



Windmill L.E.A.D Academy

Candidate Information Pack

Class Teacher Upper KS2



L.E.A.D. Academy Trust



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Welcome from the CEO

L.E.A.D. Academy Trust comprises primary and secondary academies across the East Midlands. Our mission is to be a pioneering, confident, high-performing Trust with national and international influence.

We are determined to bring about change and improvement to education standards in the East Midlands by appointing visionary leaders who believe in the Trust's vision and values and are committed to making a tangible difference to the lives of children and young people.

As a Trust, we pride ourselves on the support and advice we give to all our leadership staff, enabling them to be exceptional leaders and teachers who can inspire both pupils and staff.

This role represents an exciting opportunity to be part of something special; developing and supporting our Trust in improving educational outcomes while retaining the school's individual identity and specific needs of their children, young people and community.

If you are ambitious, determined, energetic and passionate about education and want to join us on our mission, then we look forward to receiving your application.

Diana Owen CBE

Chief Executive Officer





L.E.A.D. Academy Trust
comprises of:

24
primary

..... and

3
secondary
academies

..... across

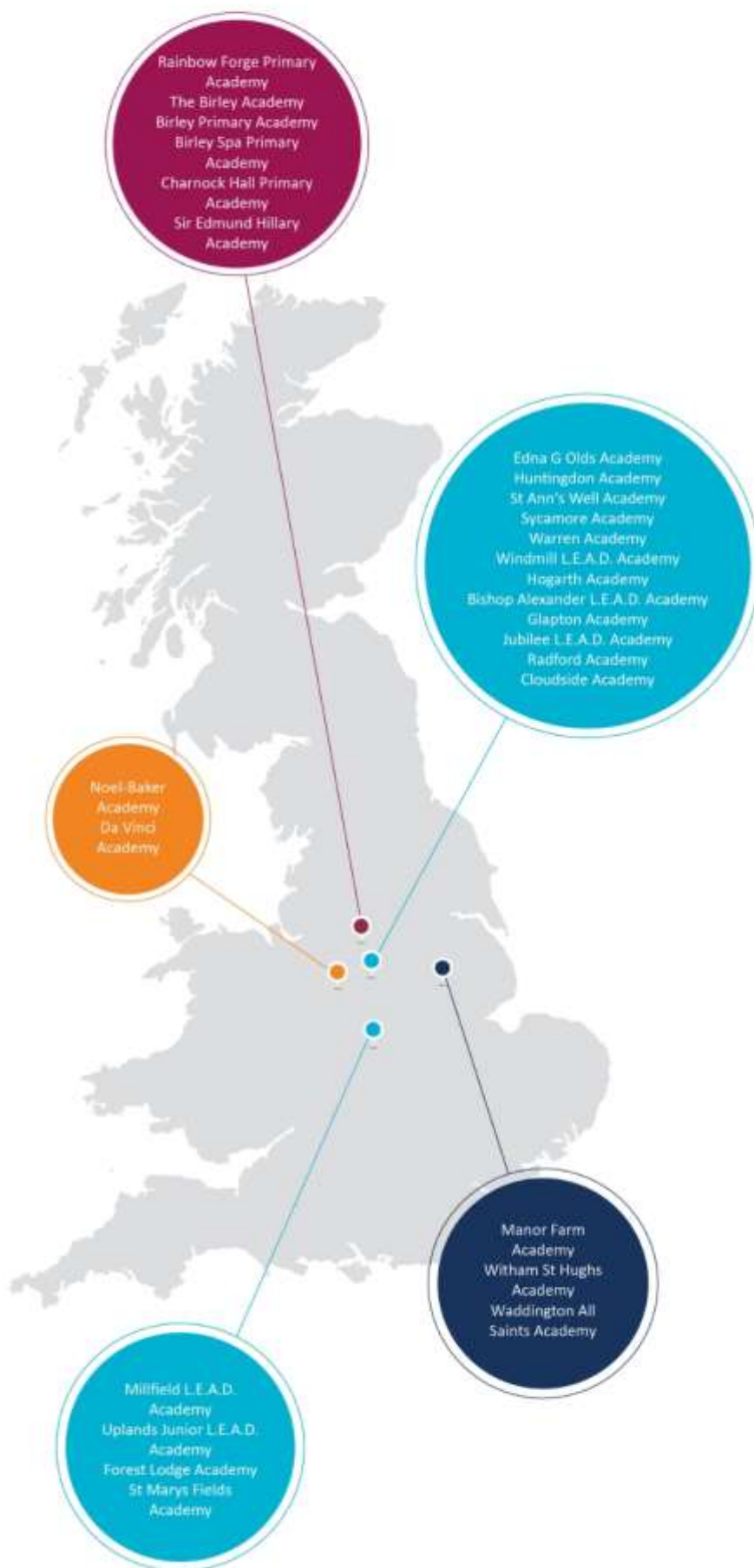
5
geographical
regions

..... with

11,000
pupils

..... and

1,500
members
of staff





Our Academies

Within our Trust, all academies strive to achieve:

- The highest standards of behaviour and conduct.
- Outstanding teaching and learning.
- A fully inclusive approach in which all children are equally important.
- A climate of mutual respect between the children, staff and community.
- Positive relationships.
- High aspirations for all involved with the school – a 'can-do' attitude.
- A wide range of enrichment opportunities for all to get involved in.
- A celebration of all the cultures and faiths represented in the school.
- An organisation in which there are no excuses for underachievement.

"The headteacher is a visionary leader. Leaders, including subject leaders, are a united team."

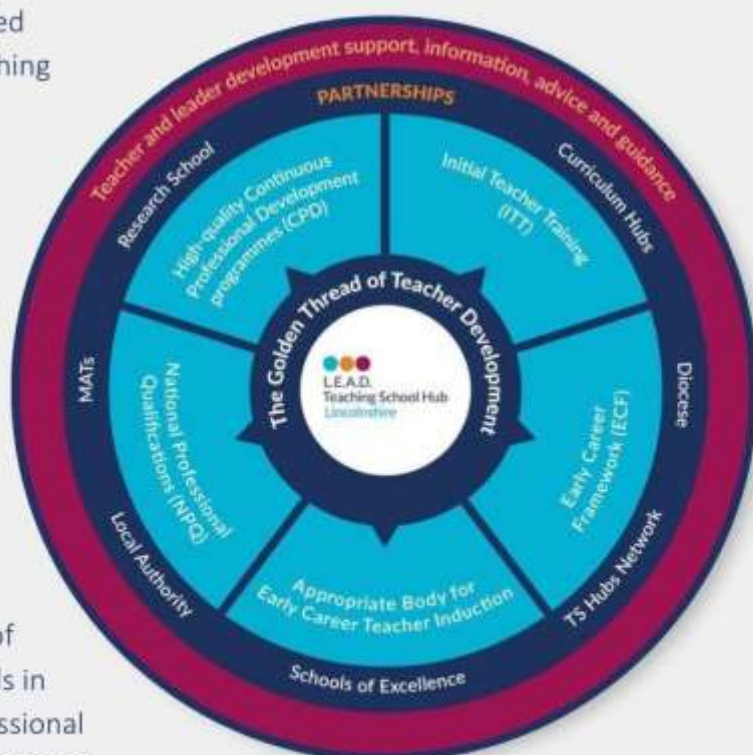
Witham St Hughs
Academy
Ofsted Report, 2012

L.E.A.D. Teaching School Hub

'Working together to lead the highest outcomes for all.'

L.E.A.D. Teaching School Hub Lincolnshire was launched in 2021 as one of the 87 organisations to be awarded Teaching School Hub status by the DfE. The Teaching School Hub is designated to work with schools across Lincolnshire and throughout our Trust. It supports every school type and phase, including nursery, primary, secondary, special and alternative provisions.

The role of the Hub and the Trust is to promote the importance of high-quality continuing professional development, from Initial Teacher Training through to executive leadership, supporting teachers throughout their career in a sequential and cohesive way. During 2021/2022 the TSH delivered 167 days of CPD to 2,163 participants, supporting 233 schools in total. The ability to access this high-quality professional support is therefore a significant opportunity associated with joining our Trust.



A message from the Head of School

It is a privilege to be Head of School at Windmill L.E.A.D Academy, a vibrant and nurturing learning community. Our pupils are kind, caring and eager to learn, supported by families who deeply value education. The success of our academy is built upon the dedication and passion of our talented staff, who place the well-being and achievement of every child at the heart of all they do.

At Windmill L.E.A.D Academy, we recognise that our people are our greatest asset. We understand the dedication and hard work required to create the best possible environment for our pupils, and we are committed to supporting and valuing our staff in return. Through a highly supportive ethos, regular opportunities for professional development, and a genuine focus on well-being, we ensure that our team feels appreciated, empowered, and cared for.

Thank you for your interest in Windmill L.E.A.D. Academy. We look forward to meeting you.

Miss Pickering, Head of School

About Windmill L.E.A.D. Academy

Windmill L.E.A.D. Academy is a larger-than-average, two-form entry school in Sneinton, Nottingham. Our School has a rich cultural tapestry with over 40 languages spoken and many pupils and families from different countries.

Our engaging curriculum mirrors our diverse context, providing pupils with 'mirrors' to see themselves and 'windows' to explore others' experiences. We integrate Global Citizenship themes, focusing on identity and culture, healthy lifestyles, technology, safety, aspirations and sustainability.

Recognising emotional wellbeing contributes to academic success, our comprehensive wellbeing and mental health programme empowers pupils to develop lifelong learning habits to thrive in today's world. At Windmill L.E.A.D Academy, we inspire every child to dream big, achieve their potential, and make a positive impact on the world.

As part of [L.E.A.D. Academy Trust](#), we are committed to providing the highest quality education, enabling every pupil to reach their full potential.



Benefits of being part of the Trust



Annual leave

Teachers enjoy up to 13 weeks annual leave during school holidays. This is in addition to any bank holidays or statutory holidays.

Support staff benefit from an enhanced holiday allowance, starting at 26 days up to a maximum of 36 days, pro-rata for term time only staff. The allowance is dependent on the role and amount of service increasing after 5 and 10 years service.



Competitive salary

All Trust roles (except apprentices) offer a minimum hourly rate above National Living Wage, with salary progression.



Pension scheme

Teacher's Pension Scheme or LGPS, with generous minimum employer contribution of 17.4% plus life cover.



Online GP service

24/7 access to online GP consultations, providing advice, diagnosis, referrals, and ongoing support for all staff.



Flu vaccinations

Free seasonal flu vaccinations for employees who are not otherwise eligible, ensuring health and wellbeing.



CPD

Individual development plus high quality professional development through the L.E.A.D. Teaching School Hub for teachers.



Employee Assistance Programme

Free 24/7 support for employees, offering counselling and resources for emotional, financial, and legal issues.



Free eye test

Free eye test every two years for regular computer users, reimbursed through expenses to promote wellbeing.



Occupational Health

FREE services available to support employee well-being and promote a healthy work environment.



Physiotherapy services

Access to free physiotherapy to aid recovery, support physical health, and promote overall employee wellbeing.



Access to discounts

Exclusive discounts and cashback on travel shopping, insurance and utilities through the Blue Light Card, Discounts for Teachers and Teacher Perks.



Travel expenses

Business travel expenses reimbursed at the HMRC maximum mileage rate to support staff travel needs.

***“Pupils behave
very well. They
are guided by the
school’s values to
be kind and
respectful.”***

Ofsted, 2024



How to apply

Please send a completed application form and covering letter explaining your interest in the role and how you meet the person specification to Ross Middleton at admin@windmillacademy.co.uk

CLOSING DATE: 16 May 2025 12pm

INTERVIEWS: We expect interviews to take place week commencing 19 May 2025.

Applications will be reviewed upon receipt, therefore shortlisted candidates may be contacted in advance of the closing date.

L.E.A.D. Academy Trust is committed to safeguarding and promoting the welfare of children and young people and we can expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.

For an informal, confidential discussion about this opportunity, please email:
admin@windmillacademy.co.uk



"I wanted to be part of an organisation that works in partnership, believes in collaboration and invests and understands the importance of high-quality leadership and management."

Rebecca Riley, Head of School,
Huntingdon Academy

Job description

Key responsibilities and accountabilities

Windmill L.E.A.D. Academy Upper Key Stage 2 Class Teacher

Primary Aim:

To deliver high-quality, inclusive teaching in Upper Key Stage 2 that enables all pupils to achieve their full potential academically, socially and emotionally, in line with the school's values, curriculum, and policies.

Key Responsibilities	Details
Teaching and Learning	<ul style="list-style-type: none"> Plan and deliver engaging and appropriately challenging lessons in line with the school's curriculum. Foster a safe, inclusive and stimulating classroom environment rooted in mutual respect. Set high expectations that inspire, motivate and challenge all pupils. Promote excellent learning behaviours and attitudes.
Assessment and Progress	<ul style="list-style-type: none"> Assess, monitor, record and report on the learning needs, progress and achievements of pupils. Use formative and summative assessments to inform teaching and ensure all pupils make strong progress. Provide pupils with regular feedback to guide improvement. Participate in the preparation of pupils for statutory assessments.
Curriculum and Subject Knowledge	<ul style="list-style-type: none"> Implement the UKS2 curriculum with creativity and rigour. Ensure coverage and progression in line with national curriculum and school expectations. Prepare pupils effectively for statutory assessments (e.g., SATs) Demonstrate secure knowledge of the UKS2 curriculum. Contribute to the development and evaluation of the school curriculum. Promote high standards of literacy, numeracy and language across the curriculum. Keep up to date with national and local curriculum developments.
Classroom and Behaviour Management	<ul style="list-style-type: none"> Create a safe, supportive, and stimulating classroom environment. Foster a culture of mutual respect, high behaviour expectations, and positive relationships.

Inclusion	<ul style="list-style-type: none"> • Promote a calm, respectful and purposeful learning environment. • Maintain high standards of behaviour in line with the school's policy. • Establish routines and expectations for positive behaviour and engagement. • Promote inclusion and respond to the individual needs of all pupils.
Wider School Contribution	<ul style="list-style-type: none"> • Actively contribute to the school's values, ethos and improvement priorities. • Participate in school duties (e.g. playground duty, assembly cover). • Support enrichment, clubs and wider opportunities for pupils.
Collaboration and Teamwork	<ul style="list-style-type: none"> • Work closely with colleagues to plan, deliver and review high-quality provision. • Participate in staff meetings, INSET and other relevant training. • Share effective practice and support the professional development of colleagues. • Engage positively with parents, carers and external agencies as needed.
Safeguarding and Wellbeing	<ul style="list-style-type: none"> • Promote the safety and wellbeing of pupils. • Maintain a clear understanding of safeguarding policies and procedures. • Report concerns promptly and contribute to our culture of vigilance and care. • Promote a calm, respectful and purposeful learning environment by modelling and encouraging positive behaviour and high expectations.
Leadership (if applicable)	<ul style="list-style-type: none"> • Lead a subject area or key aspect across the school to an exemplary standard. • Direct and supervise support staff assigned to the class. • Contribute to the professional development of others, including ECTs.
Professional Development	<ul style="list-style-type: none"> • Regularly review the effectiveness of teaching and assessment. • Engage in CPD opportunities to improve teaching practice and pupil outcomes. • Respond positively to feedback and reflective practice.

As job descriptions cannot be exhaustive, the post-holder may be required to undertake other duties which are broadly in line with above key responsibilities.

This job description is current at the date shown, but in consultation with you may be changed to reflect or anticipate changes in the job, commensurate with the grade and job title. This includes changes to National Teacher Standards and requirements of the professional role.

PERSON SPECIFICATION

Criteria	Details	Essential or Desirable	Application or Interview
Qualifications and Training	<ul style="list-style-type: none"> Qualified Teacher Status (QTS) Evidence of continued professional development 	E	A
Teaching Experience	<ul style="list-style-type: none"> Significant experience teaching in UKS2 Proven track record of raising attainment and securing strong pupil outcomes 	E	A
Curriculum Knowledge	<ul style="list-style-type: none"> Strong knowledge and understanding of the UKS2 curriculum Familiarity with end-of-key-stage expectations and statutory assessments 	E	A I
Planning and Assessment	<ul style="list-style-type: none"> Ability to plan engaging, inclusive and well-structured lessons Effective use of assessment to inform teaching and track progress 	E	A I
Classroom Practice	<ul style="list-style-type: none"> High expectations of pupil achievement and behaviour Consistently demonstrates good to outstanding teaching practice Skilled in classroom and behaviour management 	E	A I
Inclusion and SEND	<ul style="list-style-type: none"> Commitment to inclusive practice and meeting the needs of all learners Experience adapting teaching to support pupils with SEND and EAL 	E D	A I
Personal Qualities	<ul style="list-style-type: none"> Enthusiastic, positive and resilient Warm and nurturing approach Reflective and open to feedback 	E	I
Professionalism and Teamwork	<ul style="list-style-type: none"> Excellent communication and interpersonal skills Ability to work collaboratively within a team Willingness to contribute to the wider life of the school 	E	A I
Safeguarding and Welfare	<ul style="list-style-type: none"> Commitment to safeguarding and promoting the welfare of children Understanding of safeguarding policies and procedures 	E	A I

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

At L.E.A.D we have a strong vision and four core principles, to lead, empower, achieve and drive, which you will be expected to demonstrate in your working practices.



L.E.A.D. Academy Trust

Lead • Empower • Achieve • Drive

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