



Mercian Educational Trust

Teaching and Learning Coach

Honeywell Primary School



Start Date: September 2026

Closing Date: Monday 22nd June

Email: office@metacademies.org.uk

CEO Mercian Educational Trust: Mr Dafydd Lawday



Contents

Welcome from the Headteacher	1
About MET	2
About Honeywell Primary	7
The Role	8
The Recruitment Process	9
Job Overview	10
Key Responsibilities	11
Person Specification	14

PREPARE

EMPOWER

THRIVE



Welcome from Head of School

Dear Applicant,

Thank you for your interest in the role of Teaching and Learning Coach at Honeywell Primary School, part of the Mercian Educational Trust. We are a growing and ambitious school in the heart of the community.

Our GOOD Ofsted report in May 2023 stated "Honeywell Primary is a welcoming school where pupils feel happy and safe. Adults know children very well and care about them. Staff provide strong pastoral support that builds pupils' confidence and self-esteem."

We are looking for an outstanding teacher to join our teaching team and support high-quality teaching and learning across the school. We are looking for someone who lives out the ethos and values of our school. We are looking for a strong practitioner who delivers high quality teaching leading to positive outcomes for children.

If you want to find out more about our school, please visit our website www.honeywellprimary.org.uk. Visits to the school are welcomed - it would be a pleasure to meet you and to show you around our wonderful school. Tours are offered on Friday 12th June at 11am or Wednesday 17th June at 2:30pm. Please email the office to book onto a tour hpsoffice@metacademies.org.uk.

Secondments will be considered for this role.

Yours faithfully,

Mrs Alex Clements

Interim Headteacher



PREPARE

EMPOWER

THRIVE



About Mercian Educational Trust (MET)

As a dynamic and ambitious cross-provision Trust, we bring together the strengths of SEND and mainstream education to create learning environments where every pupil can thrive. Our seven schools across Malvern, Worcester and Hereford each serve a distinct community, and we proudly celebrate this individuality while uniting around a shared mission: to deliver exceptional education that transforms futures.

Our family includes mainstream primaries, a Church of England primary and specialist provision for both primary and secondary pupils—giving us a rich blend of expertise that strengthens teaching, enhances curriculum design and broadens opportunities for all learners.

We believe deeply that **together we are stronger**. By working as one Trust, we empower our schools with high-quality professional development, access to specialist knowledge, and shared leadership that supports consistent excellence in the classroom. Our culture of collaboration allows great practice to flourish and ensures pupils benefit from a wide network of expertise, enrichment and support that extends far beyond their home school.

We are a community where staff feel inspired, pupils feel valued and every learner is given the opportunity to achieve their very best.

PREPARE

EMPOWER

THRIVE



Why Join the Mercian Educational Trust?

At MET, you'll be part of a **forward-thinking, ambitious and deeply collaborative Trust** where everyone works together to support, challenge and uplift one another. We invest in our people because we know that when staff thrive, pupils thrive. Here's what you can look forward to:

Salary Sacrifice Schemes

- Cycle to Work
- Tech Benefits

Exceptional Wellbeing Support

24/7 Employee Assistance Programme and App

Free Health Essentials

- Annual flu jab
- Regular eye tests

Real Career Progression

We're a Trust that **actively grows talent**

- Move across schools or central teams as new roles arise.
- Access rich CPD, coaching and collaborative learning.

Top-Tier Pension Schemes

- Teachers' Pension Scheme for teaching staff.
- Local Government Pension Scheme for support staff—

A Culture Built on Collaboration

You'll join a community where:

- Staff regularly work across schools to strengthen practice.
- Leaders share expertise to raise standards Trust-wide.

Practical, Everyday Benefits

- Free parking on or near every site.
- 50% discount on wraparound care across all MET schools (*Nursery provision excluded*).



Vision and Values

Empowering our community to develop a range of diverse skills to thrive in an evolving world through our family of distinctive schools



We are prepared; our strong, resilient pupils and staff are equipped for a successful future.

- We foster collaboration and provide ongoing professional development.
- Wellbeing is a priority for all pupils and staff.



We are empowered; we work together to encourage each other's unique strengths and ambitions.

- The central team supports staff to perform their core roles.
- SEND, Attendance, and Family Support expertise is shared and enhanced.



We thrive which encourages our pupils love of learning.

- We provide educational support and guidance for teachers and staff.
- Our schools are at the heart of their communities, ensuring everyone thrives.
- We collaborate, sharing ideas and resources.

PREPARE

EMPOWER

THRIVE



Our Goals



We offer high quality equitable education to all



We make a positive impact on the lives of all engaged with Mercian Educational Trust



We work together and collaborate for success wherever possible



We meet needs and challenges to ensure inclusivity and equality for both individuals and communities



We make a positive impact on society and our communities.

PREPARE

EMPOWER

THRIVE



About MET

Trust Information	
Provision	Primary – Mainstream Primary – Specialist Secondary – Specialist
Age Range	4-16
Number of staff	366
Number of children on roll	1677
Attendance	94.2%
% of children with SEN	30.3%
% of children on FSM	34.3%
% of pupils in receipt of Pupil Premium	36.9%



PREPARE

EMPOWER

THRIVE

About our School



We currently have 178 children on roll. There is one class in each year group. We also have two SEND units. Our families come predominantly from the Dines Green Estate and the neighbouring new developments. The school has extensive outside grounds providing great opportunities for outdoor learning. Our school benefits from a dedicated DT room, 2 school halls and a range of intervention and dedicated pastoral support spaces.

This year, we have further developed our Reading curriculum using the latest research. We follow Read Write Inc as our phonics scheme. We have recently moved to follow White Rose maths. Our non-core curriculum is designed specifically for our school. Our values of compassion, tolerance, resilience and respect are lived out through the ethos of our school.



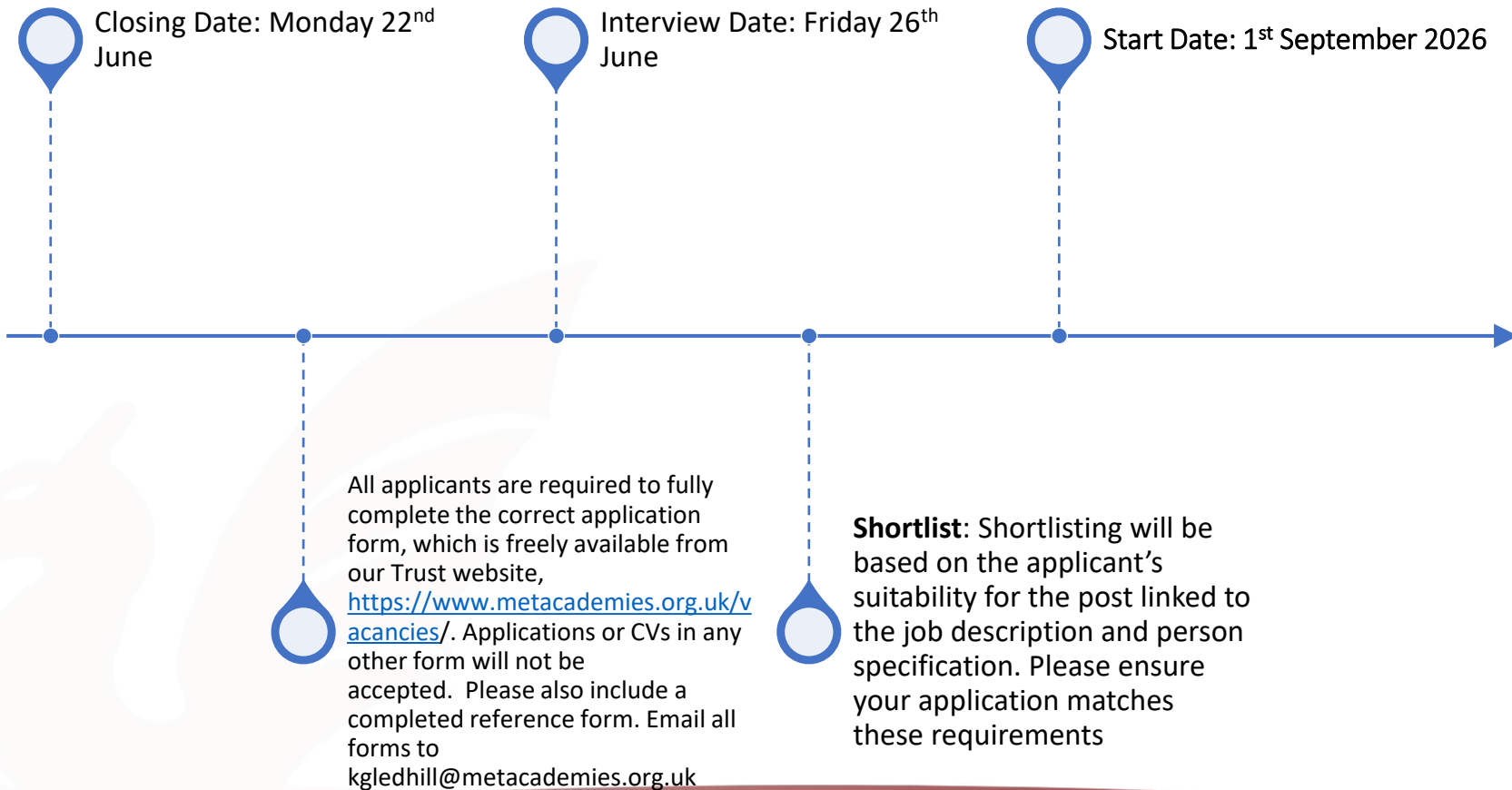
PREPARE

EMPOWER

THRIVE



The Recruitment Process



PREPARE

EMPOWER

THRIVE



Job Overview

Job Title: Teaching and Learning Coach

Salary Scale Point: MPS/UPS + TLR

Employer: Mercian Educational Trust

Closing Date: Monday 22nd June

Interview Date: Friday 26th June

Starting Date: 1st September 2026

Job Purpose

To be a model practitioner, providing teaching and learning coaching to colleagues within the school. To have responsibility for teaching an assigned class and to be responsible for the day to day work and management of classes and the safety and welfare of the pupils as appropriate.

Supervisory details

The post holder is responsible to the Headteacher for his/her teaching duties and responsibilities and teaching tasks. Where relevant the post holder is responsible for the supervision of the work of a teaching assistant.

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

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



Key Responsibilities

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

Specific Responsibilities – Teaching and Learning Coach

As a Teaching & Learning Coach, you will:

- Work collaboratively to improve the quality of teaching and learning across the school and wider Trust
- Deliver instructional coaching and mentoring, supporting colleagues at all stages of their career
- Model excellent practice through demonstration lessons, team teaching and coaching cycles
- Contribute to school self-evaluation, monitoring and improvement planning
- Design and deliver high-quality professional development and training
- Support curriculum development and strengthen subject knowledge across the school



Key Responsibilities

Specific Responsibilities- Class Teacher

- To meet the expectations of a class teacher as determined by the Teachers' Standards document and the School Teachers' Pay and Conditions Document and to locally agreed conditions of employment to the extent that they are incorporated in the post holder's individual contract of employment.
- To create and manage a caring, supportive and purposeful classroom environment.
- To plan and prepare lessons in order to deliver the Early Years Foundation Stage Statutory Framework 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, ensuring absence and lateness are accounted for, communicating 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.



Key Responsibilities

- To actively take part in professional development, sharing expertise and experiences as required.
- To actively extend my 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.
- 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



Person Specification

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

Teaching and Learning Coach	Essential	Desirable
Has a proven track record of excellent classroom practice	✓	
Demonstrates strong coaching and interpersonal skills	✓	
Can inspire, influence and develop others effectively	✓	
Has a deep understanding of effective pedagogy and curriculum design	✓	
Is committed to collaboration, reflection and continuous improvement	✓	
Stays up to date with current educational research	✓	
Has experience of leading a subject, impacting on the quality of education	✓	



Person Specification

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

Additional Criteria	Essential	Desirable
Degree Level Qualification	✓	
Qualified Teacher Status	✓	
Evidence of continuing and recent professional development relevant to the post	✓	
Experience of teaching in different settings	✓	
Experience of leading TAs	✓	
Experience of having been involved in a whole school initiative	✓	
Experience of playing a role in implementing a School Improvement Plan	✓	
Experience of teaching across the primary age ranges		✓



Person Specification

Additional Criteria	Essential	Desirable
Supporting and promoting the policies, practices and ethos of the school and trust	✓	
Knowledge and confidence in using IT for teaching and management purposes	✓	
Good understanding and use of observation, assessment and planning including AfL, target setting and tracking	✓	
Ability to create an exciting, stimulating and interactive learning environment inside and outdoors	✓	
Understanding of behaviour management techniques for groups and individuals and promoting positive behaviour	✓	
Excellent organisational skills and ability to prioritise	✓	
Excellent interpersonal skills	✓	



Person Specification

Additional Criteria	Essential	Desirable
Commitment to safeguarding and promoting the welfare of children	✓	
Experience of delivering support or training to colleagues in school	✓	
Experience of working with children with SEND	✓	
Experience of working with Read Write Inc.		✓
Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards.		✓
Good understanding of the role of parents and the community in school improvement and how this can be practised and developed		✓
Ability to make positive and professional relationships with all members of the school community including parents and governors	✓	
Ability to meet deadlines and respond positively to high expectations	✓	
A friendly and approachable style, while maintaining professional boundaries	✓	
Excellent organisation skills but the ability to be adaptable and flexible	✓	



Next Steps

If you would like to apply for the role of Teaching and Learning Coach, please complete the application form below before Monday 22nd June at 10am.

Email the application form to kgledhill@metacademies.org.uk with two references

We look forward to receiving your application.



PREPARE

EMPOWER

THRIVE