



# WILDMOOR HEATH SCHOOL



Proud to be part of the

**GREENSHAW**  
LEARNING TRUST

**RECRUITMENT PACK**



Wildmoor Heath School,  
Lower Broadmoor Road,  
Crowthorne,  
Berkshire, RG45 7HD

Telephone: 01344 772034

Email: [secretary@wildmoorheath.org.uk](mailto:secretary@wildmoorheath.org.uk)



Dear Candidate,

Thank you for your interest in the role of **KS2 Class Teacher** at Wildmoor Heath Primary School. We are delighted you are considering joining our team.

Wildmoor Heath Primary School is a successful, inclusive school at the heart of its local community. Our outstanding location, with the beautiful Wildmoor Heath Nature Reserve on our doorstep, provides regular opportunities for outdoor learning and environmental education. On site, our pupils also benefit from Wildwood Forest School and our Growing Garden raised-bed area, which help bring learning to life.

At Wildmoor, we are committed to providing an exceptional and inclusive education within a nurturing environment, where every child is encouraged and supported to achieve their very best. Our vision is to develop the whole child—helping pupils to grow into confident, resilient and articulate individuals, who are also caring and responsible members of their community.

We are proud of our dedicated staff team, our strong partnerships with families and the wide range of enriching opportunities we offer our pupils. Together, we create an ambitious, supportive culture where children and adults alike can thrive. We have excellent links with local secondary schools, including Wellington College and Edgbarrow School, as well as with other schools within our trust.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our jobs portal.

Yours sincerely  
Claire Vincent, Headteacher

## ABOUT OUR SCHOOL

Wildmoor Heath Primary School is a thriving, welcoming school at the heart of its community. We are proud of the strong partnerships we build with families, recognising that a close relationship between home and school is key to nurturing confident, responsible young citizens who make a positive contribution to the world around them. Pupil leadership is an important part of our ethos. Children are given many opportunities to take on roles of responsibility, helping them to develop independence, confidence and a sense of service. These include:

- Head Boy/Girl and Deputies (Year 6)
- House Captains (Year 6)
- Reading Ambassadors/Librarians (Year 6)
- Computing Ambassadors (Year 6)
- School Council (Years 1–6)
- Eco, Kindness, Music and Diversity Ambassadors (Years 1–6)

Our curriculum is built on the National Curriculum, with carefully mapped progression across all subjects to ensure a coherent and systematic development of knowledge and skills throughout each child's seven-year journey with us. Beyond this, our Curriculum Enrichment Areas offer pupils memorable and meaningful experiences that extend their learning and personal growth. These are:

- Environment
- Opportunities
- Community
- Communication
- Wellbeing

Our core values, chosen collectively by staff, pupils and parents, are woven through every aspect of school life and guide the way we learn, work and grow together:

- Respect
- Independence
- Resilience
- Honesty

We are proud of our highly experienced and dedicated staff team, who work collaboratively to inspire, challenge and support our pupils. Through their expertise, commitment and care, every child has the opportunity to achieve their best and take pride in their learning and achievements.

# TERMS AND CONDITIONS

## CONTRACT

Permanent

## SALARY

Salary calculated in line with London Fringe MPS/UPS pay scale £34,398- £52,490

## HOURS OF WORK

8.30am until 4.00pm term time and all INSET days.

## PLACE OF WORK

Wildmoor Heath School, Lower Broadmoor Road, Crowthorne, Berkshire, RG45 7HD.

## PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

## HOLIDAY ENTITLEMENT

Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure.

## PROBATION PERIOD

New employees are required to complete a six-month probationary period.

## STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

# JOB DESCRIPTION

<b>Post:</b>	Class Teacher
<b>Responsible to:</b>	Headteacher
<b>Responsible for:</b>	n/a

## MAIN DUTIES AND RESPONSIBILITIES

### Teaching and Learning

- Plan and deliver engaging, well-structured lessons that inspire and challenge pupils of all abilities.
- Teach pupils in line with their educational needs, setting high expectations and clear learning goals.
- Set, assess and provide feedback on classwork, homework and independent tasks to support progress.
- Assess, record and report on the development, attainment and progress of pupils, using this information to inform future planning.

### Pupil Support and Wellbeing

- Promote the overall progress, welfare and personal development of all pupils in your care.
- Provide guidance and advice to pupils on both academic and social matters, including supporting their next steps in education.
- Contribute to pupils' personal and social development by maintaining accurate records and reports.
- Foster strong, positive relationships with parents and carers, ensuring effective communication and collaboration.
- Work collaboratively with external agencies and professionals to support pupil needs as required.

### Assessment and Reporting

- Contribute to both oral and written reports, references and assessments relating to individuals and groups of pupils.
- Use assessment information effectively to track progress and identify next steps for teaching and learning.

### Curriculum Development and Educational Methods

- Contribute to the design, review and development of curriculum plans, teaching materials and schemes of work.
- Collaborate with colleagues and senior leaders to refine teaching methods and approaches, ensuring high-quality learning experiences for all pupils.
- Support the school's pastoral provision and contribute to whole-school improvement initiatives.

### Meetings and Collaboration

- Actively participate in staff meetings and professional discussions relating to curriculum, organisation and pastoral matters.
- Work collaboratively with colleagues across the school and wider trust to share best practice and contribute to a positive team culture.

## **Professional Development and Appraisal**

- Engage fully in the school's appraisal process, setting professional targets and reflecting on progress.
- Contribute to the appraisal and development of support staff where appropriate.

## **Subject Leadership**

- Monitor pupil progress and the quality of teaching in your subject area, feeding back strengths and areas for development.
- Report to senior leaders and governors on standards and progress within the subject.
- Develop and review the subject curriculum in line with the school improvement plan.
- Support colleagues by sharing expertise, leading training and providing resources.
- Attend local authority or trust subject leader meetings, disseminating key information to staff.
- Maintain a subject resource audit and ensure effective deployment of materials.

## **Other Responsibilities**

- Take ownership of personal professional development, engaging with training and keeping up to date with current educational research, policy and best practice.
- Contribute to the wider life of the school through involvement in enrichment activities, clubs and events.

## **Safeguarding**

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.
- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure and expects staff and volunteers to share this commitment.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

# 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.

	Essential	Desirable
<b>Qualifications and training</b>		
Qualified Teacher Status (QTS) through any route	x	
Teaching experience in EYFS, KS1 or KS2	x	
Commitment to ongoing professional development and reflective practice	x	
Experience of subject leadership in a core or foundation subject		x
<b>Skills and experience</b>		
Able to meet the individual needs of all children	x	
Strong understanding of assessment, recording and reporting of pupils' progress	x	
Ability to build positive and professional links within school and with all stakeholders	x	
Skilled in accurate assessment to identify pupils needing additional support or challenge and in planning and delivering effective interventions	x	
Effective and positive behaviour management skills	x	
Experience in teaching writing using Talk 4 Writing and/or Jane Considine's approaches		x
Experience in planning and delivering guided and individualised reading		x
Experience in planning and delivering Phonics (Little Wandle scheme)		x
Experience in planning and delivering Maths mastery (White Rose scheme)		x
Experience in preparing and administering statutory assessments (PAC, MTC, KS2 SATs)		x
<b>Personal attributes</b>		
Confident in using IT effectively to support learning and wider professional duties	x	
Strong interpersonal skills, with the ability to build positive relationships with children, colleagues, parents, governors and the wider community	x	
Clear and confident communicator (both oral and written), able to engage with a range of audiences	x	
Committed to creating a safe, happy, stimulating and inclusive learning environment	x	
Willingness to share additional skills, talents or interests (e.g. musical, artistic, sporting) to enhance pupils' learning opportunities		x

Experience of directing and managing a teaching assistant or adult volunteer		x
<b>Additional Requirements</b>		
Commitment to upholding and promoting the values (respect, independence, resilience, honesty) and ethos of the school (be calm, be caring, be positive)	x	
Flexible, adaptable and resilient in approach	x	
Organised, resourceful and effective in managing time and priorities	x	
Approachable, empathetic and enthusiastic	x	
Proactive in seeking support where needed and open to constructive feedback	x	

## THE RECRUITMENT PROCESS

### APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than **11.59pm on Thursday 7th May 2026**.

Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

### INTERVIEW PROCESS

Interviews will be held on **Friday 15th May 2026**. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

### TAKING UP POST

The successful applicant will take up the post on **Tuesday 1st September 2026**



## GREENSHAW LEARNING TRUST



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