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**WINCHESTER**  
ACADEMY TRUST

March 2026

Dear Applicant,

Thank you for your interest in the post at North Waltham Primary school.

This is an exciting opportunity to join our innovative school team, where we value the whole child and are committed to fostering both personal growth and high academic achievement. The successful candidate will play a key role in delivering our vision for a caring school at the heart of the community. As a village school, we place great importance on building strong relationships with our local community. We are seeking a passionate and dedicated individual who is enthusiastic about supporting and empowering each child to flourish—helping them become respectful, innovative, and curious individuals who always strive for personal excellence.

This role is for a full-time teacher. Our staff are experienced, knowledgeable and friendly: you would be joining a wonderful team.

In return for this dedication and commitment to excellence, we offer a supportive climate in which to grow and further develop your career. As part of The University of Winchester Academy Trust, you will benefit from a comprehensive programme of CPD and support from the University and from Trust colleagues.

We are very proud to be part of the University of Winchester Academy Trust which is a family of 8 schools. Our sponsor the University of Winchester is recognised for its outstanding practice in teacher training, and we work closely with the University and the other schools in our Trust. Our Trust is an exciting and supportive place to be, which offers further career opportunities for all.

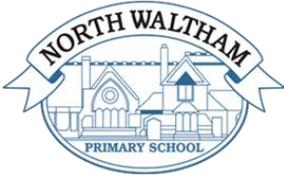
To enable you to fully understand what North Waltham Primary School has to offer you, I would encourage you to come and have a tour of the school. I would be delighted to welcome you to the school to answer any questions you may have. Please contact [adminoffice@northwaltham.hants.sch.uk](mailto:adminoffice@northwaltham.hants.sch.uk) to arrange an appointment.

The closing date for applications is Friday 24th April. However please submit your application as soon as possible as we will invite suitable candidates to interview before the closing date.

I look forward to hearing from you,

*Emma Cady*

Headteacher



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# North Waltham Primary

## Class Teacher

**Closing date:** Friday 24<sup>th</sup> April

**Job Start Date:** 1<sup>st</sup> September 2026

**Contract/Hours:** Full time. Permanent.

**Key Stage:** Primary

**Salary Type:** MPR

**Salary Details:** M1-M6 (£32,916-£45,352)

**Hours of Work:** Full time

**Location of Role:** North Waltham Primary School

**Contact e-mail address:** [adminoffice@northwaltham.hants.sch.uk](mailto:adminoffice@northwaltham.hants.sch.uk)

## Job/Person Summary

North Waltham Primary school is a happy, friendly and welcoming village school close to Basingstoke, just off Junction 7 of the M3. We provide an inclusive learning environment; we do this by offering a curriculum that is interesting and motivating and by ensuring that children feel happy, safe and valued in school. Relationships are central to ensuring that every child is nurtured in order to develop within them a positivity and confidence to embrace learning. Our children leave us with the skills, values and knowledge to prepare them for the next phase of their education, as well as happy memories of their time at our village school. We have a wonderful environment comprising historic buildings, attractive classrooms and extensive grounds.

We are looking for someone who can be part of our team as we continue to develop our curriculum. We can offer you a wealth of support and expertise to develop your own practice through coaching which is embedded as part of our teaching and learning culture. We have a 'grow your own' ethos which has enabled many of our staff members to further their career either in leadership or middle leadership. We have mixed classes and the role – knowledge of years 1,2 or 3 preferable. *Experience in Continuous Provision or outdoor learning would be desirable but not essential.*

We are looking to recruit a passionate and highly motivated teacher to join our enthusiastic and supportive team. We are committed to providing all staff with quality professional development opportunities and believe in the importance of working collaboratively and learning from each other to ensure we provide our children with the best possible teaching and learning opportunities.

If you would like to arrange a visit, we would happily show you around and answer any questions you may have.

### We are looking for someone who:

- has experience of teaching in the primary age range and can demonstrate excellent knowledge of end of Key Stage expectations;
- is an excellent and enthusiastic teacher committed to fostering a love of learning;
- puts children at the forefront of everything they do, ensuring that they are challenged and motivated in order to be excited about their learning;
- is fully committed to our school vision and values;



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- has a passion for inclusion and the belief that every child has the right to the best possible education;
- has high expectations of all children, both in terms of their behaviour for learning and their achievement;
- is able to work in partnership with pupils, staff, governors, parents and the wider community in order to provide the best opportunities for our children;
- is flexible, proactive and able to work with initiative.
- Experience in Continuous Provision or outdoor learning would be desirable but not essential.

### **We can offer you:**

- happy, well-behaved and motivated children who are keen to learn;
- a caring, friendly environment where there is a genuine commitment to developing the whole child;
- a supportive package for your professional development
- an opportunity to make a real difference to the lives of all our learners
- a strong, supportive team ethos with dedicated, enthusiastic and conscientious staff to work alongside you within our established coaching culture
- supportive parents and governors
- a well-planned curriculum with regular PPA

Hours of work: Full time

Why not look at our website at <https://www.northwaltham.hants.sch.uk/> to find out more about us.

Visits to the school are welcomed and can be arranged through the school office on 01256 397344 or via email to [Adminoffice@northwaltham.hants.sch.uk](mailto:Adminoffice@northwaltham.hants.sch.uk)

**Early applications are encouraged. Please note that we reserve the right to interview and appoint before this date if suitable applications are received.**

## **Application Procedure**

An information pack and application form can be requested from North Waltham Primary School via email: [adminoffice@northwaltham.hants.sch.uk](mailto:adminoffice@northwaltham.hants.sch.uk)

For an informal conversation about the post or to arrange to meet our Headteacher, Emma Cady, please contact the school office by email at [adminoffice@northwaltham.hants.sch.uk](mailto:adminoffice@northwaltham.hants.sch.uk)

Completed application forms should be returned to Emma Cady, Headteacher via email at the above address. **We advise applicants to apply early as we reserve the right to close the advert if we receive sufficient high-quality applications prior to the closing date.**

## **Artificial Intelligence (AI) tools**

We currently do not use AI tools in our recruitment processes; however, we understand that you may choose to use AI tools to help you with your application.

If you do, please remember:

- AI-generated answers can often be generic and impersonal, which may not accurately reflect your qualifications, skills, and experiences
- AI-generated applications may lack the personal touch that human-written applications have, this may make you seem less engaged or interested



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- Ensure the information provided genuinely represents your own voice and experience
- You must not provide false or misleading information
- If you rely too heavily on AI you might not develop the necessary skills to communicate your experiences and qualifications effectively in interviews or other stages of the hiring process. This may make you come across to the interviewer as a different person to the one that wrote the application form, and you may not be successful in the interview.

## **Safer Recruitment Statement**

North Waltham Primary School and The University of Winchester Academy Trust are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. Candidates that are shortlisted will be subject to an online check. All successful candidates will be subject to an Enhanced Disclosure and Barring Service check (DBS) along with other relevant employment checks, including Children's Barred List. Prior to interview, an online search will be carried out on information that is publicly available as part of our due diligence on shortlisted candidates.

## **Job description - Class Teacher**

**Responsible to:** Headteacher

**Function:** Class Teacher

### **General Duties**

#### **You will be responsible for:**

The education and welfare of a designated class / group of pupils, in accordance with the requirements of the Conditions of Employment of School Teachers, having due regard to the requirements of the National Curriculum and Early Years Framework, the school's aims and objectives and schemes of work and the policies of the governors, including the following:

#### **Policy**

- To fully support the school's vision, School Strategic Plan, policies and procedures.

#### **Pupils**

- Encourage and assist each child to achieve his or her potential.
- Demonstrate awareness of the individual needs of each child, providing challenge and support through differentiation.
- Encourage and assist each child to develop emotionally, socially, morally and spiritually.
- Acknowledge and celebrate each child's successes.
- Adopt a child centered approach and enable pupils to develop intrinsic motivation.
- Ensure equality of opportunity for all pupils, valuing race, gender and cultural differences.
- Ensure that pupils behave according to the school's behaviour policy and ensure their safety and good behaviour by carrying out an appropriate share of their active supervision at break and other times.

#### **The Classroom Environment**

Provide a classroom environment which is:

- Caring and safe;
  - Welcoming and stimulating;
  - Disciplined and organised;
  - Encouraging of independence;
  - Creative and interactive, making best use of multi-media technology;
  - Inclusive, and ensuring equality for all.
- Contribute to the maintenance of an attractive and orderly whole school environment.

## **The Curriculum**

- Plan and prepare suitable programmes of study in accordance with current curriculum guidelines defined by the head teacher and the governors of the school, working in partnership with colleagues, and provide evaluations of lessons and units of work.
- Mark, assess and record pupils' work in accordance with our school policies.
- Provide the head teacher with oral and written assessment of individual pupils' progress and needs if required, and complete and prepare standardised forms of pupil records that may be required by the School and Academy Trust.
- Contribute to the development of a creative curriculum

## **Partnership with Parents**

- Work together with parents to further each child's learning.
- Work together with parents on matters of pastoral care and discipline.
- Inform parents of their child's progress, strengths and weaknesses, and matters of concern.
- Communicate effectively with parents about class activities.
- Contribute to and participate in parent consultation meetings, open evenings and other events involving parents.

## **Self and Colleagues**

- Be committed to continuous improvement. Make full use of professional development opportunities and contribute to appraisal, mentoring and professional debate.
- Share in tasks needed to keep the school running smoothly, including (except for Early Careers Teachers), taking responsibility for at least one area of the curriculum.
- Participate in and contribute to staff meetings and in-service training.
- Work in partnership with Learning Support Staff and with staff from outside agencies.
- Treat as a professional confidence any information concerning any individual gained during working in the school.
- Support colleagues through sharing resources and ideas, respecting the views of others, and acknowledging and celebrating their contribution to the school.
- Carry out such other related duties and responsibilities at the school as reasonably allocated by the head teacher as need arises.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to carry out those duties as specified in the School Teachers pay and Conditions Document in consultation with the Headteacher.

## PERSON SPECIFICATION

Job Title	Class Teacher –		
		Essential	Desirable
<b>Qualifications and Experience</b>			
Qualified Primary Teacher Status			
Recent successful experience of teaching in years 1,2 or 3			
A record of excellent classroom practice in KS1/KS2			
Involvement in the implementation of whole school initiatives			
Experience of effective involvement of parents in their children's education			
Successful implementation of quality assessment techniques to inform teaching and learning			
Successful experience of working with vulnerable children from a range of backgrounds and with a variety of learning needs			
Current experience of leading a subject			
Understanding of Continuous Provision			
<b>Knowledge, skills and abilities</b>			
Excellent interpersonal and communication skills at all levels			
Ability to secure high standards of pupil achievement and behaviour			
The ability to demonstrate a positive attitude and to develop and maintain positive and supportive professional relationships with children, staff, parents and governors			
Ability to work as part of an effective team			
A thorough knowledge and understanding of how children learn in the and how learning at this stage affects pupils' future learning			
Ability to provide a broad, balanced, relevant and creative curriculum			
Ability to influence the quality of teaching and learning			
Ability to inspire and motivate the children and staff in the pursuit of excellence			
A thorough grasp of current educational issues			
Ability to analyse, understand and interpret performance data			

Ability to incorporate outdoor learning in the curriculum		
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	<b>Essential</b>	<b>Desirable</b>
Confident user of ICT & evidence of the strategic use of data		
Secure working knowledge of the National Curriculum and its' assessment, recording and reporting requirements		
Excellent organisational and time management skills and an ability to prioritise effectively		
Evidence of parental involvement to improve quality of children's learning		
An outstanding passion and drive for raising standards of teaching and learning		
Commitment to equal opportunities		
Positive, energetic, enthusiastic and resilient, thrives on challenge		
Ability to maintain confidentiality		
Commitment to personal and professional development		
Commitment to whole school improvement		