



*Here, children thrive...*

# **Boughton Heath Academy**



## **KS2 Teacher Vacancy**

**Application Pack**  
April 2025

# Boughton Heath Academy

## Welcome from the Principal

As Principal of Boughton Heath Academy, I am delighted you're considering becoming part of our school family through your interest in this rewarding role of KS2 Teacher.

Children are at the centre of everything we do and I am pleased to give you an insight into our world as we strive to achieve our mission statement of 'Here, children thrive...'

Recently awarded 'Outstanding' in all areas, our children benefit from an incredibly strong team of staff and a well-resourced and innovative school; and we have meaningful and strong relationships with our parents and the wider community. This team work has enabled us to secure strong performance measures putting us in the top ten percent of schools nationally; and the successful candidate for this post will be vital in continuing this success moving forward.

If you're someone who enjoys the challenge and reward of working with children and has a passion and determination to change transform lives; we'd love to hear from you.

Kindest regards,



Jon Lenton  
Principal



The Principal and Governors are seeking a dedicated, kind and passionate Key Stage 2 teacher to join our excellent team, focusing on providing an exceptional educational experience for our pupils. As a Key Stage 2 teacher, you will play a vital role in planning, teaching and assessment to meet the needs of all children to maintain our vision of 'Here, children thrive'. At Boughton Heath, we strive to achieve high standards across a broad, balanced and enriched curriculum. The successful candidate will be able to demonstrate their capacity to deliver strong outcomes for all the children in their care, demonstrating understanding of how adjustments will be needed for those pupils with barriers to their learning.

In this role, you will contribute to the strategic direction and development of subjects, maintaining high standards of teaching and learning across school. Collaborating with colleagues, parents, and outside agencies, you will build effective relationships to support the holistic development of our pupils. Moreover, you will lead and develop support staff, manage resources efficiently, and uphold the positive ethos and core values of our school through your curricular and extracurricular contribution.

We are looking for someone who is passionate about making a difference for our children and someone who is willing to share and develop their skillset in equal measure. You should possess excellent interpersonal and communication skills, have the ability to work collaboratively within a team as well as using your own initiative; and demonstrate a commitment to continuous professional development rooted in a good understanding and experience of the current challenges children and schools face.

If you are passionate about providing quality education, fostering positive relationships, and supporting the development of every child, we encourage you to apply for this rewarding opportunity at Boughton Heath Academy.

Our people are our greatest asset — we invest in their growth because when they invest in us. We're committed to investing in you and can offer:

- High quality, innovative continuous professional development through internal and external providers
- Friday breakfasts provided free of charge
- Paid annual wellbeing day to be taken on a date of your choosing
- Commitment to lowering teacher workload
- Membership of the Teachers Pension Scheme
- Annual Flu Jab
- Blue Light Card reimbursement
- Salary Sacrifice Schemes including: Cycle to Work, Electric & White Goods Scheme

If you have any questions, or would like an informal chat about the role, please get in touch by contacting Jon Lenton at Boughton Heath Academy on 01244 732000 or email [head@boughtonheath.cheshire.sch.uk](mailto:head@boughtonheath.cheshire.sch.uk)

**Post:**

Key Stage 2 Teacher  
Initially fixed term  
contract for 1 year

1<sup>st</sup> Sept 2025 – 31<sup>st</sup>  
Aug 2026

**Salary:**

M1 – M6 Main scale

**Location:**

Boughton Heath  
Academy,  
Becketts Lane,  
Chester,  
Cheshire,  
CH3 5RW

**Reports to:**

The Principal

# Person Specification

**Qualifications****Essential**

- Qualified Teacher Status
- A degree or equivalent qualification

**Desirable**

- Evidence of further professional study of qualifications

**Knowledge, skills and teaching practice****Essential**

- Secure knowledge of the KS2 curriculum and age related expectations
- A strong understanding of high quality teaching pedagogy that meets the needs of all learners
- Proven ability to plan and deliver engaging, inclusive and well structured lessons and units of work using a mastery approach
- High expectations of what all pupils can achieve, regardless of need, context or background
- Effective use of formative and summative assessment to inform teaching, track progress and raise outcomes
- Strong behaviour management skills, using trauma informed approaches to create a calm and orderly learning environment
- Ability to adapt teaching to respond to the needs of all pupils, including those with SEND, EAL and high prior attainment
- Skilled at providing pupils with clear, timely feedback and next steps in learning
- Knowledge of safeguarding pupils and maintaining a safe and happy school
- Reflective approach to teaching, with a commitment to continuous improvement

**Desirable**

- Experience across different key stages
- Experience of leading or contributing towards a curriculum subject
- Experience of research informed practice

**Professional Development****Essential**

- Evidence of ongoing commitment to personal and professional development
- Commitment to engage with coaching, mentoring and feedback for continuous development
- Reflective and open to new ideas to improve teaching and learning

**Desirable**

- Participation in professional networks or organisations
- Experienced in supporting the development of others through coaching / mentoring

*Here, children thrive...*



## **Communication**

### **Essential**

- Excellent written and verbal communication skills
- Ability to communicate clearly with pupils, colleagues, parents and external agencies,
- Skilled in building positive relationships with pupils, colleagues and families, which are rooted in mutual respect, kindness and compassion,

### **Desirable**

- Experience of leading or contributing to parent engagement activities or curriculum workshops

## **Wider school life**

### **Essential**

- Willingness to contribute to the broader life of school, such as through enrichment, extra curricular clubs and events
- A team player, committed to fostering a positive and inclusive school community and supportive working culture
- A commitment to go above and beyond for the children under their care

### **Desirable**

- Experience of organizing or participating in extra curricular initiatives and events

## **Personal attributes**

### **Essential**

- Passionate about primary education and improving outcomes for all children
- High levels of professionalism, integrity and a strong moral purpose
- Resilient, flexible and proactive in overcoming challenge
- Positive, nurturing and approachable, with a strong commitment to pupil wellbeing
- Excellent organisational and time management skills
- A good sense of humour and the ability to bring positivity to the school environment

*Here, children thrive...*

# Job Description

- To take responsibility for the learning and achievement of all pupils in the class, ensuring equality of opportunity for all
  - To be responsible and accountable for achieving the highest possible standards in work and conduct
  - To treat pupils with dignity, building relationships rooted in mutual respect, inclusion and at all times observing proper boundaries appropriate to a teacher's professional position
  - To work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
  - To act within the statutory frameworks which set out the professional duties and responsibilities, and in line with the Teacher Standards (2012)
  - To take responsibility for promoting and safeguarding the welfare of children and young people within the school
- 

## Duties and Responsibilities

All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

## Teaching

- To deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- To take responsibility for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- To be accountable for the attainment, progress and outcomes of the pupils you teach
- To have a clear understanding of the needs of all pupils, including those with special educational needs; EAL; disabilities; and to be able to use and evaluate distinctive teaching approaches to engage and support them
- To use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- To make accurate and productive use of assessment to secure pupils' progress
- To give pupils regular feedback, both orally and through accurate marking, and to encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- To use relevant data to monitor progress, set targets, and plan subsequent lessons

## Behaviour and Safety

- To establish a safe, inclusive, purposeful and stimulating environment for pupils, rooted in mutual respect, and to establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- To manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- To maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- To be a positive role model and demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils
- To have high expectations of behaviour, promoting the self-control and independence of all learners
- To carry out playground and other duties as directed
- To take responsibility for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

## Teamwork and Collaboration

- To participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- To work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- To contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- To ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- To take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- To cover for absent colleagues

## Fulfil Wider Professional Responsibilities

- To work collaboratively with others to develop effective professional relationships
- To perform the role of subject leader, as delegated by the Principal
- To deploy support staff effectively as appropriate
- To communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- To communicate and co-operate with relevant external bodies
- To make a positive contribution to the wider life and ethos of the school

## Administration

- To register the attendance of and supervise learners, before, during or after school sessions as appropriate
- To participate in and carry out any administrative and organisational tasks

## Professional Development

- To regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues
- To take responsibility for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- To participate proactively in arrangements made in accordance with the Appraisal Regulations 2012

## Other

- To have professional regard for the ethos, policies and practices of the school in which you teach, and to maintain high standards in your own attendance and punctuality
- To perform any reasonable duties as requested by the Principal

# How to apply

If you think you may be the candidate we are looking for and would like further information or an informal discussion, please contact the principal, Jon Lenton, on 01244 732000 or email [head@boughtonheath.cheshire.sch.uk](mailto:head@boughtonheath.cheshire.sch.uk).

We would like to offer all potential candidates the opportunity to visit our school and find out more about the role. Visits will take place by appointment. Please contact the school to make an appointment on 01244 732000 or email [admin@boughtonheath.cheshire.sch.uk](mailto:admin@boughtonheath.cheshire.sch.uk).

To apply, kindly complete the application form and personal statement box via the MyNewTerm website and submit it highlighting your skills, qualifications, and experience relevant to the job description and person specification. Please read our job description and person specification closely. You should detail how you meet the essential and desirable criteria for the post using specific examples.

All applications will be dealt with via the online applicant tracking system.

Note that we do not accept CVs and applications that include a CV will not be considered.

The interview process will be designed to offer candidates further opportunities to share and expand the skills and knowledge they possess. Shortlisted candidates will be required to provide evidence of their qualifications at interview and any offer of employment will be on receipt of satisfactory references. The school will make social media checks on shortlisted candidates, in line with Keeping Children Safe in Education guidance.

Cheshire Academies Trust Academies are committed to safeguarding and promoting the welfare of children and young people and expect all staff, volunteers and other third parties to share this commitment. Safer recruitment practice and pre-employment background checks will be undertaken before any appointment is confirmed. This includes a request for references prior to interview. Shortlisted candidates are expected to provide evidence of qualifications at interview and a satisfactory, enhanced DBS check will be undertaken before final confirmation to the successful candidate.

We warmly welcome applications from every suitably qualified member of our local community, including ECTs. We regret that we are unable to provide feedback on the shortlisting process.

<b>Closing Date:</b>	<b>Thursday 8<sup>th</sup> May 2025</b>
<b>Shortlisting:</b>	<b>Friday 9<sup>th</sup> May 2025</b>
<b>Lesson observation and interviews:</b>	<b>Week of 19<sup>th</sup> May 2025</b>

*We reserve the right to close advertisements early. Advertisements will therefore close at 9am either on the advertised closing date, or the day the decision has been taken to close the advertisement.*