



# St Mary's and St John's CE School

Primary Class Teacher

Application deadline: 9am on 24 April 2025

In Partnership  
with Wren  
Academies  
Trust



Wren  
Academy



## Contents

- [Introduction](#)
- [Vision and Ethos](#)
- [School Information](#)
- [Job Description](#)
- [Person Specification](#)
- [Selection Process](#)

## Introduction

SMSJ has its roots as far back as 1707, when a parochial school was established at the Sunningfields Road site. Almost 300 years later, St John's Infants and St Mary's Juniors successfully amalgamated, to become a primary school. Our Nursery school then opened in April 2007. Supported by the London Diocesan Board for Schools (LDBS), the school flourished and expanded to a **three form entry in the primary phase**.

As a result of the success of the primary school, the LDBS in partnership with Barnet Local Authority, expanded into the secondary phase in 2014. The success of this development along with the school's popularity and subsequent over subscription, resulted in further expansion to six forms of entry in September 2017.

September 2017 saw the opening of our Stamford Raffles Campus, housing students from years 9 to 13. This includes new facilities such as our fully equipped theatre and stunning Sixth Form Centre.

SMSJ values its long-standing service to the community. Our strong foundation has enabled us to grow into the thriving, multi-faith, high-attaining school we are today, providing excellence in teaching and learning for the children of Hendon and beyond. We welcome young people of all faiths and backgrounds into our close-knit school community.

## Wren Academies Trust

Wren Academies Trust was established in September 2020 with the opening of Wren School Enfield, a new 11-18 secondary school. The development of a second School has led to further collaboration and innovation with subject departments regularly sharing resources and aligning assessments to reduce workload. The trust is continuing to expand with the inclusion of St Mary's and St John's, due to formally join the Trust in 2025. The size of the Trust provides many opportunities for continued Professional Development and career progression.

Gavin Smith, Executive Principal

## Welcome from the Headteacher

Thank you for your interest in this post at SMSJ. We are a supportive and wonderful team looking for someone passionate and enthusiastic to join us.

The information given in the documentation here and more general information elsewhere on our website should give you a clear understanding of the School. If you wish to find out more, please contact Caroline Humphreys on 020 8202 0026 and we are happy to organise for you to visit the school, meet our wonderful team and visit the classrooms.

Finally, thank you for taking on the demanding and time consuming task of preparing your application for this role. I look forward to meeting you if you are selected for interview.

Aaron Doherty  
Headteacher



# Vision and Ethos

## '...with God, all things are possible.' (Matthew 19:26)

Our Christian vision is drawn from Matthew's gospel which proclaims the Kingdom of God. Jesus teaches his disciples about choice, commitment and Christian hope for transformational change. His wisdom guides us to acknowledge that wealth is not material but that true wealth is gained from working collaboratively for the common good.

A fundamental component of our lives at SMSJ is a confident reassurance that all things are possible. We believe that healing, repair, repentance, forgiveness and reconciliation are always possible. We embrace innovation and transformation with the conviction that with Christ, every day, every task, every situation, every relationship brims with divine possibility. God is always at work in our lives.

We trust in the loving purposes of God: trusting that the foundations of the world are good because they spring from God. Our hope is rooted in the love and faithfulness of God. We strive to equip our students with an awareness of the true value of things together with an understanding of the consequences of our thoughts, words and actions. Christ's sacrificial life and his teaching about love and humility may appear foolish by the world's standards but, in reality, it expresses the Wisdom of God.

We use the Parable of the Good Samaritan as a lens which helps us to further explore the themes of compassion, sacrifice and love and to learn more about the Christian values of wisdom, service and hope.

SMSJ exists to enhance the future life chances and opportunities of our students, whatever their faith or starting point, by providing a centre of educational excellence at the heart of our community. Through hard work, resilience, perseverance and a commitment to our learning, we will create a hope-filled future. Our children will be equipped with the ambition, qualities, qualifications and values necessary to meet the challenges of an ever-changing world, knowing that '...with God, all things are possible'.

'The school is a nurturing environment in which adults and pupils of all ages treat each other with courtesy and respect. Pupils, including those regarded as vulnerable, thrive because they know that they are valued and heard'

SIAMS Inspection Report February 2025

**'With God, all things are possible...'**  
(Matthew 19:26)

**Wisdom:** If you are wise, your wisdom will reward you (Proverbs 9:12)

**Service:** I have set you an example that you should do as I have done for you (John 13:14-15)

**Hope:** Always be prepared to give an answer to everyone who asks you to give a reason for the hope that is in you (1 Peter 3:15)

**Trust:** We trust in the loving purposes of God: trusting that the foundations of the world are good because they spring from God. Our hope is rooted in the love and faithfulness of God.

We strive to equip our students with an **awareness of the true value of things** together with an understanding of the **consequences** of our **thoughts, words and actions**.

Christ's sacrificial life and his teaching about **love and humility** may appear foolish by the world's standards but, in reality, it expresses the **Wisdom** of God. Living according to God's wisdom necessitates a life dedicated to **service**, not self.

We embrace **innovation, transformation, healing, repair, forgiveness and reconciliation** with the conviction that with Christ, every day, every task, every situation, every relationship brims with divine possibility. God is always at work in our lives.



# Academic Results

SMSJ is a comprehensive school that welcomes students of all academic abilities and maximises their potential. We are also a vibrant and culturally diverse community.

Our curriculum is innovative, challenging and engaging with strong links to our Christian Vision. We have worked hard to develop an inspiring and engaging curriculum which means teachers are fully supported with planning to match our creative and inspiring curriculum. We have specialists teaching Art, French and PE in the Primary as well as a Music company delivering Music lessons. This means that all areas of our curriculum are delivered to a high standard and teachers get PPA covered effectively.

We use Essential Letters and Sounds to teach phonics and White Rose to deliver Maths to ensure the core skills are taught to a high standard and then we also have a range of strategies to encourage creative writing and cross curricular work.

Our wider curriculum is designed based on enquiry-based questions and core concepts which allows the children to reflect on their learning and make links to their future.

We go above and beyond our curriculum with opportunities such as different 'Wows and Wellbeing' projects and we also participate in specialist weeks such as STEM week and Art Week.

Cultural capital is a huge priority for us and we offer children a wide range of trips and experiences throughout their school life.



We focus on every child making progress and getting better. We invest in specialist interventions and high-quality teaching which has resulted in excellent academic outcomes for all.

In 2024 our results were:

<b>EYFS – GLD</b>	<b>73%</b>
<b>Phonics screening</b>	<b>86%</b>
<b>TT check Average</b>	<b>23.1%</b>
<b>KS2 Reading</b>	<b>82%</b>
<b>KS2 Reading Greater depth</b>	<b>34%</b>
<b>KS2 Writing WA</b>	<b>78%</b>
<b>KS2 Writing Greater Depth</b>	<b>17%</b>
<b>KS2 Maths WA</b>	<b>83%</b>
<b>KS2 Maths Greater Depth</b>	<b>34%</b>
<b>Expected Standard in R, W &amp; M</b>	<b>72%</b>
<b>Average score in Maths</b>	<b>106</b>
<b>Average score in Reading</b>	<b>106</b>



Year on year we have recruited a talented and committed staff who share the ambition of creating a uniquely successful school. Colleagues are encouraged to innovate and to develop new ways of learning and working together.

SMSJ is partnering with Wren Academies Trust from September 2025 and this partnership is already flourishing. Staff are working collaboratively across the schools to share workload in many areas. There are also plans to invest in the building of Neale House to improve it even further, making it an even more attractive place to work for all staff.

Other benefits of teaching at SMSJ:

- A dynamic place to work
- A diverse, ambitious and hard-working student body
- A highly skilled, professional and inspirational staff
- An aspirational community of local families
- A comfortable and well-resourced working environment
- Excellent in-school career advancement opportunities
- Comprehensive Professional Development and training opportunities
- Staff well-being service
- A very supportive Senior Leadership Team
- The option of a school place for children of staff
- A very supportive Governing Body
- A thriving extra-curricular activities and trips programme
- Excellent public transport links
- Local shops within walking distance
- An Ofsted rating of 'Good' in all 5 categories
- A SIAMS rating of 'Outstanding' in all areas



Further details on the curriculum, structure and ethos our school are available on our website:

# Staff Well Being

Here at SMSJ, we value our staff, their passion and our aim is simple- we want teachers to become better practitioners. We explicitly prioritise Continuous Professional Development (CPD) and offer coaching for subject leaders to really learn how to be a leader and develop their practise. We also have excellent mentors and Year group partners who support staff completing their ECT programme.

At SMSJ you will be given time to plan and evaluate your lessons as well as leadership time to lead your subjects effectively. Being part of a three form entry school, means you have two other year group colleagues as well as phase leaders to support you. Most importantly of all, you will be working with young people who are talented and enthusiastic about their learning. We believe that observing other teachers at work and having them observe you is a professional entitlement and is a key element of how we learn as professionals.

Our senior leadership team and phase leaders meets regularly with staff to considers different strategies to reduce workload and improve the quality of the work environment. Currently everyone is working together in supporting a launch of our new feedback policy for September 2025 which focusses on in-class feedback and a reduction in 'traditional' marking beyond summative assessments. We have also reduced the end of year reports to make them more meaningful for parents, but a huge reduction in workload for teachers.

We also offer a range of benefits such as:

- A two-week October Half term (with no reduction to your summer holidays)
- A laptop for all staff
- A large, supportive senior leadership team
- A passionate and mutually supportive team



# Job Description

## Reporting

Class Teacher will report to the Headteacher.

## Job Purpose

To create an inspiring and dynamic learning environment, where all children can learn and make progress reaching their fullest potential. To support the school improvement plan initiatives, led by the Headteacher, to ensure the continued development of the school. The job description should be read alongside the range of professional standards for Qualified Teachers.



# Responsibilities

## Learning and Teaching

- Plan and prepare high quality lessons
- Use the school policies and the new National Curriculum to set clear targets for improvement of pupils' achievement and monitor progress towards these targets
- Teach high quality lessons that meet the needs of all children within the class, and facilitate excellent learning and progress
- Regularly provide feedback to children in accordance with the school policy
- Assess, record and report on the development, progress and attainment of children
- Ensure the effective deployment of classroom support
- Effectively use ICT to support teaching and learning
- Plan and deliver a smooth transition between year groups
- Prepare and uphold a positive learning environment
- Prepare children for any National assessments

## Pastoral

- Promote the general progress and wellbeing of individual children
- Make records of and reports on the personal and social needs of children
- Work in partnership with parents, support staff and other professionals
- Meet with parents/carers to report on pupil progress and on-going educational needs.
- Maintain high standards of behaviour for learning
- Promote and safeguard the health, welfare and safety of pupils
- To support and attend school events when required
- Uphold the Christian Ethos of the school by teaching our core Christian values and leading prayers and hymns in class

## Assessment

- Provide oral and written assessment, reports and references relating to individual children and groups of children
- Effectively use ICT to support assessment and performance tracking
- Complete provision maps and evaluate them regularly

## Professional Behaviour

- To maintain high standards of professional behaviour towards colleagues and students
- To lead by example and to follow the School's dress code and code of conduct
- To carry out duties in a friendly, helpful and professional manner
- To have a flexible approach and to be prepared for the unusual

## Other Specific Duties

- To play a full part in the life of the school community, to support its distinctive aim, ethos and policies, and to encourage staff and students to follow this example
- To support the school in meeting its legal requirements as a Church School
- To have a record of excellent health, attendance and punctuality

**This Job Description is current at the date shown but, in consultation with you, may be changed by the Headteacher, to reflect or anticipate changes in the job commensurate with the salary and job title.**



# Person Specification

## Professional Skills and Ability

- Possess a good degree and QTS.
- Experience of teaching in a range of year groups (ECTS welcome to apply)
- Be an excellent teacher with the ability to inspire students to become effective, self directed learners
- Have the skills and proven track record to achieve outstanding outcomes for all children
- Ability to use technology to enhance teaching and learning
- Experience in using data to inform planning and future developments
- Experience in monitoring and evaluating lessons
- Ability to communicate with pupils, with parents and other professionals
- Knowledge of use of data systems to support target setting, review and tracking of children's progress and the use of data to support teacher planning
- Be able to support and role model on delivery of school ethos and policies.
- Possess a thorough understanding of the requirements and opportunities of the primary curriculum.
- Show evidence of having developed the learning capacity of students.
- Show evidence of continued professional development.
- Have relevant experience of working in comprehensive and multicultural environments.
- Demonstrate the ability to set up and operate effective self-evaluation systems.

## People, Relationships and Communications

1. Be committed to maintaining a distinctive and inclusive Christian vision in the school.
2. Be able to relate to all students in a positive and constructive way and inspire them to achieve more than they think possible.
3. Have qualities which earn the trust and respect of students, staff, parents and governors.
4. Demonstrate the inspiration to motivate and the ability to build on the strengths and expertise of each staff member.
5. Possess integrity, optimism, credibility, resilience, calmness and a willingness to try new things.
6. Possess excellent written and verbal communication skills.
7. Have the ability to relate positively to parents and other stakeholders and engage them successfully in the life of the school.
8. Be able to build constructive working relationships with local schools and colleges, employers and the local authority.
9. Appreciate the balance between the academic, social and emotional development of young people, needed to create an outstanding school.
10. Embody our vision and values everyday work and practice, particularly those of justice, kindness and humility.



# How to Apply

## Completing your application

Candidates are asked to read the details carefully, especially the Job Description and Person Specification. Please complete all the standard information required on the application form. Failure to provide information requested may lead to your application being rejected.

The deadline for applications to be received is 9am on 24 April 2025.

## Selection process

The selection process may have a combination of tasks, activities, lesson observations and interview. Further details will be provided to the candidates shortlisted for interview.

## References

Candidates are advised that references will be taken up immediately after shortlisting. Please ensure that referees are warned of the need to respond within the timescale set. The post will be offered subject to satisfactory completion of pre-employment checks.

## Equality, Diversity and Inclusion

The school is committed to inclusion and is an equal opportunities employer. We aim to create a welcoming, respectful and safe environment for all members of our community, from every ethnicity, gender, sexual orientation, age, ability/disability, religion and background. We know that more diverse teams are stronger teams, and that the more inclusive we are, the more our staff and pupils will feel a sense of belonging and will thrive. To enable us to make any reasonable adjustments, please let us know what you would require when you submit your application.

## Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). The Trust may carry out online searches on shortlisted applicants and all applicants will be required to provide details of their online profile, including social media accounts, as part of their application.

The post is exempt from the Rehabilitation of Offenders Act 1974. The Trust is therefore permitted to ask job applicants to declare all convictions and cautions on a self-declaration form in advance of attending an interview (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

## 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 agreement.