Class Teacher

Elm Wood Primary School

Carnac Street
London
SE279RR

Permanent Position

Welcome from the Headteacher

We wish you a warm welcome to Elm Wood Primary School. Elm Wood is an inclusive and vibrant school, located at the heart of our local community. We value and celebrate our local ties, building strong partnerships with all our stakeholders. At Elm Wood Primary, we ensure that our values, through our Elm Wood Promises: Perseverance and Resilience, Success and Excellence, Kindness and Respect are at the heart of our interactions and relationships with our entire school community.

At Elm Wood, we affirm the boundless potential of every individual to achieve excellence. We seek to establish rich learning opportunities, which inspire progress, celebrate effort and challenge underachievement. We are relentless in our efforts to remove barriers to all children achieving. We consider the well-being and empowerment of our children, as central to this aim. Our work is to ensure that Elm Wood children can identify examples of excellence around them and that they are able to recognise their own brilliance in these examples.

As a school community we believe we are most empowered when every child, irrespective of background is able to build their self-esteem, by recognising excellence in themselves. During current and future challenges, we remain determined to maintain and refine our practice as a wholly inclusive place of learning. We are and will continue to be an environment within which every child not only feels happy and safe but also has opportunity to thrive.

At Elm Wood, we value the voices of all members of our school partnership. We enjoy a rich tradition of parental support and professional dialogue, toward maximising positive outcomes for children. Our curriculum and vision is broad, balanced, relevant and 'futures-focused'. We seek to support our children in their journey as lifelong learners, through enriching exchanges and an environment that is attractive, stimulating and inspiring.

We continue to dedicate ourselves toward providing rich opportunities for learning in the present, whilst preparing our children for dynamic and successful futures in an ever-changing world.

Think about your skills, expertise and ambitions carefully and apply for a post with us if you like what you see. I encourage you to familiarise yourself with our website for more information. We are an ambitious school and are keen to recruit the very best teachers to join our fantastic team.

We're looking for:

- An inspirational teacher who brings commitment, enthusiasm and energy to this post
- A teacher who is generous with their time because they want the very best outcomes for pupils
- A staff member who has ambition and the determination to be the best they can be in whatever direction they want their career to go - we provide the opportunities and welcome ambition
- A teacher who wants to be professionally respected, well supported and developed
- A creative person who can think 'out of the box' and contribute to our vision
- A teacher who see solutions rather than problems and who embraces teamwork.

We believe that adults who never want to stop learning themselves inspire that same desire in our pupils. We're looking for a talented teacher to further enrich our organisation and develop our practice. Our teachers use their expertise to innovate, improve, and drive our schools forward. If you are keen to continue developing your learning and skills, we can offer outstanding opportunities both within our school.

We welcome visits to our school, please contact us via emailing office@elmwoodprimary.co.uk

Mrs J Leith
Headteacher

Your CPD Opportunities

We value our staff – they are our greatest asset. We offer all teachers the opportunity to self-select from a programme of CPD, based on their own interests or development needs. This means that in addition to any statutory or essential training all staff receive, you can be confident the that time you invest in attending your chosen training is time well spent in developing you as a practitioner.

The Interview Process

Our interview process consists of three parts:

1. A 'lesson' that will be observed (approximately 30 minutes). We will review your application and consider your experience when selecting the appropriate year group for your observation. However, if you have a particular preference, please state this in your application and we will try to accommodate where possible. The content of the session should be literacy or maths (although this can be in a cross curricular context)
2. Lesson self-evaluation (15 minutes)
3. Panel interview (approximately 45 minutes including 15 minutes' preparation).

Full details of the process will be contained in your interview invite email.

How to Apply

Please email your completed application form and supporting statement to office@elmwoodprimary.co.uk

Shortlisted candidates will be notified by telephone and also by email. **We will take up references of shortlisted candidates prior to interview**. Unfortunately, due to the very high level of response we receive for posts at Elm Wood Primary School, we are unable to inform applicants if they have not been shortlisted and feedback will only be provided if you have had an interview.

Our Ethos and Mission

Our core focus is a holistic approach to the development of the whole child so that all pupils leave our schools as creative, confident, curious members of their communities.

- Creative
- Confident
- Curious

By the end of Year 6 our aim is to ensure that all pupils will:

- Have a strong sense of their identity and feel empowered to be active participants in their communities
- Have a strong sense of agency in their education
- Be emotionally literate and have the skills to nurture themselves and each other
- Understand the importance of and how to keep themselves mentally and physically well
- Have strong foundational skills in reading, writing and maths, ready for their next stage in life and beyond
- Have a love of learning, including interests and passions, across a broad range of subjects
- Develop a sense of identity in what they are studying – have the knowledge and skills to view themselves as scientists, historians, mathematicians etc.

Elm Wood primary school strives to provide our children with the best of both worlds: the resilience, continuity and educational best practice of a highly collaborative and dynamic Elm Wood, and the warmth, personality, and distinctive identity of a local community school.

We recognise the potential of every individual to achieve excellence. We strive to positively address underachievement and have very high expectations for all members of our school community. We work hard to creatively remove barriers to achievement and raise esteem. We are determined to create a true culture of "learning for all" through meaningful partnerships with the whole Elm Wood community. We aim to deliver a creative curriculum in an optimum learning environment that is attractive, stimulating, informative and instils a sense of pride. Everyone works to provide a welcoming, calm, happy and purposeful atmosphere. Consideration, encouragement of positive role models, respect for others, their property and the environment are our priorities.

From our stated aims, the whole Elm Wood community works to achieve the following objectives:

- A happy, calm and nurturing Elm Wood community;
- Engaging learning through a dynamic and creative curriculum
- Mutual respect and understanding;
- An inclusive education free from discrimination;
- Removing barriers to allow everyone to achieve
- Actively responding to pupil voice
- Building resilience and love of learning
- Refining our practice through evidence-based research.

Job Description including Main Duties and Responsibilities

Position	**Class Teacher**
Start date	September 2026
Salary	Main Pay Scale/Upper Pay Scale (Inner London)
Pension	Teachers' Pension
Contract	Permanent
Responsible to	Senior Leadership Team
Application deadline:	12 noon – Thursday 4 June 2026
Interview Date:	Week beginning Monday 8 June 2026

Completed applications should be sent to: office@elmwoodprimary.co.uk

Purpose of Job

- To provide for the educational, social, moral, spiritual and cultural development for each individual child in the class.
- To inspire pupils of all abilities in your class through highest possible quality of teaching and learning opportunities underpinned by excellent, thoughtfully adapted curriculum planning.
- To create and maintain an optimum classroom learning environment that reflects outstanding quality of provision.
- To respond to pupils' learning in a way that reflects highest quality provision, raises self-esteem and accelerates their progress.
- To enable our Elm Wood Vision to become a reality for every pupil.

Professional Duties

Teaching

- Contributing to the preparation and development of programmes of study, schemes of work, teaching materials and programmes, methods of teaching and assessment and pastoral, including school trips, special assemblies, performances and special events.
- Planning, preparing and assessing lessons in line with school policies and schemes of work. Whilst teachers support each other through weekly Year Team planning, it is the responsibility of every individual teacher to ensure that planning is completed to a high standard and is adapted to the pupils in the class and your individual style as a teacher professional.
- Teaching of lessons according to the individual needs of pupils, having high expectations and setting challenging targets for pupils of all abilities.
- Actively promote the inclusion and acceptance of all children within the classroom ensuring equal access to lessons and their content.
- Setting of work for pupils who may not be able to attend school, in agreement with the Headteacher.
- Providing highest quality feedback to pupils and parents.
- Keeping up to date assessments on the development, progress and attainment of pupils and recording and reporting these assessments in line with the Elm Wood assessment policies.

- Administering assessment tasks and tests in line with Elm Wood policy.

Other Activities

- To promote the positive ethos and culture of the Elm Wood and school to other staff, governors, parents, children and members of the wider community.
- Contribute to and support the overall ethos / work / aims of the school and Elm Wood.
- Comply with, support and promote all Elm Wood and school policies and procedures, particularly those relating to Child Protection & Safeguarding; Prevent Strategy; Equal Opportunities; Racial Equality; Health, Safety & Security; Confidentiality; Acceptable Use of Internet & Social Media; Behaviour; and Data Protection, reporting concerns to the Headteacher.
- Be aware of and support pupil differences and ensure that all pupils have equal access to all school opportunities to learn and develop.
- To promote the general progress and well-being of individual pupils throughout the school and Elm Wood.
- To provide advice and guidance to pupils and parents on educational, emotional, behavioural and social matters in line with school policies and in consultation with the Headteacher.
- Keep records and make reports on the personal and social needs of pupils.
- Communicate and co-operate with other agencies to support the educational, developmental progress and well-being of individual pupils and to participate in meetings arranged for any purposes described above including meetings related to special educational needs and disabilities.
- To inform the Headteacher immediately of any concerns regarding a pupil's welfare.
- To communicate and consult with parents of pupils and provide an accurate written annual report for parents.
- To maintain excellent behaviour among pupils throughout the school, in line with the Elm Wood Behaviour Policy.
- To safeguard every pupil's health, safety and well-being in line with Elm Wood policies.
- To participate in staff meetings which relate to the curriculum, administration or organisation of the school, including pastoral arrangements.
- To lead assemblies and to attend assemblies, when requested by the Headteacher.
- To register pupils at the start of the school day and after the lunch break.
- To supervise pupils throughout the school during playtimes and at any other times requested by the Headteacher.

Management

- To plan, organise and manage the work of EYEs and Teaching Assistants assigned to the class, in order to have a positive impact on pupil progress.
- To liaise with the Inclusion Team to contribute to the planning and organising of the work of TAs in order to have a positive impact on pupil progress, whilst understanding that the progress of every child in the class is your own responsibility.
- To ensure that the EYEs and TAs assigned to the class meets all of the responsibilities as set out in their job description, in a timely and effective manner.

Training and Development

- Review and evaluate the teaching methods and schemes of work.

- Participate in training and development activities in school or at other providers in order to improve professional skills and knowledge.
- To participate in performance management and appraisal reviews in line with Elm Wood policy.

To carry out any other duties reasonably requested by the Headteacher or Deputy Headteacher. The duties may be varied to meet changed circumstances in a manner compatible with the post held, at the reasonable direction of the Headteacher. This job description does not form part of the contract of employment. It describes the way in which the teacher is expected and required to perform and complete the particular duties as set out above.

Exercise of Particular Duties

The conditions of employment of teachers, taken from the School Teachers' Pay and Conditions Document (2015 and updates every year), specifies the professional duties required to be carried out by all teachers. In addition, "a teacher employed as a teacher in a school shall perform, in accordance with any directions which may be reasonably given to him/her by the Head of School from time to time, such particular duties as may reasonably be assigned to him/her."

Equal Opportunities

You are required to

- Implement the Council's Equal Opportunities Policy and work actively to overcome discrimination on the grounds of race, gender, disability, sexuality or status in the Council's service.
- Take responsibility, appropriate to the post for tackling unlawful discrimination amongst all groups in line with the Equalities Act 2010.

Safeguarding

You are required to remain vigilant and do everything possible to protect students and others from abuse of a physical, emotional, sexual, neglectful, financial or institutional nature. This includes an absolute requirement to report to the Head of School any incident of this nature you witness, hear about or suspect

Health and Safety

In carrying out the tasks in this job description you have a duty (under Health & Safety legislation) to take reasonable care for the health and safety of yourself and that of others. This implies taking positive steps to monitor and maintain a safe and secure working environment. It is expected that whilst maintaining an effective and efficient working environment you will comply with safety rules and procedure and ensure that nothing you do, or fail to do, puts yourself or others at risk. This includes contributing to a safe and secure environment for the school community.

Data Protection

All staff have a duty to ensure any personal data collected about staff, pupils, parents, governors, visitors and other individuals is collected, stored and processed in accordance with the General Data Protection Regulation (GDPR) and the provisions of the Data Protection Act 2018 (DPA 2018).

This includes an absolute requirement to report to the Head of School any data breach you witness, hear about or suspect. This applies to all personal data, regardless of whether it is in paper or electronic format.

Person Specification

Essential Requirements

Qualified Teacher Status (or UK approved equivalent which fulfils current requirements). For ECTs this mean that you must successfully pass your Skills Tests.

- Extensive and secure knowledge of primary and / or early years practice.
- Comprehensive knowledge and / or significant experience across the primary National Curriculum.
- Evidence of sustained high-quality teaching and reflective practice.
- An ability to demonstrate high level skills in classroom organisation and management leading to the promotion of very good behaviour and discipline in school.
- Ability to establish an optimum learning environment for pupils. (Through highly stimulating displays, quality labelling and a high level of organisation and tidiness)
- IT literate and fluent in using an interactive whiteboard.
- An ability to differentiate the curriculum leading to highest possible levels of achievement for children who have a diversity of needs and interests.
- An awareness of recently published material e.g.: national initiatives and strategies for raising achievement.
- A commitment to the wider development of the school, Elm Wood, its pupils, parents and local community.
- An ability to establish good working relationships with colleagues and pupils, and a strong desire to learn and grow professionally.
- A strong commitment to Equal Opportunities / Safeguarding.
- Displays commitment to the protection and safeguarding of children and young people, and has an up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people.
- High level of emotional intelligence and interpersonal intelligence / strong team working skills
- Experience of data and statistical analysis.

National Standards for Teachers

Teachers' Standards is the core document for practising teachers at Elm Wood and defines their daily role and responsibilities. We work in line with the Nolan principles.

To view the National Standards for Teachers, please follow this link -

https://www.gov.uk/government/publications/teachers-standards

Equal Opportunities

Elm Wood is an equal opportunity employer. We welcome applications from all suitable candidates, regardless of race, gender, sexual orientation, disability or age. All applications are treated on merit.

Safeguarding

Elm Wood and Lambeth council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. All staff will be expected to hold or be willing to obtain an enhanced DBS disclosure for this authority.