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Boughton Heath Academy





EYFS

Teacher

Maternity Cover

Application Pack

October 2025

A sign on a building

Description automatically generated

**A child hugging a tree

Description automatically generatedA child in a tree

Description automatically generatedA child in a tree

Description automatically generatedWelcome from**

**the Principal**

As Principal of Boughton Heath Academy, I am delighted you’re considering joining our school family through your interest in this Maternity Cover Vacancy for an EYFS 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,

**A black background with a black square

Description automatically generated with medium confidence**

Jon Lenton

Principal

The Principal and Governors are seeking a dedicated, kind and passionate EYFS teacher to join our excellent team as maternity cover, focusing on providing an exceptional educational experience for our pupils. In this role, you will play a vital part 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.

Our EYFS curriculum has been carefully designed to meet the requirements of the EYFS framework and to nurture every child’s curiosity and love of learning. Through a balance of adult-led and child-initiated experiences supported by a language-rich, well-resourced environment, we aim to give children the very best start to their education.

In this role, you will play a central part in creating engaging learning opportunities that support all areas of the EYFS curriculum. You will work closely with colleagues, parents, and outside agencies to ensure children’s holistic development, building positive relationships that enable every child to thrive. You will also guide and develop support staff, making effective use of resources and contributing to the caring ethos and shared values of our school.

We are seeking a teacher who is passionate about early childhood education, with the creativity and commitment to inspire young learners. You should bring excellent interpersonal and communication skills, the ability to work collaboratively as part of a team, and the confidence to take initiative when needed. A strong understanding of early years pedagogy and the challenges faced by children and schools today, alongside a commitment to professional growth, is essential.

If you are dedicated to providing high-quality early years education and helping every child build strong foundations for future learning, we would love to hear from you.

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

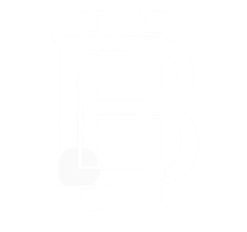
• Membership of the Teachers Penson Scheme

• Annual Flu Jab

* Blue Light Card reimbursement

• Salary Sacrifice Schemes including: Cycle to Work, Electric & White Goods Scheme

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| 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 |



## Post:

EYFS Teacher

Maternity Cover

January 2026 – January 2027

## 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 or qualifications

**Knowledge, skills and teaching practice**

**Essential**

* Secure knowledge of the EYFS curriculum, Development Matters and what constitutes quality and high standards of teaching and learning in early years
* Strong understanding of inclusion strategies for engaging all learners, regardless of need
* Ability to plan, deliver and assess high-quality learning opportunities across all areas of learning and development
* Proven ability to create a language-rich, stimulating, and inclusive learning environment
* Effective use of formative and summative assessment to inform teaching, track progress and raise outcomes
* Strong behaviour management skills appropriate for early years, 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
* Experience of supporting the development of early literacy and numeracy skills to the highest expectation and standard
* Competence in using formative assessment to inform agile planning and next steps
* Knowledge of safeguarding pupils and maintaining a safe and happy school
* Reflective approach to teaching, with a commitment to continuous improvement

**Desirable**

* Knowledge of current educational research and evidence-informed EYFS practice.
* Familiarity with Floppy Phonics and strategies for early reading development.

**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

**Communication**

**Essential**

* Excellent communication skills with children, colleagues, and parents
* Ability to lead, guide and motivate support staff to ensure high-quality learning experiences for children
* Ability to build positive relationships with families to support children’s learning and wellbeing
* Effective teamwork skills with the flexibility to work collaboratively with others throughout school
* Experience of leading or contributing to parent engagement activities or curriculum workshops

**Desirable**

* Experience of working with outside agencies to support children’s development
* Confidence in using digital tools (e.g. online platforms, learning journals, or school communication systems) to share children’s progress and engage parents

**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 and passion to go above and beyond for the children under their care

**Desirable**

* Experience of organising or participating in extra curricular initiatives and events

**Personal attributes**

**Essential**

* Passionate about early years education and supporting their early development
* High levels of professionalism, integrity and a strong moral purpose
* Warm, nurturing and approachable manner with children and families
* Creative, flexible, and resilient in responding to the needs of young learners
* High expectations for every child, with a commitment to inclusion and equity
* Excellent organisational and time management skills
* A good sense of humour and the ability to bring positivity to the school environment



Job Description

# Purpose of the role

* To provide high-quality teaching and learning within the EYFS, ensuring that all children make excellent progress and develop a love of learning
* To create and maintain a safe, stimulating, and inclusive environment where every child can thrive
* To work in close partnership with colleagues, support staff, parents, and outside agencies to support the holistic development of all pupils
* To uphold and contribute to the values, ethos, and aims of Boughton Heath Academy

# 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, specifically in line with the EYFS Framework and associated supporting tools such as Development Matters
* 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 within EYFS
* 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 within EYFS
* To provide children with regular feedback through positive interactions, observations and modelling, supporting them to reflect on their learning, celebrate achievements, and develop independence in their play and early learning experiences
* To use relevant data to monitor progress, set targets, and plan subsequent lessons and activities

# Behaviour and Safety

* To create and maintain safe, inclusive, purposeful and stimulating indoor and outdoor environments that promote curiosity, independence and a love of learning, ensuring all children feel valued and supported in their development
* To manage classes effectively, using approaches which are appropriate to pupils’ needs and ages 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 as required

# 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

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| 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.

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.

To apply, kindly complete the application form and personal statement box via the MyNewTerm website, (<https://mynewterm.com/home>) 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.

Essential

Cheshire Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects 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.

# **Closing Date:** Thursday 16th October

# **Shortlisting:** Friday 17th October

# **Lesson observation and interviews:** Tuesday 21st October

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