

May 2025

Dear Applicant,

**Re: Role of Classteacher at Bushey Primary Education Federation**

Thank you for your interest in applying for the position of Class teacher at one of our Bushey Primary Education Federation Schools. We are a small federation comprising Bushey & Oxhey Infant School and Bushey Manor Junior School. Both schools are successful, two-form entry settings, currently sitting on strongly good Ofsted judgements.

We are looking for a class teacher who has a passion for teaching and learning and has an interest in curriculum design and delivery. There is a flexibility in this role to determine which of the two schools you would wish to be initially based, but as federated schools we can offer you opportunities to work thereafter across all primary key stages.

Our schools are constantly seeking to improve, develop and achieve ever higher standards for our children and staff. We are committed to continuing professional development and the federation offers support for our staff to grow by investing in middle leader training and senior leader development, such as through NPQML and NPQSL as well as through staff CPD, designed and led by all our curriculum leaders. We are mindful of staff wellbeing and our current staff report that we are attentive to such needs and the demands we make of our teachers.

We are seeking to ensure that our staff body better reflects the cultures, ethnicities and creeds which make up our school community and we would welcome applications from those of a ethnic minority/global majority background as well as applications from ECT's.

We are part of a strong local community with most of our children and families coming from Oxhey Village and Bushey. We work closely with our parents, aligned to our federation values of 'Aspiration, Respect and Kindness'. These values underpin all our work and strongly reflect all that is strong in our school and our community culture.

We are looking for a teacher who is passionate about our profession and who has confidence in their ability to lead and manage the learning within their class. We need someone who is enthusiastic and generous with their ideas; is reflective, is a reader, is open to change, willing to listen to advice, able to rise to challenges and wants to put in the effort to go 'above and beyond' to ensure they are doing the best for ALL our children and families at ALL times. A knowledge of therapeutic approaches to working with childhood behaviours would be an advantage.

Our children tell us that they want a teacher who is: 'fun and friendly'; 'honest and consistent', 'gives us opportunities to learn outside the classroom', 'listens and is fair', 'pushes us to do our best', 'believes in us', 'does good displays' and 'respects the school's traditions'.

We are a friendly and welcoming school and will happily answer any questions that you may have and try and facilitate a visit to help you in your discernment.

We look forward to hearing from you,

Mrs S Bleau

Head of Federation Schools

## Class Teacher

**Salary dependent upon experience**

Start: September 2025 (1 year maternity cover)

Are you looking for the first or next step in your career?

**We are looking to appoint a highly motivated, creative and skilled teacher who wants to join our great team and who shares in our determination to ensure that all children are included and shine!**

**Are you:**

- ✓ Able to think outside the box?
- ✓ Driven by a desire to ensure ALL children achieve and succeed in your classroom and celebrate what makes them different?
- ✓ A dedicated, hardworking and committed classroom practitioner who is able to make a difference to children's outcomes?
- ✓ An enthusiastic professional who can inspire others, work as part of a team and hide the fact that you are rolling your eyes?
- ✓ Able to have a healthy sense of humour around what causes challenge and rise up to those challenges with energy, commitment and a bit of a laugh every now and then!

**In return we offer:**

- ✓ Two schools of enthusiastic children who are eager to learn.
- ✓ Wonderfully supportive parents, families and governors
- ✓ Opportunities for professional development in a collaborative team, driven by action research.
- ✓ A real chance to make an impact in a wonderful local community and in children's lives.
- ✓ The fantastic chance to work across two local schools.
- ✓ A culture of autonomy and professional trust to enable you to share, lead and model your ideas & initiatives without being constrained by conformity & compliancy!

Visits are encouraged and any questions or queries you have can be answered by emailing our Federation Head, Shelley Bleau at [S.bleau@busheyfederation.org.uk](mailto:S.bleau@busheyfederation.org.uk)

While our preference is for a full-time position, we welcome applications from candidates interested in part-time work.

The successful candidates will be **subject to a satisfactory enhanced Disclosure and Barring Service check** as well as qualifications and reference checks. Any offers of employment made will be subject to successful completion of such checks.

### **Selection Process and Procedure**

Applications should be completed by midday on Thursday 5th June 2025

Interviews are provisionally scheduled to take place the week beginning Monday 9th June 2025

## Bushey Primary Education Federation – Person Specification

Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should mention any experience you have had that shows how you meet these requirements when you fill in your application form and prepare your supporting statement.

<b>Qualifications and Training</b>	<b><i>Essential</i></b>
Education	1.Qualified teacher status (ECTs very welcome for this role) 2.Evidence of continual professional development
<b>Experience</b>	<b><i>Essential</i></b>
Teaching	3. Current experience of teaching within the Primary Range 3-11years (placement schools accepted) 4. Be a confident and skilled practitioner and be able to evidence examples of your impact 5. Have strong IT skills and the ability to use technology to enable learning
<b>Skills and qualities</b>	<b><i>Essential</i></b>
Relationships	6.Ability to establish and develop positive relationships with all those involved in our schools and be able to put up with, and jolly along, the naysayers! 7. Ability to develop parental support and to involve parents and the wider community in the day-to day life of the school. To truly value the voice of parents. 8.Ability to work effectively and productively with the school's stakeholders and partners e.g. Governors, Herts for Learning, Health and other visiting professionals
Personal, Interpersonal and communication skills	9.Ability to relate well to children, to know & treat each child as an individual 10. Ability to prioritise & manage own time effectively & be resilient under pressure 11.Ability to communicate to staff, parents/carers and governors and the wider community effectively in writing and orally 12.Ability to deal sensitively with people 13.Highly competent in the use of information technologies & computing 14.Enthusiastic, flexible and approachable
<b>Attitudes</b>	<b><i>Essential</i></b>
Education philosophy	15.Committed to always putting the child first and ensuring progress in learning 16.Committed to raising achievement through partnerships with parents and wider support services
Equal opportunities	17.A strong knowledge of, and commitment to, inclusion and equity of opportunity
Safeguarding	18.Committed to safeguarding and promoting the welfare of children