



Westdale
Junior School



JOB APPLICATION PACK

Class Teacher

Salary: MPS1 – MPS6 (£32,916 - £45,352)

Contract: 0.6, 0.8 or Full time (FTE)

Contract type: Fixed Term until August 2026

Start Date: January 2026

Closing Date: Friday 9th January 2026 at 9am





Westdale
Junior School



Welcome from the Head Teacher

Dear Applicant,

Thank you for your interest in joining Westdale Junior School's dedicated, enthusiastic and supportive staff team.

We are looking for a forward-thinking, dynamic individual who is excited by the prospect of working at a school where challenge and high aspirations form the basis of our work with our children. Our ongoing pursuit for excellence is at the core of everything we do.

Westdale Junior School is part of Nova Education Trust. We are incredibly proud to be part of the Trust and are committed to providing high-quality education that is transformational for all our children and their families. As part of the Trust, we work closely with other colleagues from across our five primaries.

The excellence ethos of the school is centred upon the mantra 'Work Hard, Be Kind'. This mantra epitomises the entire staff's genuine commitment to coupling high academic expectation and achievement with a whole-team dedication to pupils' spiritual, moral, social and cultural development. We have a set of 'Work Hard' values which were co-constructed with pupils from across our trust, that we teach directly to ensure our pupils consciously become the best learners they can be. Our 'Be Kind' values form a framework to shape the way in which our pupils interact with the people and the world around them. Our pupils have high potential and respond well to the wide variety of learning

opportunities presented to them. The role of each class teacher is vital in order to successfully achieve the shared aims of the school community.

The staff team is made up of a dedicated and highly skilled group of school leaders, teachers, teaching assistants, carers, business manager, administrative officer and attendance assistant, site manager, MDSA and site staff.

Westdale Junior School is situated in Nottinghamshire in the Mapperley area. It is easily accessed from the city centre and the B684.

The successful candidate will be offered appropriate levels of support through our highly regarded Multi Academy Trust and mentoring from a range of experienced school leaders.

Applicants should complete an application form and provide a letter of application. We look forward to receiving your application and meeting you in the near future.

Ruth Kyle
Head Teacher



Westdale
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About Westdale Junior School

Westdale Junior School a medium-sized junior school for pupils in Years 3–6 located on Westdale Lane in Mapperley.

Westdale is a vibrant and friendly school where children love to learn. Visitors often comment on the warmth of the school and the friendliness of both staff and pupils alike.

Mission statement

At Westdale Junior School, it is our philosophy to provide:

- A caring school where all children are happy, well-motivated and challenged to achieve high standards through a fun and enriched curriculum.
- A school where all members of the school community have equal access to learning opportunities and enjoy growing and learning together.

Mission

At Westdale Junior School, we embrace the vital role that our school plays in the future lives of our children. Our mission is that every child thrives academically and socially and is fully prepared for the next stage of their education and their future lives.

Vision

We want Westdale children to be kind, hard-working, confident and socially responsible members of society who are happy to come to school. We want our children to be fully equipped to succeed and flourish in a multi-cultural society and to learn from and celebrate difference.

We have the highest aspirations of what our children can achieve and are committed to excellence in everything that we do. We strive to provide a stimulating environment which sparks curiosity and a love of learning that will form the bedrock of our children's educational journey.

We provide a wide range of opportunities and experiences that enhance and enrich our taught curriculum, acknowledging that our impact spreads wider than simply on our children's educational outcomes.

Values

As well as the British Values of: democracy, the rule of law, individual liberty, mutual respect and the tolerance of those of different faiths and beliefs, everything we do at Westdale Junior School is driven by our ethos of 'Work Hard, Be Kind'.

Our 'Work Hard' values are:

- Willingness to learn
- Motivation
- Determination
- Resilience
- Reflection

Our 'Be Kind' values are:

- Compassion
- Honesty
- Courage
- Integrity
- Fairness
- Respect





Welcome from the CEO

Dear Applicant,

Thank you for your interest in working at the heart of **Nova Education Trust**. I hope that you will find this pack useful and informative in helping you to find out more about our organisation and to complete your application.

Since 2011, Nova Education Trust has successfully supported schools of all phases to secure improved educational standards. Over the last few years, our organisation has undergone a significant transformation and is unrecognisable culturally, educationally, financially and in governance terms from the organisation it was pre-2021.

Educationally, we go from strength to strength. 94% of our academies are now judged by Ofsted as Good or Outstanding, compared to 47% that weren't when they joined us. Nova's KS2 SATs performance is strong whilst Progress 8 and 5+ EM across all of the schools is currently ranked as one of the highest in the region. We are highly valued and respected by the DfE, the Local Authorities and other local trusts. This is testament to our brilliant pupils, staff and the communities that we serve. Our trust support and governance is strong and has been externally recognised as amongst the best in the sector and our organisation is financially stable. We understand and we believe that schools belong to their communities — the mission is the same, but the vision may look different in our range of contexts and settings.

We are committed to our vision, values, ambitions and principles, and we are determined to achieve our mission of creating transformational schools. We are looking for a talented and inspirational leader who is committed to transforming the lives of our learners, with the imagination, passion and experience to support and challenge us to even greater things in the service of our young people.

Nova Education Trust is an organisation that trusts and empowers its staff. Front and centre to this is our commitment to well-being and engagement because we believe in enabling people to be at their best. We

are changing the way we support people to grow and develop, through 'coaching, not telling' — we now have over 150 professionally-trained coaches in the organisation and we have plans to train all middle and senior leaders. We think it's essential that colleagues can access excellent professional development and progression pathways which suit their individual needs. We pledge to lead the way with Diversity, Equity and Inclusion in our organisation. We will introduce new and innovative ways to increase the diversity of our workforce and continue to strive for an inclusive culture in which people have a voice and can contribute, feel a sense of belonging and are able to be themselves.

It is such a pleasure and privilege to lead such a talented group of staff who are forever looking for new and innovative ways to make us even better, each and every day. I am so proud of what we have achieved so far but I know that we can do even better, despite the challenging educational landscape that we find ourselves in. We have a highly skilled, experienced, dynamic and diverse board. They are so supportive yet professionally challenging and there is a great synergy and trust between the board and the executive team.

If you have got a sense of humour, drive, energy and enthusiasm to make us even better then we'd love to hear from you. This is a fantastic opportunity to join a values-driven trust at an exciting stage in our development.

Further information can be found at novaeducationtrust.net/careers.

A. Rahman

Ashfaq Rahman

Chief Executive Officer



About Nova Education Trust

As a cross-phase Multi Academy Trust, we create compelling school cultures where all are motivated to aspire and grow.

We establish aspirational, purposeful, celebratory and inclusive learning cultures for pupils, staff and our wider community.

We are committed to excellence; we are confident about our future and determined to achieve our aims.

Our mission is to create transformational schools.

Our family is currently made up of 19 academies (six primaries, 12 secondaries and one sixth form college), which includes our two partner schools in the Madani Schools Federation in Leicester.

The trust is growing and has plans to expand into other areas and regions in the very near future.

We also run a successful School Centred Initial Teacher Training (SCITT) programme making us a key player in the region by developing new teachers and providing training and development programmes for existing teachers and support/operational staff throughout their careers.

Our values

We work with **honesty, integrity, humility** and **professionalism**.

We **trust** and are **loyal** to each other — we demonstrate a selfless commitment in all that we do.

We **innovate** and **influence** — we create opportunities for sharing and learning, and we pioneer civic collaborations.

We all **learn** together in our **vibrant, creative, diverse** and **inclusive** family of schools.

We are highly **ambitious** — staff and learners believe through **kindness** and **hard work**, all can succeed and grow.



WORK
HARD

BE KIND

Our principles

Excellence: We will always aspire for excellence in all that we do by showing courage, heart, determination, hard work and discipline. We want excellence to become a habit.

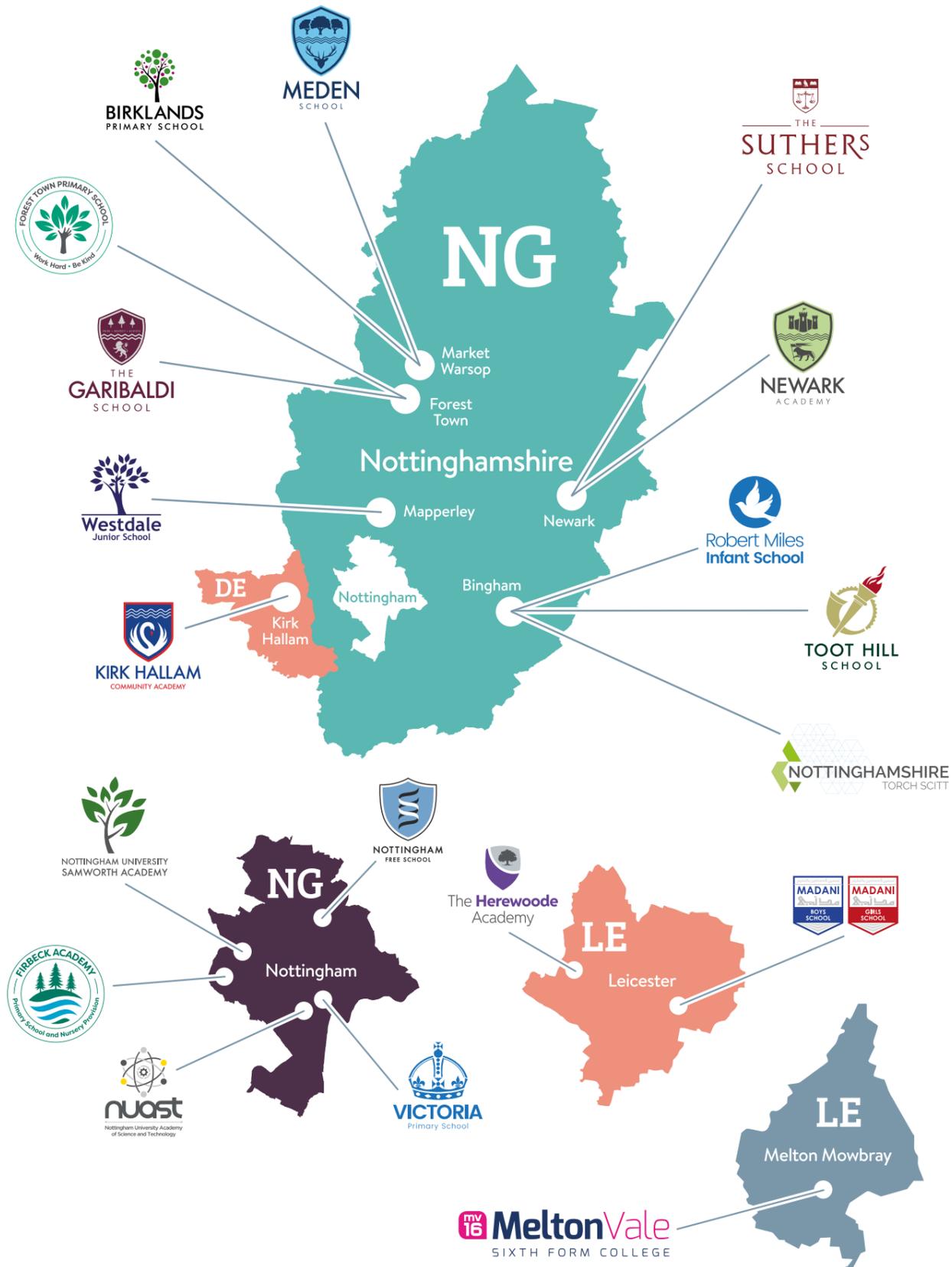
Partnership: By listening to our whole communities, opening conversations and providing opportunities for everyone's voice to be heard.

Expertly trained and professional staff: By investing in the professional development of all our staff so that they become experts in their professions.

Trust and empower all staff: By demanding that we act with honesty, integrity, clarity, rigour and simplicity in all that we do.

Focus on learning: An exceptional curriculum and highly effective pedagogy at the heart of all that we do, ensuring our strategy is evidence informed.

Our family



Our central team

We employ a skilled cohort of colleagues to provide specialist support to our family of schools to enable them to be operationally sound and to provide capacity for them to focus on teaching and learning and leadership development.

Our central team is based at the University of Nottingham Innovation Park (UNIP) on the Jubilee Campus as the central hub of all of our schools.

The Executive Leadership Team, with the CEO, meet weekly to support the development and improvement of the trust and deliver three Head Teacher training and briefing sessions as scheduled throughout the academic year.

We employ circa 40 colleagues across the **central team**.

We pride ourselves on our vibrant and dynamic team and foster a sense of collaboration and connectedness through our daily interactions, weekly briefings and our purposeful and deliberate Away Days.

We operate an informal hybrid model of working, which includes working on-site from the head office, school visits and remote working through our Dynamic Working Policy.



Supporting our colleagues

We're proud to offer an exciting, dynamic and collegiate place to work. Our colleagues are dedicated to having an impact and they make a lasting difference to the lives of our children and young people.

We nurture a culture within our trust where everyone feels respected, valued, safe, trusted and ultimately have a sense they belong. We feel, it's that sense which enables people to be their best selves, to grow and succeed as highly competent professionals and add transformational value.

We put well-being and engagement front and centre:

- You'll have access to regular check-ins with your line leader, to discuss how things are going and to talk about what's important to you.
- You'll have opportunities to directly influence trust plans for well-being and engagement.

We develop leaders who:

- Actively listen, communicate clearly, invest time in coaching and nurturing talent, and recognise your contributions.
- Cultivate supportive and inclusive teams who are open and committed to learning from each other, sharing different ideas and practices.

We will encourage and support you to develop and grow:

- Ensuring you have access to focused growth conversations so you can develop both personally and professionally.
- Facilitating trust wide professional networks and communities where you can draw on expertise and collaborate with like-minded and diverse talented colleagues.
- Providing opportunities to network with colleagues outside of the trust as part of our commitment to civic collaboration.

Providing access to range of fantastic benefits through 'Nova Perks', including:

- Bike scheme
- Technology scheme
- Motorsave
- Lifestyle benefits
- Instant discounts
- Savings club
- Workplace ISAs
- Financial planning
- Financial education resource module
- Peer-to-peer
- Lift-share
- Car salary sacrifice
- Health cash plan
- Gym scheme
- Healthy living resource module

Nova Perk Day

In addition to our standard leave provision, we offer all colleagues the opportunity to take one paid '**Nova Perk Day**' per academic year. This can be taken during term time for any chosen reason. This is in support of our continued commitment to colleagues to achieve a healthy work-life balance.

Sick pay

All colleagues are entitled to a generous sick pay entitlement depending on their continuous service.

Pension

All colleagues are auto-enrolled into the relevant pension scheme. LGPS for support staff and Teachers Pension for teaching staff.

Job description



Post: Class Teacher

Department/Faculty: N/A

Responsible to: Head Teacher

Purpose

To teach pupils in an allocated class in order to ensure that their learning is of the highest quality.

Relevant qualifications

Qualified Teacher Status degree related to Primary Education or a curriculum subject.

Key responsibilities

- Teach pupils within allocated class, enhancing their learning and providing the opportunity for achievement for all pupils
- Planning and preparing tasks which challenge pupils and ensure high levels of interest during lessons
- Actively contribute and engage with the key stage two team
- Monitor the progress of pupils and implement appropriate strategies to address underachievement
- Assess, record and report on the progress and attainment of pupils
- Register the attendance of pupils in class
- Give pupils appropriate and constructive feedback that moves their learning on
- Uses formative and summative assessment to plan and deliver their curriculum
- Develop and maintain positive relationships with their cohort, staff, parent/carers
- Participate in research informed practice and professional reading, maintain up-to-date subject knowledge, and devise and write curriculum materials
- Manage pupil behaviour in the classroom and on school premises, appropriately applying effective measures in cases of misbehaviour
- Communicate with parents and carers over pupils' progress and participate in parent workshops, parents' evenings and other whole school events
- Participate in regular in-service training (INSET), weekly CPD sessions and personalised continued professional development
- Undertake critical self-evaluation and participate in CPD designed to enhance the quality of teaching or other working practices.
- Lead a curriculum subject area.

Appraisal responsibilities

All members of staff are required to participate fully in the school's performance management system, via our Growth and Development programme.

Other professional requirements

- Have a working knowledge of teachers' professional duties and legal liabilities
- Operate at all times within the stated policies and practices of the school
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct
- Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school.

General

It is a requirement of all posts within the Academy that Health and Safety requirements are upheld in the performance of duties.

All employees of the Academy are required to uphold the Equality and Diversity Policy and the Academy's Code of Conduct.

All staff will ensure the safeguarding of young people by the implementation of Child Protection and other safeguarding policies.

This job description is not a complete description of the role, as you are required to undertake any other reasonable duties within the level of responsibility and grading of the post as directed by the Head Teacher.

Person specification



	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Honours degree related to Primary Education or a curriculum subject QTS Evidence of applying continued professional development 	<ul style="list-style-type: none"> Higher professional qualification
Experience	<ul style="list-style-type: none"> Teaching experience in KS2 	
Skills and knowledge	<ul style="list-style-type: none"> Has a consistent record of good classroom practice Holds high expectations for all pupils and challenges them to good progress and outcomes Inspires and motivates pupils to succeed Demonstrates knowledge of the National Curriculum requirements and how it links together to create academic as well as spiritual, moral, social and cultural excellence. Understands how learning and lessons can be purposefully structured to achieve high outcomes Bases planning on the interests and needs of groups of pupils as well as the individual pupil where necessary Can plan effective next steps in learning based on all types of assessment information Manages pupil behaviour through strong relationships, positivity, high expectations and attention to children's needs. Places high importance upon promoting learning attitudes and capacity for independent learning Values parents as significant partners in each child's education and development Establishes support staff as 'equals in learning' and enables their success in the classroom 	<ul style="list-style-type: none"> Experience of working with pupils with individual needs such as the highly able, those with SEND or learners with EAL.
Personal qualities	<ul style="list-style-type: none"> Dedicated to the development of our school as a centre of excellence Resilient in the face of change and willing to embrace innovation and creativity Commitment to a collaborative approach to professional development Consistently a positive role model for pupils Commitment to safeguarding pupils A desire to keep up to date with current educational policy 	

This job description is not a complete description of the role, as you are required to undertake any other reasonable duties within the level of responsibility and grading of the post as directed by the Head Teacher.

Application details



How to apply

Should you wish to apply for the post, please complete an application form available from the School Business Manager and include a covering letter, which clearly demonstrates your suitability for this role. Wherever possible, please provide email addresses for your referees.

Applications should be addressed to Miss Ruth Kyle.

** The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

The closing date for applications is **Friday 9th January 2026 at 9am.**

Interview

Interviews will take place shortly after the closing date. If you have not heard from us within two weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Safeguarding

Westdale Junior School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior consent.

Child Protection statement

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where children are respected and valued. We will be alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice. The procedures contained in this policy apply to all staff, volunteers and governors and are consistent with those of Nottinghamshire Safeguarding Children Board (NSCB).

Equal opportunities

We are an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all colleagues.

Our commitment is to treat every individual how they would like to be treated. This is so that you experience a sense of inclusion, feel respected, valued, safe, trusted, and that ultimately, you belong.

If you would like to discuss any accessibility requirements for the recruitment process or the role, please contact hr@novaeducationtrust.net and we will be happy to discuss.

How we monitor recruitment

On application we will ask you to fill in an anonymised form which indicates your protected characteristics. This is you helping us to achieve our equal opportunities commitments.

We analyse Equalities information to look at trends and to see if our diversity initiatives are having an impact across our recruitment processes. Your data will help us measure our progress and understand where we need to act.

All Equalities data is anonymised and will be kept separate from your application form and will not be forwarded to the interview panel should you be selected.





Westdale

Junior School



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www.westdalejuniors.co.uk

Head Teacher

Ruth Kyle

BA (Hons), PGCE, MCCT

Chief Executive Officer

Ashfaq Rahman

BSc (Hons), PGDip, PGCE, NPQH, NLE



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