching and learning;
- Provide quality educational provision for all groups of pupils and demonstrate effective practice for raising pupils' achievement;
- Effectively use a variety of teaching strategies to engage all learners;
- Have a good knowledge of how pupils learn, and put this into practice;
- Have an understanding of how the curriculum supports the ethos and values of the school;
- Promote pupils' spiritual, moral, social and cultural development;
- Promote equality as an integral part of the role and to treat everyone with fairness, respect and dignity;
- Be a role model to pupils and all stakeholders;
- Have high expectations of standards and behaviour;

- Have a positive approach to behaviour management, using the school's behaviour policy for guidance;
- Commit to the personal welfare and safeguarding of all children, including having a sound knowledge of child protection;
- Have an ability to make cross curricular links and use these to enhance and embed learning; Recognise health and safety is a responsibility of every employee, take reasonable care of self and others and to comply with the school's Health and Safety policies and any school-specific procedures or rules that apply to this role;
- Ensure that records of pupils and the provision made to meet their needs are kept securely in line with GDPR are maintained and kept up to date.

Planning and Assessment:

The teacher will:

- Have a thorough knowledge of all pupils in the class, understanding their starting points and capabilities;
- Alongside colleagues, plan a varied, balanced and appropriate curriculum which supports the needs of all pupils and ensures all pupils reach their potential;
- Assess, plan and deliver teaching and learning, consistently monitoring and reviewing outcomes to overcome barriers to pupils' learning and secure progress;
- Systematically assess and record pupils' academic progress and other areas of their progress and use the results to inform next steps;
- Using data, analyse pupils' progress and achievements, barriers to learning and plans to support individuals at half-termly Pupil Progress meetings;
- Report pupils' progress to parents annually;
- Develop an understanding of how to use current research findings to inform practice.

Other:

The current main duties and responsibilities of this post are outlined in this job description. The list is not intended to be exhaustive. The need for flexibility, shared accountability and team working is required. The post-holder is expected to carry out any other related duties that are within the employee's skills and abilities, commensurate with the post's banding and whenever reasonably instructed.



PERSON SPECIFICATION

	Essential	Desirable
Relevant Experience	<ul style="list-style-type: none"> Teaching experience in Early Years / KS1 / KS2. Willingness to work closely with colleagues in preparing for teaching and learning. Experience and understanding of positive behaviour management strategies. Experience of assessment to inform teaching and learning. 	<ul style="list-style-type: none"> Further qualifications and or evidence of CPD relevant to primary education Ability to offer extra- curricular activities in Reception, KS1 or KS2
Education & Training	<ul style="list-style-type: none"> Qualified teacher status. Evidence of relevant training. English and maths training in the relevant curriculum. Evidence of continuous commitment to further professional development. SENCo qualification (or willingness to undertake) 	<ul style="list-style-type: none"> Evidence of creative and innovative teaching
Knowledge & Understanding	<p>Up to date knowledge and understanding of;</p> <ul style="list-style-type: none"> current educational developments in teaching and learning and accelerated ways of learning providing effectively for the individual needs of all children, including disadvantaged children, children with special educational needs and those who are more able, gifted or talented the statutory National Curriculum monitoring, assessment, recording and reporting of pupils' progress positive links necessary within school and the importance of community cohesion. Child Protection / Safeguarding procedures Strong working knowledge of the SEND code of practice SEMH needs, trauma-informed practice and neurodevelopmental conditions (ADHD, ASD) 	<ul style="list-style-type: none"> A clear understanding of adapting tasks Knowledge and understanding of developing links between schools Experience of submitting EHCP applications and carrying out annual reviews Experience of writing IPPs / IEPs / MyPlans

PERSON SPECIFICATION

	Essential	Desirable
Skills	<ul style="list-style-type: none"> • An excellent classroom practitioner with work planned to a high standard and regular assessment and record keeping to promote and support high quality teaching and learning • Insistence on high standards and expectations of attitudes and behaviour • Be able to confidently manage student conflict and confrontation to a safe end and progressive end point. • Well-organised and managed classroom where children's independence is fostered • A creative and exciting learning environment, where children's work is celebrated and well displayed 	<ul style="list-style-type: none"> • Evidence of involvement in the wider school community • Experience of establishing internal provisions for high needs pupils
Personal Characteristics	<ul style="list-style-type: none"> • Ability to work cooperatively as part of an effective team with colleagues, parents and the wider community • Creative ideas and support for the future development of the school • An ability to inspire children with innovative and exciting learning opportunities to encourage learning from mistakes • Flexible and adaptable – with a willingness to take a whole school perspective, support colleagues within the ethos of the whole school family and cope positively with change • Good inter-personal and communication skills • Willingness to be involved in extra-curricular activities and events and engage in all aspects of school life • Supportive of the Christian ethos of a Church School, evidenced by the demonstration of the school's Christian values. • Committed to the Academy's vision • Two excellent references • Clear enhanced DBS check 	<ul style="list-style-type: none"> • To have career aspirations beyond classroom teaching



HOW TO APPLY

To apply for a role within the Trust, please complete the official Trust Application Form in full. CVs will not be accepted and cannot be considered as part of the recruitment process.

Application Link: <https://neweducationtrust.org/work-with-us/vacancies>

Closing date: 12pm Thursday 16th April 2026

Interview date: Tuesday 28th April - Wednesday 29th April 2026

New Education Trust is committed to safeguarding and promoting the welfare of children in line with Keeping Children Safe in Education guidance. This commitment applies to all staff and volunteers across the Trust. As part of our safer recruitment procedures, an enhanced DBS check will be required for every post.

In addition, online searches will be carried out for all shortlisted candidates as part of our safeguarding checks. These searches are used to help ensure the suitability of candidates who may work with or around children.

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Ready to start your career with New Education Trust?
We'd love to hear from you.

Visit:

www.neweducationtrust.org

Call:

01386 442047

Address:

Kings Road, Evesham, Worcestershire, WR11 3EU



Apply Now

