



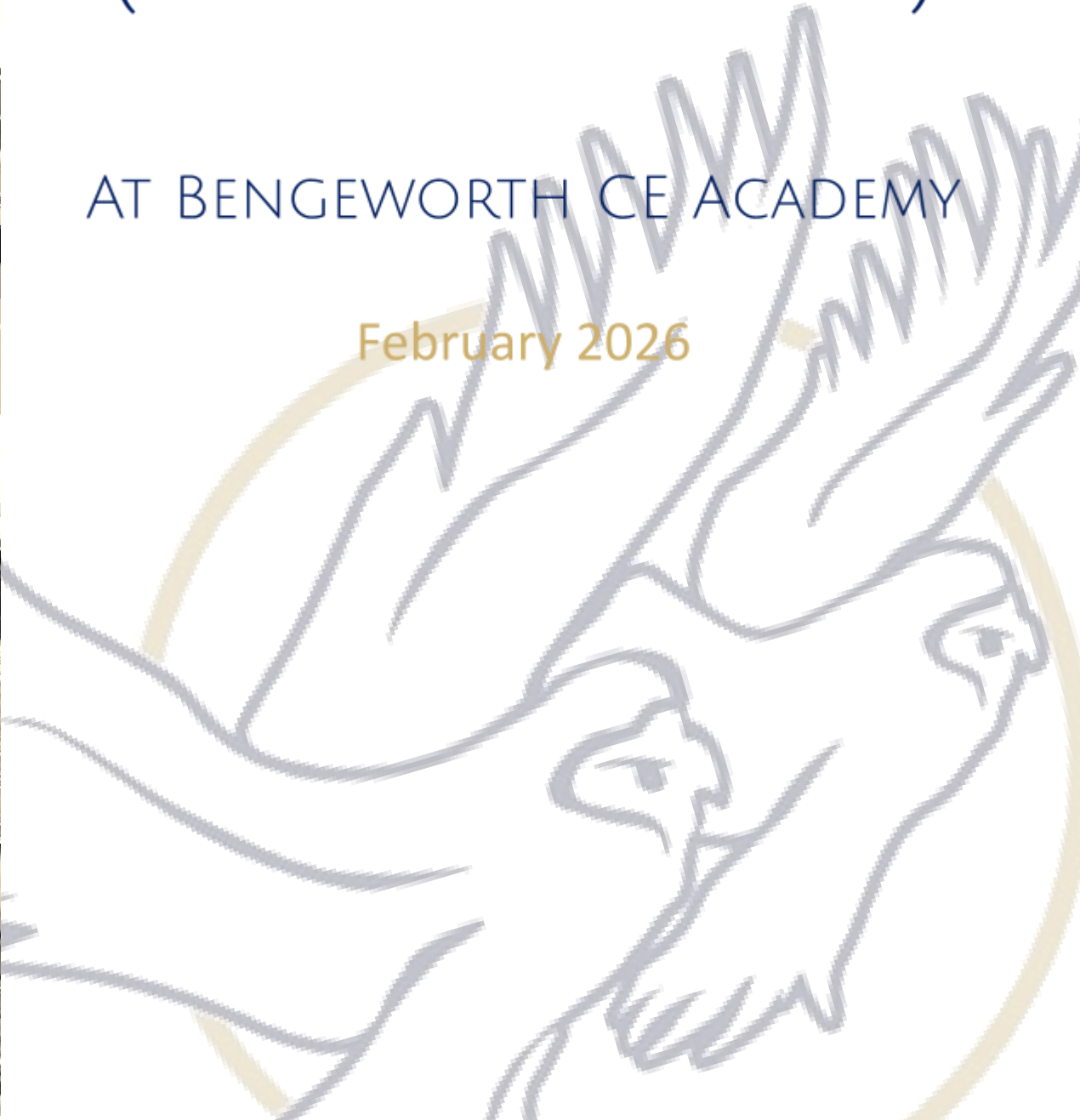
NEW
EDUCATION
TRUST

Aspiration • Collaboration • Inspiration

YEAR 3 CLASS TEACHER (MATERNITY COVER)

AT BENGWORTH CE ACADEMY

February 2026



INFORMATION FOR CANDIDATES

New Education Trust

% Kings Road, Evesham, Worcestershire, WR11 3EU

Telephone: 01386 442047

Email: office@bengeworth.worcs.sch.uk

Web Page: www.bengeworthacademy.co.uk

The Advertisement

Full Time Year 3 Class Teacher - Maternity Cover

Salary: Main Scale

Required to start February / March 2026

You are invited to join this highly successful Multi Academy Trust where we are committed to giving the best to both our pupils and our staff team. The current vacancy is at Bengeworth CE Academy, which is a 3-form entry, forward-thinking school with happy children, a strong teaching and support team and excellent facilities.

We are seeking to employ an enthusiastic and committed teacher to join our highly motivated and hardworking team at our Kings Road setting. We are looking for candidates who wish to teach in Key Stage 2. The post would suit teachers, either Early Careers or experienced, who are able to demonstrate high quality teaching with exceptionally high expectations for every child.

In your letter of application, please state your curriculum strengths and any particular talents and abilities you could offer to the Trust.

New Education Trust is committed to safeguarding children and promoting the welfare of all children and young people and expects all staff to share this commitment. Online checks will be conducted on all shortlisted applicants, and successful candidates will be subject to a Disclosure and Barring Service (DBS) enhanced check.

We would encourage you to look at our website www.bengeworthacademy.co.uk to find out more about our school. Visits to our school are encouraged, so please telephone 01386 442047 option 2 to make an appointment.

To apply for this position, please download and fully complete a MAT application form from the Vacancies section of our website, and return via email to vacancies@bengeworth.worcs.sch.uk before the closing date.

Closing Date: 9am Monday 12th January 2026

Interviews: Tuesday 20th / Wednesday 21st January 2026

ABOUT NEW EDUCATION TRUST

New Education Trust is a small MAT currently made up of three schools; Bengeworth CE Academy, Bretforton Village School and Church Lench CE First School. The Trust is committed to the ongoing effectiveness of schools to provide the best possible education for their pupils through the collaborative development of culture, opportunities, relationships and experiences.



Bengeworth CE Academy

Bengeworth CE Academy is a suburban Church of England 'First School' (R-Y5) academy. There are 525 pupils on roll arranged over a split site with Reception and Year One educated at our Burford Road setting, and Years Two to Five situated a quarter of a mile away at our state-of-the-art King's Road setting.



Bengeworth's Ofsted Report in November 2023 said:

"Bengeworth CE Academy is a happy and vibrant place for pupils to learn. Staff know families very well and there is a strong sense of community spirit. Pupils gain a strong understanding of the school's guiding values and they put these values into practice. Pupils behave well and appreciate having their positive behaviours recognised and rewarded by staff."

The school ensures that all pupils study a broad range of subjects. Staff work hard to bring the curriculum to life and plan activities that pupils enjoy. They connect the curriculum through 'global themes' that broaden pupils' understanding of the world."

These comments from the published report capture the exceptional nature of the school. Pupils' achievements are consistently higher than national averages; from below expected levels of attainment on entry to Reception, pupils make



exceptionally rapid progress to achieve high outcomes by the end of Year 5.

As a church school, Bengeworth CE Academy has close links with St Peter's Church and believes that Christian values should underpin school life. The Christian values that have been agreed by all stakeholders are: Friendship, Perseverance, Respect, Trust, Forgiveness and Responsibility. It is also the school's belief that the

theme of love runs through all of these values.

The school's vision is that every individual, child and adult, is encouraged to "Dream, Believe, Achieve." This is evident in all aspects of the school's work with a strong commitment to support pupil and staff wellbeing, as well as to enable every individual to achieve their full potential. The school's Leadership Team leads by example through their commitment to inspire, coach and mentor others.



New Education Trust Staff Team

The Trust Leadership Team is made up of the CEO, the MAT Business Manager, Headteachers of all settings and a Director of Inclusion whose work extends across the MAT and beyond.

At all settings, support professionals, catering, administration and site maintenance teams provide outstanding support for teaching staff to ensure that the additional needs of children can be met and rapid progress made. All staff are friendly, hardworking and committed.

Bengeworth CE Academy Staff Team

The Senior Leadership Team at Bengeworth has recently restructured, and taken a new format from September 2024. The team now consists of the Headteacher, two Deputy Headteachers and two Assistant Headteachers with responsibility for Achievement and Pastoral Care. This team is ably supported by the school SENCo and Inclusion Lead for the MAT. A new team of Phase Leaders also works alongside the leadership team to realise the school's strategic vision.

The Governors are seeking to appoint a full time Year 3 Class Teacher to cover a maternity leave post at Bengeworth Academy, alongside an experienced team of professionals. We are looking for a teacher who can demonstrate high quality teaching and who has aspirational expectations of children. Early Career Teachers are welcome to apply and we have a well-established, bespoke support programme. All teachers have access to a tailored programme of professional development at all stages of their career.

In your letter of application, please state your curriculum strengths and any particular talents and abilities you could offer our school.

We are looking for a teacher to join our team who:

- is an excellent classroom practitioner
- is well organised
- is able to foster an effective partnership with parents and the wider community
- has the personal qualities of enthusiasm, flexibility, creativity, passion and commitment
- is ambitious in their aspirations

In return we offer:

- delightful, well-motivated children
- a supportive, warm and friendly environment
- a modern, well-resourced and forward-thinking school
- exciting professional development opportunities within and outside the school
- highly motivated, dynamic and talented colleagues

A Message from the Chair of Governors

Thank you for the interest you have shown in the above vacancy that has arisen within our Multi Academy Trust. I hope that, after reading this information pack, you will feel able to visit our school and apply for the post. Our website is worth a visit as it gives a good flavour of our school:

<https://bengeworthacademy.co.uk>

This is an exciting time for New Education Trust as we are looking forward to welcoming new members of staff into the Trust to join our strong, friendly and dedicated staff and enthusiastic, confident children.

I look forward to receiving your application.

Yours sincerely

Christoine Spriggs

Chair of Governors

What to do next

- We would encourage you to view our school websites to get a flavour of the schools in our Trust:

www.bengeworthacademy.co.uk

www.bretfortonvillageschool.co.uk

www.churchlench.worcs.sch.uk

- Send a completed application form, complete with a letter of application, to our HR Administrator via email to vacancies@bengeworth.worcs.sch.uk or by post.

Closing Date For Applications: 9am Monday 12th January 2026

JOB DESCRIPTION

Job Title: Year 3 Class Teacher (Maternity Cover)

Responsible to: Headteacher

Grade: Main scale

Contract Type: Class Teacher Maternity Leave Contract (commencing February / March 2026)

Overall Purpose of this post:

The appointment of a Main Scale Teacher is subject to QTS status and the current conditions of employment for teachers contained in the School Teachers' Pay and Conditions Document (STC PD 2019) and other current legislation.

Main 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;
- ☐ Working with the Inclusion Lead and SENDCo to ensure pupils with SEND are appropriately supported;
- ☐ 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;
- ☐ 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

Attributes	Essential	Desirable
Relevant experience	<input type="checkbox"/> Teaching experience in KS2 <input type="checkbox"/> Willingness to work closely with colleagues in preparing for teaching and learning <input type="checkbox"/> Experience and understanding of positive behaviour management strategies <input type="checkbox"/> Experience of assessment to inform teaching and learning	<input type="checkbox"/> Further qualifications and or evidence of CPD relevant to primary education <input type="checkbox"/> Ability to offer extra-curricular activities in Reception, KS1 or KS2
Education and training	<input type="checkbox"/> Qualified teacher status. <input type="checkbox"/> Evidence of relevant training <input type="checkbox"/> English and maths training in the relevant curriculum <input type="checkbox"/> Evidence of continuous commitment to further professional development	<ul style="list-style-type: none"> Evidence of creative and innovative teaching
Knowledge and understanding	Up to date knowledge and understanding of; <input type="checkbox"/> current educational developments in teaching and learning and accelerated ways of learning <input type="checkbox"/> 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 <input type="checkbox"/> the statutory National Curriculum <input type="checkbox"/> monitoring, assessment, recording and reporting of pupils' progress <input type="checkbox"/> positive links necessary within school and the importance of community cohesion Child Protection / Safeguarding procedures	<input type="checkbox"/> A clear understanding of adapting tasks <input type="checkbox"/> Knowledge and understanding of developing links between schools
Skills	<input type="checkbox"/> 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 <input type="checkbox"/> Insistence on high standards and expectations of attitudes and behaviour <input type="checkbox"/> Well-organised and managed classroom where children's independence is fostered <input type="checkbox"/> A creative and exciting learning environment, where children's work is celebrated and well displayed <input type="checkbox"/> An ability to plan for the full Year 3 curriculum	<input type="checkbox"/> Evidence of involvement in the wider school community
Personal characteristics	<input type="checkbox"/> Ability to work cooperatively as part of an effective team with colleagues, parents and the wider community <input type="checkbox"/> Creative ideas and support for the future development of the school <input type="checkbox"/> An ability to inspire children with innovative and exciting learning opportunities to encourage learning from mistakes <input type="checkbox"/> 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 <input type="checkbox"/> Good inter-personal and communication skills <input type="checkbox"/> Willingness to be involved in extra-curricular activities and events and engage in all aspects of school life <input type="checkbox"/> Supportive of the Christian ethos of a Church School, evidenced by the demonstration of the school's Christian values. <input type="checkbox"/> Committed to the Academy's vision <input type="checkbox"/> Two excellent references <input type="checkbox"/> DBS check	<input type="checkbox"/> To have career aspirations beyond classroom teaching

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www.bengeworthtrust.co.uk

Company Registration Number: 08943457
UID: 16942
UKPRN: 10060770

