

# Early Years Class Teacher (Maternity Cover)

For further details please go to the  
Thomas's London Day Schools website:  
[thomas-s.co.uk/join-our-team](https://thomas-s.co.uk/join-our-team) or e-mail  
[wbarham@thomas-s.co.uk](mailto:wbarham@thomas-s.co.uk)

**thomas-s.co.uk**





# Thomas's London Day Schools

## Welcome

### A family-run group

Welcome to Thomas's London Day Schools. We are a family-run group of co-educational independent schools in central London, which seek to give an exceptional start in life to more than 2,000 children between the ages of two and eighteen.

Every member of the Thomas's community is expected to live by our most important school rule, which is simply to 'Be kind'.

## Vision

### Net contributors to society

Our vision is that every pupil leaves Thomas's with core values and a strong sense of social responsibility; inner strength and positive physical and mental health; academic success and a wide range of skills, interests and attributes; curiosity about the world and a love of learning. We strive to ensure that a Thomas's education equips all of our pupils with optimism about and preparedness for the future, setting them on a path to become net contributors to society and to flourish as successful, conscientious and caring citizens of the world.

## Aims

### We aim:

- To offer an exceptional education to young people aged 2 to 18 which is forward-thinking and outward-looking, with kindness at the core.
- To ensure that every member of our school communities learns and lives by a strong set of values.
- To enable our pupils to achieve academic success through a broad curriculum and a four-dimensional approach to education which develops knowledge, skills, character and metacognition.

## Values

### We subscribe to ten core values:

- Kindness and Courtesy
- Honesty and Respect
- Perseverance and Independence
- Confidence and Leadership
- Humility and being Givers, not takers

*The Heads and Principals  
Thomas's London Day School*



# Welcome to Thomas's Fulham

We are a values based school with an outward-looking, forward-thinking approach. Pupil wellbeing and safeguarding are at the heart of our provision.

We are committed to a creative and collaborative approach to learning with emphasis on an enquiry mindset, blended learning, digital literacy and metacognition. Thomas's London Day Schools are Apple Distinguished Schools.

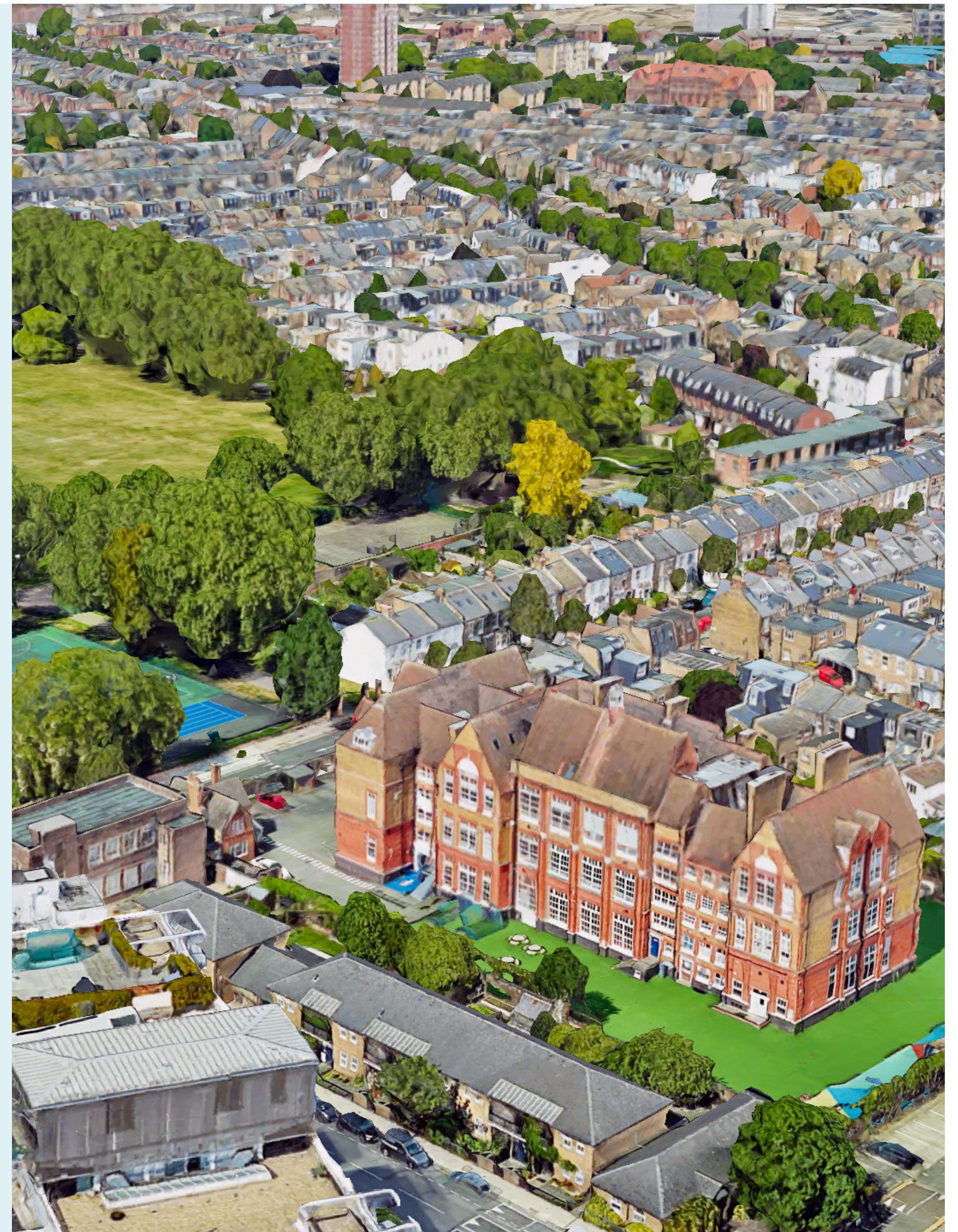
Academic standards are high and the curriculum is truly rich, broad and balanced. The following subjects are specialist taught: Art and Design, Dance, Drama, Classics (in Years 5 and 6), Computing, MFL, Music, P.E. and Science (in Years 4, 5 and 6). In KS2 there is minimal academic subject setting.

A co-educational school with approximately 400 pupils, there is a three class per year structure, although current Year 4 is made up of four classes. Reception to Year 2 make up our Lower School and Years 3-6 constitute the Prep School.

Pupils move on at 11+ to their senior school or prepare for 13+ senior school entry from one of our sister schools. From September 2025 our senior school, Thomas's College Richmond, will provide a seamless education to 18 for those that want it, subject to an assessment for Year 7 entry.

The senior leadership team consists of the Head, two Senior Deputy Heads, Deputy Head Welfare, Deputy Head Teaching & Learning, Head of Lower School, Assistant Head Prep School, Head of Learning Support & Enrichment and Assistant Head SMSC. We put strong emphasis on professional development for all of our team.

More detail can be found in the pages of our website.





# Application Details

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Applications are invited from enthusiastic, dynamic and adaptable candidates to join our forward thinking school to teach within our Early Years team.

The successful candidate will have the relevant experience teaching Early Years pupils.

Thomas's Fulham is part of a flourishing, family-run group of independent, co-educational day schools offering a broad and innovative curriculum, with high academic standards.

For further details go to the Thomas's London Day Schools website:

[thomas-s.co.uk/join-our-team](https://www.thomas-s.co.uk/join-our-team)

or email:

[wbarham@thomas-s.co.uk](mailto:wbarham@thomas-s.co.uk)

Competitive salary and conditions are offered.

**Closing date:**

**Friday, 5th September 2025**

**Start date:**

**Monday, 5th January 2026**

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## Benefits

- Continuous Professional Development opportunities
- Employee Assistance Programme - offering a wide range of benefits to support employee physical, mental and financial health needs
- Group Personal Pension Plan, administered by Aviva. The employer contribution is set at 22% of salary with the default employee contribution set at 10% of salary.
- Death in Service Benefit
- Group Income Protection
- Free Daily school meals during term time

## Safeguarding

Thomas's London Day Schools are committed to safeguarding the welfare of children and young people and expect all staff, volunteers and visitors to share this commitment and work in accordance with our child protection policies and procedures. All posts are subject to screening appropriate to the post including checks with past employers and the DBS service. The school will undertake online searches on shortlisted applicants and may require applicants to provide details of their online profile, including social media accounts. For details of the checks which will be undertaken as part of our recruitment process, please see our Safer Recruitment Policy which can be found here [www.thomas-s.co.uk/policies/](https://www.thomas-s.co.uk/policies/) under the 'Thomas's Policy' tab.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

As an equal opportunities employer, Thomas's is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity or marriage and civil partnership. Thomas's aspire to have a diverse and inclusive workspace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join the Group.

# The Role

## Early Years Class Teacher (Maternity Cover)

### Reporting to:

Head of Lower School

Our Early Years practice is in line with the EYFS Framework.

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### Key Areas of Responsibility

- All aspects of teaching, learning and pastoral care for assigned class/teaching group/s
- Establish an inspiring learning environment that fully supports learning and where pupils feel secure and confident
- Promote high quality teaching and learning in line with Thomas's approach, prioritising progress, challenge and engagement, within a broad curriculum with an emphasis on academic rigour and a culture of thinking
- Teach timetabled areas of learning, work as part of a year group team, working effectively with any support staff assigned to work with the class
- Foster strong relationships with pupils, colleagues and parents

### Professional Standards

- Fulfil the DfE's National Teachers' Standards
- Make a positive contribution to the ethos and wider life of the School and play a part in ongoing school development
- Take responsibility for developing personal teaching skills through monitoring and evaluation and performance review systems
- Have personal professional regard for policies and practices of the school and maintain high standards in performance, attendance and punctuality
- Always act within statutory frameworks which set out duties and responsibilities including upholding and display commitment to school's culture of Safeguarding vigilance

### Teaching and Learning

- Have secure knowledge of the relevant subject and curriculum areas and of how children learn
- Plan and teach effective, well structured lessons, drawing on the principles of Quality First Teaching, and ensure curriculum enrichment opportunities
- Have a clear understanding of the needs of all pupils, using approaches which enable effective teaching and learning
- Set goals which stretch and challenge pupils of all abilities and dispositions, promoting a love of learning and ensuring high expectations
- Consistently demonstrate the positive attitudes, values and behaviour which are expected of pupils

### Curriculum, Assessment, Recording and Reporting

- Assess and record the development and outcomes of pupils in line with requirements and embrace Assessment for Learning approaches
- Use assessment data to plan and set individual and group targets
- Follow our feedback and marking policy ensuring pupils next steps are clear and achievable
- Be accessible and amenable to regular parental contact, and develop open, professional relationships with parents
- Write reports on pupils' attainment and progress in line with requirements ensuring quality purposeful information



# Person Specification

## Qualifications and Experience

- Appropriate teaching qualification giving UK QTS
- Excellent classroom practice and the ability to consistently demonstrate the highest standards of teaching and learning

## Practical Skills

- Strong verbal and written communication
- Excellent organisational skills
- Excellent digital skills for work efficiency and enhancing teaching and learning
- Effective classroom management skills
- Effective problem solving skills

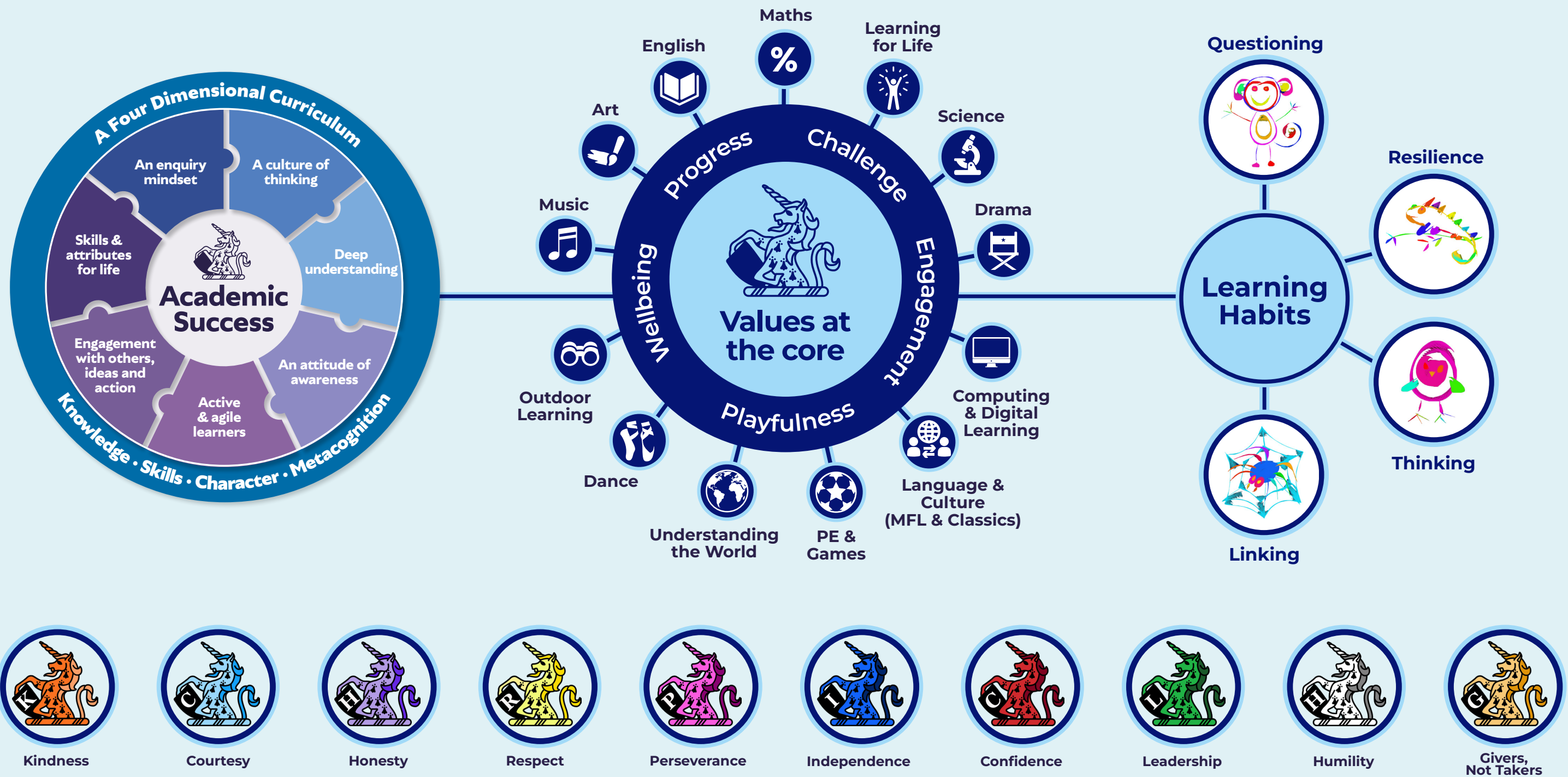
## Personal Qualities

- Work effectively as part of a team, building positive relationships with colleagues, sharing ideas and collective responsibility
- Appreciation of and resonance with Thomas's values
- Has a personal philosophy of teaching which reflects our pedagogical approach
- Possess the ability to manage both time and change successfully
- Motivates pupils and support staff to achieve their potential
- Strong rapport with children from the age of 4 to 11, valuing and respecting their views and needs
- Excellent interpersonal skills - communicate and interact well, including with parents and carers
- Self-motivated, flexible and emotionally resilient
- Approachable, confident and playful





# Learning Circles







**Be Kind  
Be Thomas's**