



The Royal School
Wolverhampton



**CANDIDATE INFORMATION PACK
PRIMARY TEACHER (EYFS - Year 6)
(MATERNITY COVER)
SEPTEMBER 2026**



WELCOME MESSAGE FROM OUR PRINCIPAL

Dear Candidate,

Thank you for your interest in the post here at The Royal School, Wolverhampton. We are keen to make sure you have a clear sense of our journey so far, and the direction we are heading, as you consider whether this is the right school for you.

The Royal is shaped by a distinctive heritage; a long-standing commitment to academic excellence and character education; and a strong civic mission rooted in inclusion and opportunity. Our work is values-led and purpose-driven: widening access, strengthening belonging, and enabling every young person to thrive and achieve their best.

The Royal School, Wolverhampton is a non-selective, co-educational, all-through day and state boarding school for pupils aged 4–19, serving Wolverhampton and the surrounding area. Through our boarding provision, pupils also join us from across the world, bringing a wider national and international perspective that enriches school life for everyone. Alongside a strong academic curriculum, we place real emphasis on wider learning—sport, music, the arts, clubs, leadership and service—so that pupils develop confidence, character, and the ambition to succeed locally, nationally and internationally.

We are privileged to have the support of our Patron, HRH The Duke of Edinburgh, and we are entering an exciting phase of development, including planned redevelopment of all of our facilities and learning environment starting later this year.

We welcome your application to be part of our community and would be delighted to invite you to visit and see the school in action, or to call us to talk the role through.



A handwritten signature in blue ink, appearing to read 'Tom Macdonald', written over a light blue horizontal line.

Mr Tom Macdonald
Principal

WELCOME MESSAGE FROM OUR PRIMARY HEADTEACHER

Thank you for considering the post of Primary teacher for Primary, here at The Royal School and I look forward to meeting you in person to tell you more about our unique and oversubscribed school.

As the first phase in this vibrant all-through co-educational state day and boarding school journey, it is our responsibility to get those important building blocks of education right, which the outcomes tell us we do very well.

We are a large three form primary school with 630 pupils from Reception to Year 6, set in the heart of Wolverhampton. Our vision is to create an outstanding, fully inclusive primary school that ensures our pupils are ready for the next stage of their education, developing lifelong skills of resilience, confidence, communication, curiosity and independence.



We are a team of dedicated and hard-working staff who enjoy working together and who deliver fantastic results, both in academic terms and most importantly their personal development. Our KS2 results reflect the progress and attainment our pupils make from their starting points, putting us in the top 20% of highest performing primaries in the country. Our extensive enrichment programme offers over 50 clubs and activities per week, ranging from ukulele to illusion club, ensuring everyone's interest is piqued! Developing the 'whole child' is at the very centre of our ethos and key to our successful after school programme with all pupils actively encouraged to participate.

This is a very exciting time to be joining us too – with a brand-new primary school building planned and big renovation and investment plans for the secondary phase, providing us with an inclusive environment and state of the art facilities. We are seeking an excellent classroom practitioner and someone who is passionate about giving children the very best start to their education. If you are interested then I strongly recommend you book a tour of the school. I look forward to meeting you and receiving your application form.

A handwritten signature in black ink, appearing to read 'Kathy Jefferson'.

Mrs Kathy Jefferson

Job Description:

Job Title:	Primary Teacher (EYFS - Year 6)
Grade:	Main Pay Scale, dependent upon experience and qualifications
Accountable to:	Primary Head
Terms of employment:	Maternity Cover, full time
Start Date:	September 2026

Join a School with a Unique Ethos and Exceptional Heritage

The Royal School Wolverhampton is seeking a motivated, creative and inspiring Primary Teacher to join our vibrant and heavily oversubscribed day and boarding free school from Autumn 2026. ECTs and experienced teachers are warmly encouraged to apply.

As a 4-19 all-through school with a distinctive culture, we place the holistic development of every child at the heart of our work. Our pupils are confident, well-rounded and ambitious - and we are looking for a teacher who shares our passion for nurturing both academic excellence and personal growth.

What We Offer

- A welcoming, forward-thinking school community with a strong sense of purpose
- A commitment to professional development for ECTs and aspiring leaders
- Opportunities to help shape an innovative, outstanding curriculum
- A rich and diverse enrichment programme, where all staff contribute through their own interests and talents
- A school with a long history of excellent academic outcomes and a reputation for developing confident, well-disciplined young people

About the Role

Please note that this post is not yet specific to a particular year group, as there is some flexibility in where the successful candidate may be placed depending on their strengths.

We are looking for a teacher who:

- Brings enthusiasm, creativity and high expectations
- Values a holistic approach to education
- Enjoys working collaboratively within a supportive team
- Is excited to contribute to a thriving enrichment programme
- Wants to be part of a school preparing pupils for a rapidly evolving world

Visit Us

We warmly welcome prospective applicants to visit the school and experience our unique environment first-hand. You will see a community that is vibrant, ambitious and proud of its heritage.

Purpose:

- To provide the highest quality of education, care and preparation for life for all students in the school in accordance with the Teacher Standards.
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To lead and manage the subject area by modelling the school's vision and values through implementation of agreed policy, practices and procedures.
- To work closely with the Head of Primary and teaching staff to promote effective working to improve learning and teaching and raise achievement for all students, in the subject.
- To motivate staff and pupils.
- To maintain The Royal School's high academic and wellbeing expectations.
- To actively contribute to the enrichment curriculum.

Main responsibilities include:

- To participate with the Head of Primary School; Deputy Head teacher, Assistant Head for Curriculum, Learning & Teaching and other colleagues in the development of appropriate syllabuses, materials, schemes of work and lesson plans, which should engage, stimulate and challenge students of all abilities, and should cater for all learning styles. This may include taking responsibility for particular courses;
- To ensure that all lessons are planned, prepared and delivered with clear differentiation to cater for students of all abilities and backgrounds whilst ensuring individual student progress;
- To share in the preparation and delivery of SMSC elements in all lessons across the curriculum;
- Employ a variety of interactive teaching methods appropriate to the age and ability of each individual student to promote a love of learning and children's intellectual curiosity;
- Impart knowledge and develop understanding through effective use of lesson time;
- To maintain an up to date knowledge of the subject, and utilise a range of teaching methods in line with currently acknowledged best practice;
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject;
- Reflect systematically on the effectiveness of lessons and approaches to teaching;
- To take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues;
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired on a regular basis according to the school homework guidance;
- To use directed time to actively contribute to the wider life of the school by organising and running appropriate extra-curricular activities;
- To fully incorporate the teaching of skills including literacy, mathematics and ICT into subject delivery.

Management and assessment

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements;
- Use relevant data to monitor progress, set targets and plan subsequent lessons;
- Be accountable for students' attainment, progress and outcomes;
- To take responsibility for electronic registration system according to school procedures for your class.
- To take responsibility for the safe keeping of the electronic folder or laptop used for registration etc.
- To keep appropriate records and to complete assessments and profiles of students as required by whole-school policy.
- To maintain the allocated teaching areas to ensure that they are conducive to a stimulating and exciting learning experience.
- To monitor and control the use and storage of teaching materials, books and equipment.
- To supervise the use and care of the School's fabric and equipment by the students and to ensure their adherence to relevant health and safety regulations.

Communications and Meetings

- Communicate effectively with parents with regard to pupils' achievements and well-being;
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support;
- To alert relevant staff to problems arising with individual students in accordance with whole-school policies;
- To participate actively in meetings with colleagues and parents;
- To attend INSET sessions and working parties related to new initiatives in teaching and learning.

Finance

- To be informed about the financial basis of the operation of the school and to assist in seeking ways of deploying resources to the maximum benefit of the students;
- To ensure that equipment, books and premises are maintained in accordance with school policies.

General Duties

- To adhere to the policies and procedures of the Royal School.
- To carry out 'the duties of a schoolteacher' as set out in the Schoolteachers' Pay and Conditions Document & Teacher Standards.
- To share in the corporate responsibility for the development and well-being of all students.
- To share in the corporate responsibility for the development of E Learning, the innovative use of ICT and Enterprise activities as laid out in the Vision for the School.
- Make a positive contribution to the wider life and ethos of the school;
- Demonstrate consistently the positive attitudes, values and behaviour which are expected within the School community based on mutual respect between students and staff
- To take a pro-active part in the school's performance management system, both as a reviewer and reviewee, with the ultimate aim of improving standards of teaching and learning in the school.
- To take reasonable care of one's own health and safety and that of others and inform the Estates Manager of any concerns with regard to health and safety
- Undertake such duties as may from time to time be reasonably assigned by the Principal.

Ethos

- Promoting the ethos of the School, as expressed in the mission and vision statements, is a shared responsibility to which teaching staff make a significant contribution.

Primary Teacher - Person Specification

SPECIFICATION	ESSENTIAL	DESIRABLE
Education/ Training	<ul style="list-style-type: none"> • Qualified Teacher Status 	<ul style="list-style-type: none"> • Evidence of further personal and professional development
Experience	<ul style="list-style-type: none"> • Developing or assisting with formulation of schemes of work and resources to respond to the needs of learners. • ECT's welcome to apply. • Experience of teaching within the age range 4 - 11. 	<ul style="list-style-type: none"> • Experience of teaching across all primary phases
Knowledge	<ul style="list-style-type: none"> • Familiarity with curriculum developments across EYFS and Key Stages 1 -2 in teaching and learning, assessment and qualifications. • Excellent subject knowledge to be able to motivate pupils and prepare them successfully for the next stage of their academic career. • Ability to adapt the curriculum to accelerate progress for all needs and abilities. 	<ul style="list-style-type: none"> • Considered engagement with developments in learning



Primary Teacher - Person Specification

SPECIFICATION	ESSENTIAL	DESIRABLE
<p>Skills and Attributes</p>	<ul style="list-style-type: none"> • Excellent I.T skills. • Belief that everyone is entitled to a learning experience that is characterised by enthusiasm and excitement and that encourages self-belief. • Excellent organisation skills, proven record of planning monitoring and evaluating and reviewing development plans. • Proven behaviour management skills. • Excellent classroom skills. • Ability to lead, manage and inspire a team. • Ability to face and overcome challenging situations. • Ability to de-personalise challenging situations. 	<ul style="list-style-type: none"> • Excitement in researching, assessing and adopting new ideas, approaches and resources • Career development potential in a leadership role
<p>Personal Qualities</p>	<ul style="list-style-type: none"> • Ability to safeguard the welfare of children • Ability and desire to empower all students and colleagues • Commitment, enthusiasm, energy and stamina • A sense of humour • Commitment to own personal and professional development • Willingness to be involved in the wider life of the boarding and day school community • Emotional intelligence and empathy • Ability to appreciate and demonstrate the importance of a healthy work-life balance. • Set a personal example which models the joy of learning. • Ability to form and maintain appropriate relationships with children and young people and their parents/carers. • Open collaborative management style 	





Ethos



- A values-led culture that blends the Royal's heritage with a modern, outward-facing ambition: to help every young person and adult in our community to "Be Extraordinary."
- Excellence and breadth across the curriculum, with strong opportunities to flourish in the arts, sport, STEM and academic study, so that pupils can find and develop their individual strengths.
- A rich co-curricular and enrichment offer, delivered through our extended day and wider experiences programme—sport, music, performance, clubs, leadership and service—building cultural capital, confidence and life skills that strengthen academic success.
- An inclusive all-through community (4–19) with vertical House structures and strong pastoral and wraparound care, ensuring pupils joining at any phase are known well, supported thoughtfully and challenged to meet ambitious, personalised goals.
- A distinctive day and state boarding community that strengthens belonging, independence and personal responsibility, supported by positive relationships, alumni connection and meaningful engagement with Wolverhampton and the wider region.
- A shared belief—staff, pupils and families—that learning and character development open doors, and that education is most powerful when it combines knowledge with wisdom, purpose and service.
- A commitment to staff wellbeing and morale, with a culture that supports sustainable workload, encourages colleagues to take a "family first" approach, and values kindness, teamwork and professional trust.
- A unique setting in the heart of Wolverhampton—rooted in the city and serving local families—while our boarding dimension brings a wider national and international perspective that enriches school life for all.



RESPECT

The respect we have for one another can be seen in the diversity of our community and the acceptance of all pupils, staff and families for who they are. Respect is seen in the exemplary behaviour of our pupils and the care given to them by our staff.

TRUST

At The Royal School, our pupils take pride in being trustworthy learners. As a school, we trust our teachers to support all pupils in their learning and personal development. This trust is seen in the outstanding curriculum that is delivered every day, and the range of experiences on offer.

COMMUNITY

We truly feel like a 'Royal Family'. We welcome families, pupils and staff into our community and encourage everyone to play an active part in building strong links to our school. We provide opportunities through events such as Founders' Day and Prize Day.

INITIATIVE

Initiative and independent learning is built into our curriculum and encouraged through our extended day provision. We encourage our pupils to solve problems themselves and work hard to give them the tools to do so.

RISK

THE ROYAL SCHOOL, WOLVERHAMPTON | PRIMARY TEACHER

All success is founded on taking the first step into the unknown. We support our community to take risks and encourage them to develop the skills they need to be resilient. We aim to nurture their love of risk so they keep that excitement throughout their whole lives.





What we offer



The Royal School Wolverhampton

Teaching at The Royal Primary School provides:

- An exciting opportunity to join a culture of innovative curriculum practise and a unique ethos.
- The chance to join a team of outstanding leaders and practitioners and be at the forefront of developing educational approaches across the city.
- A supportive and caring team - which aspires to develop the leaders of tomorrow and provide the best opportunities for professional growth.
- The opportunity to lead a culture that is committed to the development of 'character' enabling all children to make the best progress in their academic, sporting, musical and aesthetic experience.
- You will be passionate about continuing to further grow our expectations of high performance and outstanding pastoral care.



If you would like to contribute to our school, then we would love to hear from you!



We have a range of strategies to help our pupils achieve success at whatever point they join us in their educational journey. They are:

- The strong ethos of the school.
- The opportunities provided through an 'all-through' approach.
- The provision of exceptional age-related pastoral care.
- Our extended day and enrichment programme, Monday to Friday.

Such strategies have been evidenced through a range of recent national studies as having maximum impact on the motivation, self-esteem, and attainment of those pupils at greatest disadvantage.

Excellence for all: inspiring individuals to achieve their personal best and to compete and contribute as local and global citizens.



We build an aspirational culture through our senior mandatory and balanced co-curricular programme. Including:

- Combined Cadet Force (CCF) for all.
- Access to Excellence through the Elite Swimming Academy.
 - Sports.
 - Performing arts.
- Cultural, aesthetic, and intellectual development.

This encourages our pupils to become confident, resilient, caring, and enterprising individuals. Yet at the same time, they are trained to operate as leaders, mentors, and members of a team in the widest sense.

Benefits Of Working At The Royal

The Royal School offers significant benefits for its staff:

- Regular CPD programme and investment in training
- Opportunities for personal growth, career development and access to NPQ programmes
- Peer to peer support and collaboration
- Cycle to work scheme
- Free staff swim and use of the school gym
- Free onsite parking
- Opportunities for you and your family to attend boarding activities e.g. parties, Alton Towers, visits to cities and museums

Two additional weeks holiday compared to many schools (one week prior to Christmas, one week early in the summer)

The school's distinctive ethos and culture where a truly holistic view of the personal development of the child is central to all that we do. The wider 'enrichment' programme at this all-through 4-19 boarding and day school is essential and helps develop confident pupils well equipped for life beyond the school. All staff contribute to this extensive programme with their personal interests and to join in with existing activities.

THE ROYAL SCHOOL WOLVERHAMPTON | PRIMARY TEACHER



Application Process

Closing date Thursday 21st May at 10am
Interviews Week beginning Monday 1 June 2026

Completed application forms to lcallaway@theroyal.school

How to find The Royal School

By Car: Postcode WV3 0EG

By Rail: Wolverhampton Train Station is located at WV1 1LE.

The Local Area

The Royal primarily serves the local Wolverhampton area, as well as Shropshire, Staffordshire, and the greater West Midlands. We also maintain our long-established boarding culture and have 80 boarding places taken up by students from far and wide.

Wolverhampton is a vibrant city in the West Midlands, where you can enjoy a rich cultural and historical heritage.

Ideal for family days out to support learning visits can be made to Wolverhampton Art Gallery, Bantock House Museum Wightwick Manor.

The Halls, The Grand Theatre and Arena Theatre offer shows and entertainment.

Close to Baggeridge Country Park, West Park, The Wrekin, countryside is close to relax and enjoy walks.

Close transport links to Birmingham and Telford for more culture, shopping and a diverse selection of cuisine and entertainment.



The Royal School Wolverhampton

Penn Road

Wolverhampton

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