



May 2025

Dear Applicant,

Thank you for your interest in a Teaching Post at Wellow Primary School.

Surrounded by fields in between the two main settlements of West and East Wellow, Wellow Primary School is literally the center of the village community and an idyllic place in which to learn. Hidden up a hundred-meter driveway through a woodland glade, the entrance is reminiscent of a country hotel.

At Wellow Primary School we aim to make learning as exciting and meaningful as possible, so that our pupils leave us with rich, happy memories of school life. We equip our pupils with the skills and motivation to develop their learning to the highest possible level and open the door to lifelong learning. With seven classes and a preschool, we are a large enough school to provide variety yet maintain the strong sense of belonging and community found in a village school.

We are looking for an excellent teacher who is passionate about creating and delivering a rich and exciting curriculum and who is dedicated to developing, supporting and enabling each of our children to reach his or her true potential.

In return for this dedication and commitment to excellence, we offer a strong and supportive climate in which to grow and further develop your teaching career. We are looking for aspirational candidates, who are excited by the challenges and rewards of teaching, and who want to be part of our rich school community.

Wellow is proud to be part of the University of Winchester Academy Trust family of 8 schools. Our sponsor, the University of Winchester, is recognised for its outstanding practice in teacher training and our partnership work with the other schools in our Trust offers support and further career opportunities for all.

To enable you to fully understand what Wellow Primary has to offer you, I would encourage you to come and meet us. We would be delighted to welcome you to the school to answer any questions you may have. Please contact our school office at [schooloffice@wellow.uwinat.co.uk](mailto:schooloffice@wellow.uwinat.co.uk) to arrange an appointment.

**Please submit your application as soon as possible as we will invite suitable candidates to interview before the closing date. Please indicate clearly on your application which post you are applying for.**

I look forward to hearing from you,  
Bethan Larcombe  
Headteacher



**WELLOW**  
PRIMARY SCHOOL



UNIVERSITY OF  
**WINCHESTER**  
ACADEMY TRUST

# Wellow Primary School

## Class Teacher

**Closing date:** 11<sup>th</sup> May 2026

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

**Contract/Hours:** Full time

**Key Stage 1 or 2**

**Salary Type:** M1-M6

**Location of Role:** Wellow Primary School

**Contact e-mail address:** [schooloffice@wellow.uwinat.co.uk](mailto:schooloffice@wellow.uwinat.co.uk)

We are delighted to be offering an exciting opportunity for a highly committed and passionate teacher to join our school team. Wellow Primary School is a single form entry school, with preschool, that converted to an academy in 2020 and joined the University of Winchester Multi Academy Trust. We work closely with a like-minded group of 8 primary schools, which brings countless benefits and support for staff and children, including:

- A supportive and experienced team of teachers and leaders, including support and networking from other year group teachers and subject leaders across the Trust
- A commitment to your continued professional development and career progression with a range of high quality CPD opportunities in conjunction with University of Winchester
- A large, well-resourced school and pleasant working environment and well as Pleasant and cooperative children
- A Trust underpinned by the University values of 'compassion, 'individuals matter' and 'spirituality'.
- An ethos of support, where new ideas are welcomed

You will be joining a very committed staff and your ability to work well within our team is crucial. Excellent support will be available from colleagues in our school and the wider Trust.

The successful applicant will be committed to high standards in teaching and learning in their own practice and in developing this across the school team.

## We are looking for someone with:

- The ability and desire to model and uphold the highest standards and expectations of learning for all
- Evidence of very strong classroom practice, with the capacity to be 'outstanding'
- A positive, proactive approach to all areas of school life
- An ability to inspire confidence in colleagues, parents and the wider community
- Excellent behaviour management and a desire to form relationships and make connections with all children

## Application Procedure

An information pack and application form can be found on the Wellow Primary School website <https://www.wellow.hants.sch.uk/>

For an informal conversation about the post or to arrange to meet our Headteacher, Bethan Larcombe, please contact the school office by email at [schooloffice@wellow.uwinat.co.uk](mailto:schooloffice@wellow.uwinat.co.uk)

Completed application forms should be returned to Bethan Larcombe, 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
- 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

The University of Winchester Academy Trust is 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 at Wellow Primary School.

## **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 Newly Qualified 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 – Wellow Primary School	
	Essential	Desirable
<b>Qualifications and Experience</b>		
Qualified Primary Teacher Status	☑	
Recent successful experience of teaching in EYFS		☑
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		☑
<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	☑	
	<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		☑
<b>Personal Qualities</b>		
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	☑	