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**Primary Classroom Teacher**

**Recruitment Pack**

**WELCOME FROM OUR PRINCIPAL**

Welcome to Pimlico Primary Academy, a proud member of Future Academies. I am delighted to introduce you to our exceptional school, where excellence is at the heart of everything we do. Our carefully crafted curriculum and wide range of extracurricular activities are designed to nurture every child's success. With a dedicated and experienced team, we ensure that each pupil receives an outstanding start in life, fully prepared for the next stage of their educational journey.

Located in the vibrant heart of Pimlico, our school benefits from strong partnerships with local charities and organizations, such as Greenhouse Sports and the Pimlico Music Foundation. Sharing our site with Pimlico Academy, our 'sister' secondary school, allows us to offer a seamless transition for pupils moving on to secondary education. Our central location also provides convenient access to London’s renowned museums, green spaces, and galleries, enriching our pupils’ learning experiences with frequent cultural visits.

As Principal, I am immensely proud of our school. Guided by our motto, *libertas per cultum*—‘freedom through education’—we believe that a first-class education is the key to unlocking a lifetime of freedom and opportunity. Our mission is to help children discover and develop their talents, interests, and skills, empowering them to lead rich and fulfilling lives.

Thank you for your interest in the **Classroom Teacher** role. This is an exciting opportunity for an enthusiastic and dedicated individual to join our team and contribute to the continued success of Pimlico Primary Academy. [Provide brief details about the role, such as, “In this role, you will play an essential part in supporting our students’ academic development and personal growth.”

**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.#](mailto:a.gillespie@pimlicoprimary.futureacademies.org.)

A person with long hair smiling

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

Pav Chandhoke

Principal

**JOB DESCRIPTION**

**JOB TITLE:**  Primary Classroom Teacher

**LINE MANAGER:** Senior Leadership Team

**HOURS:** 32.5 hours

**SALARY:** MPS3 – UPS3 - £38,766.00 - £60,092.00 – Dependant upon experience

**PLACE OF WORK:** Pimlico Primary Academy

**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, such checks and confirmations will be required in accordance with the statutory guidance

**STAFF BENEFITS:** Future Academies recognises its employees as the 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 well-being 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

**MAIN RESPONSIBILITIES AND TASKS**

**Job Purpose:**

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 school’s policy.

**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.
* Classroom teacher (teaching across a variety of subjects) in addition to having a 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, as relevant to age and ability, and be accountable for the attainment, progress and outcomes of pupils taught.
* Prepare children for their end-of-Key Stage 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.

**The chosen candidate will:**

* Deliver pacy, energetic and rigorous lessons to a range of classes.
* The lessons will be pitched high, ensuring that our most able students are never bored and supporting all students to reach the highest levels.
* Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to reflect on and respond to this feedback

**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 the 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 the ability to: | | |
|  | * 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 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 the children they serve and each other.**

**2**

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

**3**

**An evidence-based hybrid CPD offer, striking balance between central input and local tailoring to context.**

**4**

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

**5**

**A thoughtfully crafted staff benefits offer through our partner, Mintago, including 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**

**Integrated instructional coaching through StepLab, enabling feedback, which is timely, developmental, and low stakes.**

**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**

**We treasure staff voice and use SchoolSurveys to get benchmarked data on how our staff feel and what they think. 83% of staff feel their line manager make them do their job better, against a contextual benchmark of 69%.**

**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 **Tuesday, 25 March 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 as soon as possible.

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.