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**Millbank Gardens Academy**

**Classroom Teacher**

**Recruitment Pack**

**WELCOME FROM OUR PRINCIPAL**

Welcome to Millbank Gardens Primary Academy, part of Future Academies. We are a warm and welcoming primary school that sits at the heart of our local community. We have a very simple aim, and we work closely with parents and families to achieve it: to set up our children for happy, meaningful lives, full of choice and opportunity.

We want all our children to start secondary school confident in what they have learned, and with the resilience and work ethic to succeed. We know that academic success opens doors for young people. We aim high for our children, and our dedicated, experienced team of teachers and teaching assistants provide the support that they need to get there.

Just as importantly, though, we want them to grow into well-rounded, kind young people, who have had the chance to find and develop their own interests and talents – both through a broad and balanced curriculum, and also through an enviable offer of clubs, trips and other opportunities.

Above all, we work hard to build a culture where every child wants to come to school each day. It is important to us that every child feels safe, known and valued at Millbank Gardens, that they create memories that will last them a lifetime and that they take joy in their learning. As our children progress through the school, they develop the ability to work hard – and they have fun while doing so.

Thank you for your interest in the role of Classroom Teacher. This is an exciting opportunity for an enthusiastic and dedicated individual to join our team and contribute to the continued success of Millbank Gardens Primary Academy. You will help create a caring and aspirational school culture, and deliver outstanding teaching and learning for all children in your class, within the framework of Future Academies’ knowledge-led curriculum.

**Future Academies** is passionate about diversity and inclusivity. We welcome applications from individuals who have the skills and experience to fulfil the requirements of the job description and whose values align with the ethos of our academy. We encourage applications from candidates of all backgrounds, regardless of any protected characteristic.

If you believe you have the skills, experience and qualities we are looking for, we strongly encourage you to apply. We look forward to meeting you and learning more about how you can contribute to our vision.

If you would like to discuss the role in more detail, please do not hesitate to contact Anna Gillespie, HR Administrator (a.gillespie@pimlicoprimary.futureacademies.org).

A person wearing glasses and a sweater and tie

AI-generated content may be incorrect.Thank you for your interest, and we look forward to receiving your application.

Dr Antony Smith

Principal

**JOB DESCRIPTION**

**JOB TITLE:**  Classroom Teacher

**LINE MANAGER:** Senior Leadership Team

**HOURS:** 32.5 hours per week

**SALARY:** MPS1 – UPS3 (£38,766.00 - £60,092.00), dependent upon experience

**PLACE OF WORK:** Millbank Gardens Primary Academy

**START DATE:** September 2025

**RIGHT TO WORK:** This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, checks and confirmations will be required in accordance with the statutory guidance.

**HOLIDAY ENTITLEMENT:** Teacher contract – not applicable

**STAFF BENEFITS:** Future Academies recognises its employees as its most important asset and critical to its success. To demonstrate this, all staff are offered the following benefits:

* A supportive ethos and concern for the wellbeing of all colleagues.
* Excellent CPD opportunities and career progression.
* Employer Contributions to Local Government or Teachers Pension Scheme.
* Mintago – employee benefits platform.
* Employee Assistance Programme.
* Access to a Virtual GP.
* Eye Care Voucher scheme.
* Partnership with YellowNest (salary sacrifice childcare).

For further information regarding our staff benefits, please visit our [website.](https://www.futureacademies.org/Work-With-Us/)

**PROBATION PERIOD:** The post holder will be required to complete a 4-month probation period.

**PURPOSE OF THE ROLE**

To deliver outstanding teaching and learning for all children in the class within the framework of Future Academies’ knowledge-led curriculum. To maintain assessment records and report on pupils’ progress to senior staff and to parents and carers, in accordance with the school’s policy.

**MAIN RESPONSIBILITIES AND TASKS**

**The successful candidate will be required to:**

* Provide high quality education and care appropriate to the developmental needs of the children, working in partnership with their parents and other agencies as appropriate.
* Deliver excellent lessons as a classroom teacher (teaching across a variety of subjects and having their own form group).
* Manage additional adults within the classroom.
* Ensure that that all children are supported to keep safe, stay healthy, achieve and enjoy, make a positive contribution and work towards economic well-being.

**Teaching and Learning:**

* Deliver the curriculum and be accountable for the attainment, progress and outcomes of pupils taught.
* Prepare children for statutory assessments.
* Be responsible for the preparation and development of teaching materials and plans as appropriate, in collaboration with the rest of their key stage team.
* Be aware of pupils’ capabilities and their prior knowledge, and plan teaching and differentiate appropriately to build on these, demonstrating knowledge and understanding of how pupils learn.
* Have a clear understanding of the needs of all pupils, including those with special educational needs, and be able to use and evaluate distinctive teaching approaches to engage and support, having high expectations for all.
* Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to reflect and respond to the feedback to develop their learning.
* Use an appropriate range of observation, monitoring and recording strategies, and make accurate and productive use of assessment to secure pupils’ progress.
* Use relevant data to monitor progress, set targets and plan subsequent lessons.

**Relationship with Parents and the Wider Community**

* Ensure that parents are well informed about their child’s attainment and progress.
* Develop an effective partnership with parents, and help them understand how they can support their child’s learning and personal development.
* Involve parents in the learning process through workshops and events.
* Develop effective relationships with the community.

**Assessment and Evaluation**

* Keep appropriate records of individual learners’ work and achievements, consistent with school policy.
* Make a proper contribution to the writing of school reports and complete National Curriculum assessments as required.
* Work with other professionals to ensure the use of comparative data about pupils’ prior attainment.
* Establish benchmarks to set targets for improvement.
* Use this information to inform annual action plans to identify and address areas for improvements.

**Staffing and Resources**

* Offer appropriate professional feedback on curriculum/resources.

**Safeguarding**

* Ensure the safeguarding of pupils in accordance with school policies.

**PERSON SPECIFICATION**

|  |  |  |
| --- | --- | --- |
| The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate, citing supporting examples within their application. | | |
| **Criteria** | **Essential** | **Desirable** |
| **Training, Qualifications and Experience:** On their application form, candidateswill demonstrate that they have the following training, qualifications and school experience: | | |
|  | * A degree in a relevant subject * Relevant teaching experience, including teaching across a variety of subjects * Experience working with LSAs and TAs to support children’s progress | * QTS * Experience teaching Key Stage 1/2 |
| **Personal and Professional Qualities and Attributes:** In their statement of suitability and during the selection process, candidates will demonstrate: | | |
|  | * Commitment to the safeguarding of and to promoting the welfare of all children and young people * Excellent interpersonal and communication skills * Commitment to inclusion * Ability to create a warm, nurturing learning environment * Teamwork skills * Commitment to equality and diversity |  |
| **Additional Requirements:** In their statement of suitability and during the selection process, candidates will demonstrate that they can meet the following requirements: | | |
|  | * Strong knowledge of core subjects and a range of foundation subjects, sufficient to allow outstanding teaching and learning * Understanding of how children learn, sufficient to allow outstanding teaching and learning * Understanding of systematic synthetic phonics * Excellent written and spoken English * Understanding of strategies to support children with SEND * Ability to understand and make effective use of assessment data * Understanding of safeguarding |  |

**WHAT WE OFFER YOU**

**1**

**Colleagues who care about each other - all staff surveyed in November 2024 agreed that leaders care about staff wellbeing.**

**2**

**Colleagues who share your determination to help every child to succeed, and who support each other to achieve this aim.**

**3**

**A curriculum that is centrally resourced and locally owned.**

**4**

**Personalised support from line managers – staff surveys reveal that our colleagues are far more likely to agree that line managers help them to do their jobs better than in similar schools.**

**5**

**A thoughtfully crafted staff benefits offer through our partner, Mintago – benefits include tax-free childcare, cycle to work vouchers, virtual GP access and much more.**

**6**

**A two-week October half term with no reduction in holidays elsewhere.**

**7**

**Bespoke leadership development opportunities with the chance to be involved in a year-long programme including executive coaching.**

**8**

**Access to a generous enrichment fund outside of the school funding envelope, through a bidding process to our charity sponsor, Future.**

**9**

**We lean into the size of our MAT: with ten schools, we are small enough for you to know everybody, and big enough for you to lean on them for support.**

**10**

**A spacious school site with recently upgraded teaching facilities, play areas and IT services.**

**APPLICATION PROCESS**

1. **Applying for the role**

* To apply for the post, please visit our website.

[Vacancies - FaceEd (face-ed.co.uk)](https://futureacademies.face-ed.co.uk/vacancies)

* Applicants should complete the online application form via FaceEd. Applicants should also complete the ‘Personal Statement’ section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.
* Applications must be received no later than **08 July 2025.** Applications after this date will not be considered.

1. **Interview Process**

* The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

1. **Notification & Feedback**

* Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.
* Unsuccessful candidates will be given the opportunity to receive professional feedback.

1. **Taking up the post**

* The successful candidate will take up the post in September 2025.

1. **Additional information**

* For further information please email [HREnquiries@futureacademies.org](mailto:HREnquiries@futureacademies.org) and a member of the HR team will contact you.

1. **Safeguarding**

* As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment. An ‘Enhanced Disclosure and Barring Service’ check and a ‘Barred List’ check is required for this role.