



# Class Teacher Candidate Pack



**BELMONT  
ACADEMY**



Start Date: September 2026

Location: Erith

## Welcome letter from our Deputy CEO

Belmont Academy is looking for an inspiring, innovative and passionate Class Teacher to join our teaching team. The successful candidate will demonstrate teaching excellence and promote high quality outcomes for all pupils.

Belmont is a mainstream primary school in the London Borough of Bexley, with a virtual Resource Provision for pupils with a visual impairment, physical disability and/or medical need. The school converted to an academy in April 2019 and joined London South East Academies Trust.

Belmont Academy is a popular, oversubscribed school that serves a diverse and growing community. As a two-form entry school with a part-time Nursery provision for 26 pupils, the school continues to be a 'Good' school following its Ofsted inspection in July 2023, 'providing an exceptional learning experience to all of its pupils'.

Belmont Academy can offer the successful candidate the opportunity to teach within a supportive and welcoming environment, develop a wide range of new skills and experience within SEND along with training and expertise from London South East Academies Trust (LSEAT). Our Class Teacher will need:

- A positive and dynamic attitude and approach to teaching.
- A commitment and passion for inclusive practice; securing the best outcome for all learners regardless of their learning need or starting point.
- Secure knowledge and understanding of the National Curriculum.
- Excellent communication and interpersonal skills.

At Belmont Academy we can offer the successful candidate an opportunity to:

- Make a real difference to the lives of our children.
- Develop within a successful primary school and multi-academy Trust, working with other experienced teaching practitioners and a stable leadership team.
- Work with and be supported by an experienced leadership team.
- Be part of a forward thinking dynamic team who are open to new ideas and ways of developing the school further.
- Work within a school and Trust that is committed to staff wellbeing and actively support and promotes a positive work/life balance.
- Access to high quality CPD and the opportunity to develop skills.

As part of London South East Academies Trust (LSEAT), the school benefits from the trust-based systems that have been successfully embedded as well as support, guidance and expertise.

London South East Academies Trust is a thriving multi-academy trust that prides itself on providing outstanding education and training for children and young people while supporting schools to retain their identity and community. The Trust has had sustained growth in the South East and its continued growth will add additional expertise, support and progression opportunities in the future.

Neil Miller  
Deputy CEO



# Staff Structure

## Trust Leadership Team

DCEO

Director of Primary

## School Senior Leadership Team

Headteacher

Deputy Headteacher

Asst. Headteacher & SENCo

## School Leadership Team

Teaching & Learning Lead

Early Years Lead

## Teaching & Teaching Support Team

Class Teachers

Teacher of the  
Visually Impaired

HLTA & Cover  
Supervisor

Teaching  
Assistants

## Non-Teaching Team

Premises &  
Grounds Staff

Office & Admin

Mid-day support

# Job Description

<b>Job Title:</b>	<b>Class Teacher</b>
<b>Salary:</b>	<b>MPS / UPS - ECT's welcomed</b>
<b>Contract type:</b>	<b>Permanent, Full-time</b>
<b>Reporting to:</b>	<b>Senior Leadership Team</b>

Belmont is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment are subject to a satisfactory enhanced DBS disclosure and other employment checks. Belmont is committed to creating a diverse workforce and will consider all qualified applicants for employment.

## Main Purpose:

The Class Teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the Teachers' Professional Standards Document.
- Consistently demonstrate high quality, effective teaching practice through the planning and delivery of the school's curriculum securing high outcomes for all pupils.
- Lead either a core subject or foundation subject at an operational and strategic level across the school (this does not apply to an ECT).

## Qualities:

- Build positive and respectful relationships across the school community.
- Model excellent teaching practice.
- Be passionate, resilient and dynamic both within the classroom and when supporting others.
- Understand the importance of working together as a team.
- Uphold public trust in the school and maintain high standards of ethics, behaviour and professional conduct.
- Serve in the best interests of the school's pupils.

## Classroom Responsibility, Management and Organisation:

- Demonstrate quality first teaching through the effective delivery of the school's curriculum using a range of pedagogical approaches.
- Demonstrate good subject and curriculum knowledge across all subjects within the National Curriculum.
- Plan and teach well-structured lessons following the school's curriculum and planning methods.
- Create a well-ordered, calm environment that is stimulating and purposeful.
- Ensure that all equipment is organised and accessible to children so that it encourages independent learning.
- Follow the School's behaviour policy to ensure good conduct and behaviour of all children in the school.
- Demonstrate high standards and expectations in all aspects of teaching which inspire, motivate and challenge all children irrespective of their starting points.
- Ensure that pupil feedback is timely, accurate and facilitates progress.
- Maintain assessment records as specified in the school's assessment policy.
- Effectively utilise teaching assistants and special needs support staff so that learning is maximised for all children.
- Follow school policies and procedures including recording and reporting to set deadlines.

# Job Description *continued*

## Leading the Curriculum (Not applicable to ECT's):

- Be responsible for a curriculum subject.
- Regularly review the vision, aims and purpose of the curriculum area and feedback to Deputy Headteacher.
- Contribute to the school's self-evaluation on the effectiveness of the curriculum area, its intent, implementation and impact.
- Keep abreast of any national changes and implement them in a timely manner.
- Liaise with teachers and senior leaders in the process of developing and implementing the curriculum area.
- Present to other stakeholders within the school and Trust.
- Establish and manage an appropriate system for assessing progress to ensure the curriculum content is reviewed and remembered and has a positive impact on pupils' learning experience.

## Professional Development:

- Engage with appropriate training opportunities to promote professional effectiveness in the role to improve pupils learning.
- Engage in the coaching and mentoring ethos of the school.
- Contribute to the professional development of teaching support staff.
- Keep up to date with local and national developments in education and curriculum area in particular.
- Actively engage and contribute to the performance management process.
- Contribute and support the overall achievement of the school's development areas in line with the School Development Plan.

## Communication:

- Demonstrate highly effective communication skills with all stakeholders.
- Develop effective positive working relationships with colleagues.
- Consider the views of both pupils and parents and respond appropriately.
- Feedback to relevant leaders any key points or actions from parent or stakeholder meetings.
- Welcome pupils every morning and be present at the start and end of each day to sustain the effective development of pupil and parent relationships.
- Use direct face-to-face communication in the workplace to promote open dialogue where possible.
- Engage and provide input during staff CPD training and working groups as required and relevant to the role.
- Feedback to Senior Leaders on the progress of children demonstrating a sound knowledge of each child.

## School Culture and Behaviour:

- Create a culture where pupils experience a positive and enriching school experience.
- Uphold educational standards in order to prepare pupils from all backgrounds for the next phase of education and life;
- Ensure a culture of professionalism.
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school.
- Promote and model high expectations and aspirations for all pupils.
- Promote equal opportunities within the school and seek to ensure the implementation of the school's equal opportunities policy.
- Safeguard and promote the welfare of children and young people.
- Actively support and deliver the school's vision and values.

# Job Description *continued*

## Special Educational Needs and Disabilities (SEND):

Under the guidance of the Assistant Head and Inclusion Lead:

- Promote culture and practices that enables all pupils within your class to access the curriculum,
- Have ambitious expectations for pupils with SEN and disabilities.
- Work effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate.
- Operate within the statutory SEND Code of Practice.

At Belmont Academy we can offer the successful candidate an opportunity to:

- Make a real difference to the lives of our children.
- Develop within a successful school and multi-academy Trust, working with other experienced middle and senior leaders at school level and within LSEAT.
- Work with a welcoming and supportive teaching team and be supported by an experienced Senior Leadership Team in this exciting and challenging role.
- Be part of a forward-thinking dynamic team who are committed to developing an exceptional culture for learning,
- Access high quality CPD to facilitate development and growth.
- Have regular dedicated release time for subject responsibility in addition to PPA.
- Work within a school and Trust that promotes staff wellbeing and a positive work-life balance.

All staff are required to safeguard and promote the welfare of the children and follow school policies and the staff code of conduct.

## Other Areas of Responsibility:

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that class teachers carry out. The post-holder may be required to do other duties appropriate to the level of the role.



Attributes	Essential	Desirable	Evidence
<b>Education, Training and Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified teacher status</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of recent and relevant further professional development</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Certificates</li> </ul>
<b>Experience and Knowledge</b>	<ul style="list-style-type: none"> <li>Excellent understanding of current trends, the National Curriculum and other policies in curriculum area.</li> <li>Strong classroom management and organisation.</li> <li>Experience of monitoring, tracking and being accountable for the progress and achievement of pupils.</li> <li>Effective working with variety of stakeholders such as pupils, parents, governors and the wider community.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of SEND including physical, medical and Visual impairment</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Reference</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>Understanding of equal opportunities prevalent to education and how these are effectively addressed.</li> <li>An understanding of behaviour management strategies and excellent behaviour management skills based on a firm but empathetic approach with pupils.</li> <li>Understanding of a diverse range of teaching and learning pedagogies and theories to meet the needs of all learners including pupils with SEND.</li> <li>Able to inspire, challenge and motivate pupils to support and encourage high achievement and attainment.</li> <li>Strategic planning and thinking.</li> <li>Anticipate problems, develop creative solutions.</li> <li>Set and achieve ambitious, challenging goals and targets for self and others.</li> <li>Listen to and reflect on feedback from others.</li> <li>Excellent communication skills and high levels of oral, written and ICT skills.</li> <li>Able to build and maintain positive relationships with pupils, parents and other stakeholders.</li> <li>Clear understanding of data analysis and how this is used to impact on pupil achievement and attainment.</li> </ul>	<ul style="list-style-type: none"> <li>Use of Data to form action plans</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>References</li> <li>Interview</li> <li>Specific tasks at interview (written task, discussion, presentation)</li> </ul>
<b>Drive and Ambition</b>	<ul style="list-style-type: none"> <li>Ambitious for the school and self.</li> <li>Commitment to the promotion of the school aims, values and ethos.</li> <li>A solution focussed mind-set and determined approach to raise standards using initiative and independence.</li> <li>Positive outlook and attitude; a lively, creative and good humoured approach.</li> <li>Genuine concern for the welfare of staff and pupils.</li> </ul>		<ul style="list-style-type: none"> <li>Application form</li> <li>References</li> <li>Interview</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Able to work under pressure, high levels of resilience and manage own workload.</li> <li>A strong sense of loyalty, integrity, enthusiasm and dynamism with a desire to work collaboratively within a team.</li> <li>A strong sense of professionalism, commitment to upholding standards and setting an appropriate example.</li> <li>Excellent attendance and punctuality.</li> <li>An understanding of and commitment to Belmont and LSEAT Trust policies.</li> </ul>		<ul style="list-style-type: none"> <li>Application form</li> <li>References</li> <li>Interview</li> </ul>

## How to apply:

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form please contact our office manager Julie Jones, [julie.jones@belmont.lseat.org.uk](mailto:julie.jones@belmont.lseat.org.uk) or alternatively call our office on **01322 432057**.

Visits to the school are encouraged and can be arranged by contacting the school on the number shown above or via the general office email address: [office@belmont.lseat.org.uk](mailto:office@belmont.lseat.org.uk)

Closing date: Thursday 7<sup>th</sup> May at midday

(We reserve the right to close the application window earlier should we receive a high volume of suitable applications.)



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Erith  
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