



Class Teacher (Fixed Term)
Application Pack





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Letter from the Headteacher

Dear Applicant

Thank you for your interest in our school.

Cherrywood is a vibrant, diverse and inclusive schools at the heart of the community which I joined in 2006. Since September 2015 I have had the pleasure of leading the school on a journey of reflection and improvement, as Headteacher. The commitment of staff in supporting this strategic development is a strength of the school and one of which I am immensely proud. During my time as Headteacher I have watched staff thrive in response to high expectations and targeted professional development.

I am looking for a highly motivated and dedicated professional to join our team as a Class Teacher. We are happy to accept applications from recently qualified teachers.

I strongly recommend that you visit the school. I would be delighted to show you around so you can see for yourself why this is an exciting and rewarding place to work. This will also give you the opportunity to meet our friendly staff and enthusiastic children. In addition please have a look at our school website cherrywoodprimary.co.uk to experience a flavour of life at Cherrywood. Please contact my Business Manager Tanya Gray on 01252 547896 or t.gray@cherrywood.hants.sch.uk to make arrangements. I look forward to meeting you and receiving your application.

Yours sincerely

Kirsty Lewis

Headteacher





Letter from the Chair of Governors

Dear Applicant

Thank you for your interest in the position of Class Teacher at Cherrywood Community Primary School.

I have had the pleasure of being a Governor at Cherrywood since 2005 and Chair for approximately 15 years. In that time, I have seen Cherrywood develop into a highly inclusive and vibrant community school with a strong focus on supporting and nurturing pupils. We were delighted that the progress made was recognised when the school was rated Good by Ofsted in 2019.

With a clear focus on quality teaching for all, we have high expectations of what our children can achieve and we are rightly proud of the support and opportunities that we provide to all our children including our disadvantaged pupils and those with additional educational needs.

We are looking to appoint someone who shares our school vision and values and can demonstrate a real passion for quality education and in nurturing, motivating, and inspiring all pupils to develop and achieve.

We are a friendly school and have an open culture. We celebrate the diversity of our community and encourage all our stakeholders to engage actively with the school. Feedback from staff, pupils and parents/families is actively welcomed and responded to. The well-being and mental health of staff is important to the school and is monitored by a dedicated Governor. Governors are active in the school and have effective professional relationships with staff.

We have high expectations of all our staff but support them in achieving these and in their professional development with effective and targeted training and development opportunities.

This post provides an excellent opportunity not only to make a real difference to the lives of our children, but for professional and career development.

We look forward to receiving your application and I wish you well in the process.

Yours sincerely

Betty Read

Chair of Governors

Our School and Our Community

Cherrywood Community Primary School is located in an area of Farnborough which is diverse ethnically and culturally. Our school population reflects the diversity of the local community; our children have a range of cultural heritages and approximately 45% speak another language. Approximately 40% are eligible for Pupil Premium funding. One of the school's strengths is its strong inclusive ethos and the way in which we have built a harmonious and welcoming community. We believe this makes our school a vibrant, exciting and special place in which to work and learn.



Our children enjoy the use of a large building with extensive facilities including an assembly/dining hall, a music and drama room, a dedicated art and science room, a welcoming library and a number of additional teaching spaces for personalised learning.



Our large and well-maintained grounds accommodate climbing equipment for both the younger and older children, quiet seating areas, a stage and a pond and wildlife area.





The meadow and woodland zones, and the allotments and courtyard garden allow the children to interact with wildlife habitats and to grow fruit, vegetables and a range of plants. Staff take full advantage of these outdoor spaces to support and enhance their curriculum.



The large Early Years classroom leads directly to a dedicated outdoor learning and play area which has its own garden and shelters to enable use in all weathers.



We provide wrap-around child care in the form of breakfast club and after school child care. These are run by school staff who know our children well and use these positive relationships to provide a nutritious and calm start and end to the day.



The school works closely with a local NHS Mental Health Support Team with visits to support staff, parents and children on how we can ensure that we are focused on promoting our own well-being and supporting that of others.



Our Social, Emotional and Mental Health Lead works with individuals and groups of children as well working alongside the MHST in running parenting workshops.



The children of Cherrywood play a very active part in both decision making and supporting the running of the school through their roles and responsibilities.

Our School Council have many duties including collecting parent viewpoint on a weekly basis with our Question of the Week and working with parents and governors on the review of school policies.

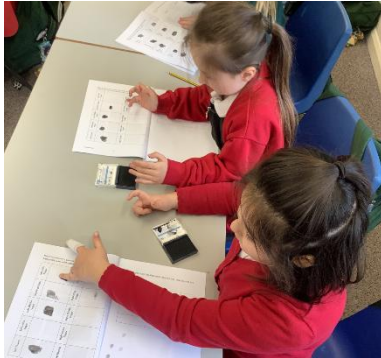
New Arrival Ambassadors and Young Interpreters ensure that those children who join the school feel comfortable and settle in quickly.

Being a Play Leader is a role that is carried out proudly by members of our Year 6 class. During lunchtimes they run physical activities for younger children to join in with, presenting awards weekly in our celebration assembly.





As a school we value the benefit that working alongside others can bring. We have an innovative link with a Surrey school that allows our children and staff to access exciting alternative opportunities and supports our Aiming High initiatives.



Our Year 4 girls joined pupils from this school for a STEM related forensic day of fun, following clues and collecting evidence to determine who stole the cookies.



We also have a very successful relationship with our local Lions Club. This charity organisation works with the school in many ways including running an annual ROAR competition. Children are highly enthused to work in cross-year-group teams to identify, develop and produce prototype inventions for the future and present these to a panel of judges. Last year our winning school team became District Winners in the national competition.



There is a strong emphasis on ensuring that parents, carers and wider family members feel welcome in the school and have the opportunity to share in their child's learning, or to celebrate special events and achievements. The Harvest Supper, cultural events, concerts, exhibitions and themed weeks help to foster good, strong relationships between the school and all of its stakeholders.



Our Vision and Values

The Staff and Governors of Cherrywood believe that every child, whatever their start in life, is entitled to learn in a safe, nurturing, and caring environment, where they are given every opportunity to develop academically, socially, culturally, morally, and spiritually to become happy, ambitious, resourceful, resilient, and responsible members of the wider community. Through strong leadership, clear role-modelling, and high-quality teaching, all members of our school community strive to ensure that every child:

- Is given an equal opportunity to access the best life chances possible
- Is self-reflective and able to identify and develop their own strengths and talents
- Is independent, resilient and develops a strong internal moral compass that helps them make the right decisions
- Learns to identify and trust the people who can help them develop and succeed
- Can identify and develop appropriate and successful relationships
- Has the knowledge that there is “more out there” for them and the desire and skills to access this
- Has the skills and passion to contribute to society.

Our **School Values** are at the heart of everything we do at Cherrywood.

They underpin the *Curriculum* and are an integral part of our *Behaviour policy*.

Children know what they are and how they relate to learning as well as behaviour. *Learning Friends* support each Value and are used to remind children of these Values:

- Curiosity
- Resilience
- Respect
- Team Work
- Integrity
- Ambition

Cherrywood also promotes the British Values of:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect for and tolerance of those with different faiths and beliefs and for those without faith





The School Curriculum

Our curriculum aims to develop the personal qualities and life skills of children; widen their horizons and enrich their experiences as well as enabling them to achieve high academic standards.



We follow a linked curriculum which adheres to the requirements of the National Curriculum and the Framework for Early Years Foundation Stage but which is tailored to the needs of our children community. Subject leaders are responsible for both developing detailed plans for their subject area and for developing, supporting and monitoring their colleagues in delivering these plans.

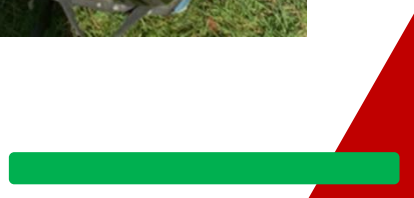


We aim to teach children in ways which motivate them to learn and ensure that vital knowledge and skills are taught in a way that enables brisk and sound progression. For example, the development of phonics and reading skills are underpinned by a clearly structured scheme (Read Write Inc.) and are supported by an extremely comprehensive set of resources.

It is very important to us that each child – of whatever ability or current level of understanding – receives the appropriate amount of challenge and support, so that they are able to make good progress and achieve their potential. We make targeted provision for our children with Special Education Needs as well as supporting children who are disadvantaged or otherwise vulnerable.

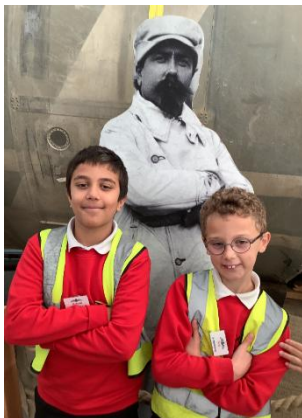


We believe in providing our children with enhanced opportunities to extend their learning, and expand their horizons and ambitions. A variety of extra-curricular visits and activities are built into the curriculum, ranging from theatre and museum visits, exploration of the countryside and residential trips to build team and life skills.





Our curriculum also provides pupils of all abilities with the opportunity to participate in all subject areas so that they can establish a broad love of learning as well as discover their own particular passion.



Our music curriculum is enhanced through the support of Hampshire Music Service which enables all of our children to receive high quality, specialist teaching of a range of instrument. Our choir is made up of children from across the school with performances given in the local community as well as at school events.



Our Staff and Governors

Staff

We are a one form entry primary school with 7 classes.

Following the appointment of a new Deputy Headteacher and a new Assistant Headteacher / Inclusion Leader, our enthusiastic and dedicated team will consist of:

- ✧ Headteacher
- ✧ Deputy Headteacher
- ✧ Assistant Headteacher / Inclusion Leader
- ✧ Seven Class Teachers who have subject leader responsibilities
- ✧ A Social, Emotional and Mental Health Lead Learning Support Assistant
- ✧ A Speech and Language Lead Learning Support Assistant
- ✧ A large group of well-trained Learning Support Assistants with various areas of responsibility
- ✧ A Family Support Worker
- ✧ A Business Manager and Administrative Assistant
- ✧ Lunchtime Supervisor Team
- ✧ A small Premises Team

Through a shared focus on improvement, but with dedicated areas of responsibility, this team works effectively and efficiently to move the school forward and address identified priorities.

Governors

The school has a dedicated, supportive and knowledgeable Governing Body which works closely with the Headteacher and other school leaders in developing the strategic focus of the school and supporting and challenging the leadership in achieving the school aims. As with other school leaders, the Governing Body is passionate about providing an inclusive and effective education for all pupils in the school whatever their needs, and sharply focussed on improving outcomes for all pupils.

Governors are active within the school attending and participating in school events, engaging with pupils through the School Council, pupil surveys and in pupil conferencing. They work diligently to ensure they meet their statutory duties including in relation to the safeguarding of children, with trained Safeguarding Governors working closely with school staff members in ensuring that safeguarding is effective.





Governors have subject-related and other links across the school which allows them to develop effective professional relationships with a large number of staff members and be active in ensuring the delivery of an effective and inclusive curriculum. Governors are encouraging and supportive of the personal and professional development of staff and through their Mental Health and Well-being Governor, the well-being of staff.

The Governing Body also looks to develop effective relationships with the wider school community and engages with parents, carers and wider family through attendance at events, parents' evenings, surveys and questionnaire. Feedback from all stakeholders, including staff, is both welcomed and actively collected.

Governors were key in supporting the development of the school's Vision and Values and actively demonstrate these in their work with the school community.

Job Description

Job Title: Class Teacher

Salary Scale: MPR

General Job Expectations and Accountabilities: To teach pupils within the school and to carry out such duties as are reasonably assigned by the Headteacher. Work in accordance with the “Conditions of Employment” in the School Teachers’ Pay and Conditions document and the National Teachers’ Standards.

Responsible to: The Headteacher

Responsibility

- To promote the aims and objectives of the school and maintain its philosophy of education.
- To establish a purposeful learning environment in which pupils feel secure and confident, where diversity is valued and where opportunities to maximise teaching and learning are promoted.
- To plan and prepare lessons in order to deliver the National Curriculum ensuring breadth and balance.
- To identify clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.
- To follow the school’s policy and procedures for establishing positive behaviour and use strategies for recognising, encouraging and rewarding good behaviour in order to anticipate and manage pupils’ behaviour appropriately, and to promote self-control and independence.
- To organise and manage groups or individual pupils ensuring differentiation of learning needs, reflecting all abilities.
- To plan opportunities to develop the social, emotional and cultural aspects of pupils’ learning.
- To make appropriate use of a range of monitoring and assessment strategies to evaluate pupils’ progress towards planned learning objectives, and to use this information to inform planning and teaching.
- To follow the school’s regular system of monitoring, assessment, record-keeping and reporting of pupils’ progress.
- To prepare appropriate records for the transfer and transition of pupils.
- To ensure effective use of support staff within the classroom, including volunteers.
- Embrace technological developments to further progress pupils’ learning.
- To lead the development and co-ordination of a particular area of the curriculum across the school (this would not be expected of ECTs).
- To be part of a whole school team, actively involved in decision-making on the preparation and development of policies and programmes of study, teaching materials, resources, methods of teaching and pastoral arrangements.
- To ensure that school policies are reflected in daily practice.
- To communicate and consult with parents over all aspects of their children’s education – academic, social and emotional.





- To liaise with outside agencies when appropriate e.g. Educational Psychologist.
- To support the Headteacher in promoting the ethos of the school.
- To promote the welfare of children and to support the school in safeguarding children through relevant policies and procedures.
- To promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- To recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the school's Health and Safety policy and any school-specific procedures / rules that apply to this role.

Other Responsibilities

- To attend, supervise and lead assemblies as requested.
- To participate in staff meetings and professional development opportunities.
- To complete playground duties.
- Attend whole school events such as discos, fairs and performances.
- Perform in accordance with any directions which may be reasonably given by the Headteacher within the terms and conditions of employment.

Person Specification

Essential	Desirable
Qualifications • Qualified Teacher Status • Degree in Education or a degree plus a PGCE	• Evidence of commitment to further professional development
Experience • Evidence of teaching experience judged to be good in an infant, junior or primary school	• Experience of working across the primary age range
Leadership and management • Ability to work successfully in a team • Has evidence of ability to establish good professional relationships • A good communicator with the ability to listen and take into account, where appropriate, the views of others •	• Experience of leading an area of the curriculum across the school
Teaching and learning • Commitment to a rich, creative and diverse educational experience for all children • Evidence of high quality teaching across the curriculum and ability to adapt practice to meet the needs of all learners • Has maintained good relationships with colleagues, parents and staff • Evidence of developing a purposeful learning environment • Values and positively promotes inclusion, maximising the potential of all children to succeed to the best of their ability • Ability to enthuse, motivate and challenge learners • Evidence of good practice in assessment, recording and reporting resulting in progress • Ability to use ICT effectively to support teaching and learning • Good understanding of effective behaviour management, including supporting pupils' social and emotional needs • Up to date knowledge of the primary curriculum	• Experience of involvement with governors





Personal attributes and skills

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| <ul style="list-style-type: none">• Ability to ensure that the school atmosphere is welcoming and that parents are encouraged to take an active part in the life of the school and their child's education• Has integrity and professionalism that inspires confidence and trust• Enthusiastic, energetic and determined• Effective time management and organisational skills, including the ability to prioritise, multi-task and work to deadlines• Seek and utilise support and advice from others in assessing their personal development and contributions to the school | <ul style="list-style-type: none">• Experience of involvement in whole school events |
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Application Process

Candidates should complete the application form and return it to the school so that it is received no later than noon on **Tuesday 16th June 2026**

Send to:

Tanya Gray
Cherrywood Community Primary School
Mayfield Road
Farnborough
GU14 8LH
Telephone: 01252 547896

Email: t.gray@cherrywood.hants.sch.uk

You should provide a full statement in support of your application, addressing the requirements of the job description and person specification, which should not exceed 2 sides of A4 paper. Please do not restate the factual details already included elsewhere on the application form.

Selection Procedure

The shortlist will be drawn up on Thursday 18th June and the interview process will take place during the week beginning 22nd June 2026. Further details will be sent to those candidates who are selected for interview.

Applicants will be advised within 1 working day after the shortlisting date whether they have been successful or not.

Safer Recruitment

Cherrywood Community Primary School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.

Data Protection Act 1998

You should be aware that the information you provide will be stored on our database and will only be used to process your application. It will not be passed to other organisations (other than the Local Education Authority as part of the recruitment process).

Equality Monitoring

All applicants will be required to complete an Equality Monitoring form.



