HOLLINSWOOD PRIMARY SCHOOL & NURSERY

Appointment of Teacher

Required from January 2027

(Temporary for 2 Terms)



A letter from the Chair of Governors

At Hollinswood we strive to develop every child's **skills**, **knowledge** and **attitudes** in order for them to be **independent learners**, and **confident individuals** both at school and as members of the local and wider community.

We are committed to creating a **learning environment** in which staff, governors, volunteers, pupils and those with parental responsibility all have an important part to play.

As **a board of governors**, we are seeking someone who can **work well** with **colleagues** whilst **continuing to strengthen relationships** with **external stakeholders**. An ideal candidate will be a skilled and confident classroom teacher that sets an example and encourages others to thrive.

The **successful candidate** will build upon the **school's considerable success** and **continue** to **deliver excellence** with the support of a **highly skilled** and **experienced senior leadership team**.

If you have any questions or would like more information, please feel free to contact me via the school's administration team, or visit our website: www.hollinswoodprimary.co.uk/

Penny Hustwick
Chair of Governors



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Job Advertisement

Teacher

Hollinswood Primary School & Nursery
Required from 1st January 2027 (Temporary for 2 Terms)
Mainscale Class Teacher

Scale Range M1 £34,069 to M6 £46,940 (depending upon experience)

The Board of Governors at Hollinswood Primary School & Nursery is seeking a highly motivated and creative teacher with strong classroom practice and high expectations for pupil achievement and behaviour.

The successful candidate will join a skilled, dedicated staff team who take great pride in the school. They will also be supported by an active governing body committed to securing the best outcomes for Hollinswood Primary School & Nursery.

Hollinswood Primary School & Nursery is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointment to this post is subject to an enhanced Disclosure and Barring Service check as well as other pre-appointment checks outlined in Keeping Children Safe in Education.

About our school

We are a **multicultural and multilingual school** with over 33 languages spoken. Our ethos is one of **inclusion, respect and high aspirations** for all, and we are committed to ensuring **every child has the opportunity to achieve their true potential.**

Our **curriculum is designed around the pupils** meaning they enjoy coming to school and make good progress. They are **hardworking, articulate and enthusiastic,** and alongside a **strong pupil voice,** we have **healthy relationships with parents/carers.**

The school consists of **two modern, well-equipped buildings** with **extensive outdoor sports and learning areas**, including a **dedicated forest school** ground and facilities.

We are committed to **sports and competitions** and offer a range of **afterschool activities** and development opportunities for all pupils, including **Arthog outreach** and **Arthog Wales** experiences for Yr 2 and Yr 6 pupils.



Job Advertisement

Criminal Record Checks

This post is covered by the **Rehabilitation of Offenders Act 1974** (Exceptions) Order 1975 (2013 and 2020) and the **Criminal Justice and Court Services Act 2000**. It is also covered by the **Protection of Children Act 1999.**

A caution or conviction will not necessarily prevent you from applying for the post. There are, however, certain offences which will prevent you from working with children under the regulations made under the Children's Act, including Schedule 1 offences such as sexual and violent offences.

You will be required to complete a **self-declaration form** in relation to any criminal convictions if you are **shortlisted** for the post and **invited to interview**. This must be **submitted prior to the interview**, **failure** to do so could result in the **offer** of an **interview being withdrawn.**

At interview, or in a separate discussion, we will ensure that an open and **measured discussion** takes place on the subject of any offences or other matter that might be relevant to the position. **Failure to reveal** information that is directly relevant to the position sought could lead to **withdrawal of an offer of employment.**

Prior to any offer of employment being made you will be required to complete a **Disclosure Application Form**. Once completed this disclosure form will be sent to the Disclosure and Barring Service. The DBS will search Police Force, Department of Health, and Department for Education & Skills records for relevant information. The DBS will inform you of the result of their search and issue you with a DBS certificate. They will also send a notification via the online DBS system to Telford & Wrekin Council and the school to confirm whether this check is clear or not. You will still be required to bring in your original certificate to the school for verification.

We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.

Online Checks

In line with the **Statutory Guidance Keeping Children Safe in Education** an **online check** will be undertaken for **all shortlisted candidates prior to the interview.**

Someone who is not on the interview panel will undertake this search and only share information obtained with the panel should this have implications around your suitability to work with children.

The panel may ask you specific questions about any information obtained via this online search if appropriate.

All information given/obtained will be treated as strictly confidential and will be stored securely.

For disclosure information and services please visit the DBS homepage on their web site www.homeoffice.gov.uk/dbs

If you do take up employment it is necessary for you to inform the Headteacher of any cautions, bind overs or convictions you sustain during the subsequent course of your employment.

IMPORTANT

WE WILL REPORT ALL PERSONS TO THE RELEVANT AUTHORITIES WHO ATTEMPT TO OBTAIN EMPLOYMENT WHILST THEY ARE BARRED FROM WORKING WITH WORKING WITH CHILDREN.

Job Advertisement

What will the right person look like?

We are looking for an **outstanding education practitioner**, who is passionate about teaching and learning and can instil and nurture this in pupils and staff. They will **be innovative, organised and committed** to improving educational standards.

The ideal candidate will be **enthusiastic** and **energetic** with excellent communication skills and the ability to build strong and trusting relationships. **Safeguarding** should be at the heart of all they do, promoting **positive health, safety and wellbeing for all children and staff.**

We are looking for someone who has:

- ✓ Excellent classroom practice with **high expectations for achievement** and **behaviour.**
- ✓ A sound knowledge of **children's learning and development**.
- ✓ The ability to create an **inspiring** and **creative learning environment** in which children thrive.
- ✓ **Motivation**, **energy**, and a **flexible and innovative approach** to learning.
- ✓ Willingness or ability to teach across all year groups.
- ✓ The ability to work as part of a **team**.

They will also be committed to ensuring every child achieves their potential **emotionally, socially and academically**, regardless of starting points or background, so that they are equipped to enjoy their time at Hollinswood Primary School & Nursery and beyond.

Key Dates

- **Closing date:** Wednesday 18th November 2026 (Midnight)
- **Interview date**: Monday 23rd November 2026

Potential candidates are invited to visit the school on the following dates:

- **Monday 9th November 2026 at 3.30pm**
- **Tuesday 10th November 2026 at 9.15am**

Appointments can be made by **contacting the school on 01952 386921.**

If you are not able to make the above visit dates, it may be possible to make alternative provisions for you. **Please call to enquire.**



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Job Description

Mainscale Class Teacher
Required from 1st January 2027 (Temporary for 2 Terms)

Scale Range M1 £34,069 to M6 £46,940 (depending upon experience)
Location: Hollinswood Primary School & Nursery

Main Purpose

An enthusiastic teacher with an interest in the development of studies throughout the school, including the consolidation of the National Curriculum and or EYFS.

To initiate and support school based activities to include staff meetings, individual staff support, year group planning/evaluation, cross phase liaison, attendance on courses, professional development days and school development planning.

The post of Teacher requires:

An **enthusiastic and imaginative teacher who is** able to **exemplify high professional skills** and **standards in all aspects of school life.**

A person who will be able and willing to devote a great deal of **time, energy and enthusiasm** in the many **varied aspects** of **school life**.

A person able to **communicate effectively** and **respond sympathetically** to everyone concerned with the school.

Personal and Professional Conduct

The job description outlines the school expectation in relation to the Teacher Standards 2011, which state:

Teachers must uphold **public trust** in the profession and maintain **high standards of ethics and behaviour**, within and outside school, by:

Treating pupils with **dignity, building relationships rooted in mutual respect**, and at all times observing proper **boundaries** appropriate to a teacher's professional position

Having regard for the need to **safeguard pupils' well-being**, in accordance with **statutory provisions**

Showing **tolerance** of and **respect** for the **rights of others** not undermining **fundamental British values**, including **democracy**, the **rule of law**, **individual liberty** and **mutual respect**, and **tolerance** of those with **different faiths** and **beliefs**

Ensuring that **personal beliefs** are not expressed in ways which **exploit pupils' vulnerability** or might lead them to **break the law.**

Job Description

Generic Role Description

The post requires the teacher to teach a class in the Primary age range.

The teacher will be expected to:

- ✓ Teach the subjects appropriate to phase.
- ✓ Endorse and to support the aims and philosophy of the school.
- ✓ Have a positive attitude towards the children and their work and to encourage the same attributes in others.
- ✓ Foster positive relationships with colleagues and to encourage a supportive staff.
- ✓ Be responsible to the Headteacher for the co-ordination of the studies within school.
- ✓ Liaise with other school staff and curriculum co-ordinators.
- ✓ Be responsible for implementation and evaluation of current and future practices relating to curriculum development, organisation, administration, and budgetary implications in consultation with the Head teacher and staff and to monitor the application of agreed practices.
- ✓ Attend liaison meetings with local schools where deemed necessary following consultation with the Headteacher.
- ✓ Promote parental interest and understanding.
- ✓ Keep Governors up to date on progress with Primary studies.
- ✓ Participate in established school based rotas for post holders curriculum areas.
- ✓ Control, evaluate and requisition books, materials, equipment and resources for their curriculum areas.
- ✓ The appointee will also be responsible for establishing and then monitoring progress of class based and centrally based resources.
- ✓ To assess the progress of each child in their class through accurate record keeping to monitor each individuals progress in relation to the National Curriculum and or EYFS.
- ✓ It is expected that the teacher will maintain an organised and stimulating learning environment.
- ✓ Display commitment to the protection and safeguarding of children and young people



Job Description

Specific Personal Responsibilities/Targets

The responsibilities/targets will relate to the generic role description, performance review and the issues as identified by the Headteacher as being a priority in the establishment, development and management of the school.

Implement the major developments as detailed in the relevant sections of the **School Development Plan/Raising Achievement Plan.**

To **lead and support the development of agreed subject and/or areas of teaching and learning** across the school when appropriate/required.

Pensions

The post holder will have three options to consider with regard to pension arrangements to this post:

- ✓ **Teacher Super Annuation Scheme** under the provision of the Teachers Super Annuation Regulations.
- ✓ A **Private Pension Scheme**.
- ✓ **State Earnings Related Pension Scheme**.

Unless given notification to the contrary it will be assumed that you will contribute to the Teachers Scheme.

Directed Time 1265 Hours

Teaching time for **195 days**, including **Professional Development Days**, **1040 hours**.

58 hours planning meetings, 10 hours Parents Consultations, **58 hours co-ordinators meetings**, **10 hours engagements with parents** and **30 hours appraisal and staff development.**

Terms and Conditions of Employment

The post is subject to the following **terms** and **conditions**:

The terms and conditions set out in the **Teachers Pay** and **Conditions Act 2003** and any orders made under it or any subsequent changes in the same or addition therein.

The other terms and conditions set out on the various **national collective agreements** in force from time to time.

The **Local Authorities Rules** and **Conditions** including any **local agreement** entered into with **recognised Trade Unions**.

The schools' **Instruments** and **Articles of Government** as appropriate.
Details as laid out in the **contract** of **employment** issued on behalf of the Governing Body.

The other conditions set out in the job description, agreed **Aspects** of **Appraisal** relating to **targets** and **criteria** for **successful development**.



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Personal Attributes



Attributes	Essential	Desirable
Qualifications and Training		
Education/Other	• Qualified Teacher Status.	
Professional Development	• Evidence of sustained participation in relevant CPD especially relating to leadership and management and safeguarding.	• Experience of working with other schools/organisations/agencies.
Experience		
Teaching	• Proven record of exemplary teaching which has ensured good/outstanding outcomes for all pupils.	• Experience of teaching across the primary age range.
Ethos and Vision	• Commitment to support the ethos at Hollinswood Primary School and Nursery.	
Safeguarding	• Understanding and commitment to promoting and safeguarding the welfare of all pupils.	
Equality of Opportunity	• Commitment to equality of opportunity. • Commitment to race and gender equality and social inclusion.	

Personal Attributes



Attributes	Essential	Desirable
Knowledge and Skills		
Teaching and Learning	• Clear understanding of what good quality teaching and learning looks like and strategies to develop this. • Secure understanding of the requirements of the National Curriculum and Early Years development. • Knowledge and understanding of a range of successful teaching and learning strategies to meet the needs of all pupils. • Secure understanding of assessment strategies and the use of assessment to inform the next stages of learning. • Experience of effective monitoring of teaching and learning. • Clear understanding of the characteristics of successful behaviour management. • Experience in identifying and supporting vulnerable groups effectively.	• Understanding and the use of effective models for improving teaching and learning.
Parents and Community	• Ability to communicate effectively, orally and in writing to a range of audiences; e.g. staff, pupils, governors, parents. • Knowledge of ways in which links with external agencies can be used to extend learning opportunities for pupils. • Understanding the role which can be played by parents and the community in raising standards and developing the school curriculum.	• Experience of developing effective relationships with parents and the local community.
Governance	• Knowledge of the roles of Governors.	

Personal Attributes



Attributes	Essential	Desirable
Personal Attributes		
Attitudes	• High expectations for all pupils. • Ability to inspire, challenge, motivate and empower others. • Belief in and ability to foster a fair, open and supportive culture. • Self-motivation and a commitment to continued professional development. • A 'can do attitude' and an ability to solve issues as and when they arise.	
Interpersonal and Communication Skills	• Excellent personal organisational skills. • Ability to prioritise workload and work to specific deadlines.	

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About our School

Background

In January 2013, Hollinswood Junior School merged with Hollinswood Infant School and Nursery. Combining the expertise, passion and talents that existed in both establishments created a Nursery and Primary School that now benefits the community of Hollinswood.

The School and its Environment

Serving the Hollinswood residential estate and Telford town centre area , the school incorporates two buildings on one site. The Bushell building, built in 1976, and the Farah building, built in 1980.

There are 11 teaching bases in the Farah site, 7 teaching bases in the Bushell site, and both feature shared activity areas. The school also has two halls each with integral PE equipment and audio-visual systems, and a separate dining room on the Farah site that is also used for dance, drama, music and PSHE. Additionally, there is a studio, a cooking area, and two inclusion rooms. There is a private day nursery, ABC, which is based at the Bushell site, and a private afterschool and holiday club, Portalkids, which is based at the Farah site.

We have excellent outdoor play facilities including play equipment, quiet areas, football and basketball posts, and lots of outside seating. The extensive grounds include sports pitches and a pit-mound woodland area that has been developed for educational use including a Forest School. The school's location also enables the use of facilities such as the Telford Town Park, Telford Ice Rink and the Abraham Darby swimming pool.

In September 2019 we added a specialist provision hub to the Farah Site that caters for KS2 children with communication and interaction needs, including those with autism and associated cognition and learning difficulties. In January 2025 a KS1 hub was added This provision is managed in partnership with Haughton Special School and provides an inclusive option which bridges the gap between special and mainstream schools. It offers greater choice for parents and means children with more complex SEND are educated alongside their mainstream peers. The children are on roll at Haughton School but wear the uniform of Hollinswood Primary School & Nursery as they are part of the school community.

As of November 2026, Hollinswood has 323 pupils on role (151 girls and 172 boys). This includes a 52-place nursery (26 part-time and 13 30-hours places). 155 pupils have English as an additional language and there are 33 different languages spoken in school. 129 pupils are eligible for free school meals, and 74 pupils are on the register for Special Educational Needs.

Our Vision



At Hollinswood Primary School & Nursery we aim to develop every child's skills, knowledge and attitudes in order for them to become confident, independent and inspired learners.

We encourage the children to have high expectations and to contribute towards, reflect on and shape their role as learners - in addition to being responsible members of the school, the local area and wider community.

Through a context rich curriculum that goes beyond the school walls, children are given the confidence to aim high and to be the very best that they can be.

We see excellence in teaching and a love of learning as the key to succeeding in life. In a supportive, positive and caring environment our teachers and our learners are fully committed, focused on the task ahead, passionate in overcoming obstacles and alive for a challenge.

At the heart of our vision are our values. These are: being respectful, being resourceful, being resilient and being responsible. For more on these, please see the school's website.

Planning for the Future

Hollinswood Primary School & Nursery is a very good school. The school has a strong inclusive ethos secured across three phases (and two buildings) embedded in high expectations, where even the most challenging and vulnerable pupils behave well and enjoy their learning. Those who are newly arrived to the country are welcomed and provided with support which enables them to quickly flourish.

As a team of staff, governors, parents and children we reflect on our strengths and successes and consider how we should build on them, providing us with additional focus and direction. This contributes to our vision for the school. We know that:

- ✓ We are all proud of our school and of our achievements. We are proud to be a good school and recognise the hard work that has led us to that status.
- ✓ We are on track to be an outstanding school, recognising that some of what we do may already be deemed outstanding and need to plan, understand and aspire accordingly.
- ✓ We want to have a greater focus on our school community in terms of its history, our place in it and how we contribute to its present and future.
- ✓ We want to celebrate our increasing multicultural nature, welcoming and supporting all who join our school and ensuring that all school members thrive and progress further.
- ✓ We want the outdoors, sport and music to continue to be at the heart of what we do. Our vision of having a context rich curriculum that goes beyond the school walls is to be maintained and developed.
- ✓ We want to develop our curriculum further and through strong subject leadership ensure that the subjects are taught to a high standard and that all pupils are excited and engaged.

We plan to ensure that the points above are developed in a robust and measured way through our Raising Achievement Plan. This is based on our findings of how teaching and learning is carried out across the three phases, within the current Ofsted framework.

School Organisation

In all year groups, except for one there are two parallel classes. This allows us to:

- Share the planning of the curriculum with teachers in parallel classes;
- Retain the separate identity of each key stage;
- Acknowledge the specific needs of children within the Foundation Stage;
- Give opportunities for children to access a broad and balanced curriculum;
- Provide uniformity of class sizes (30 pupils maximum within each class).

All classes are supported by highly skilled Teaching Assistants.

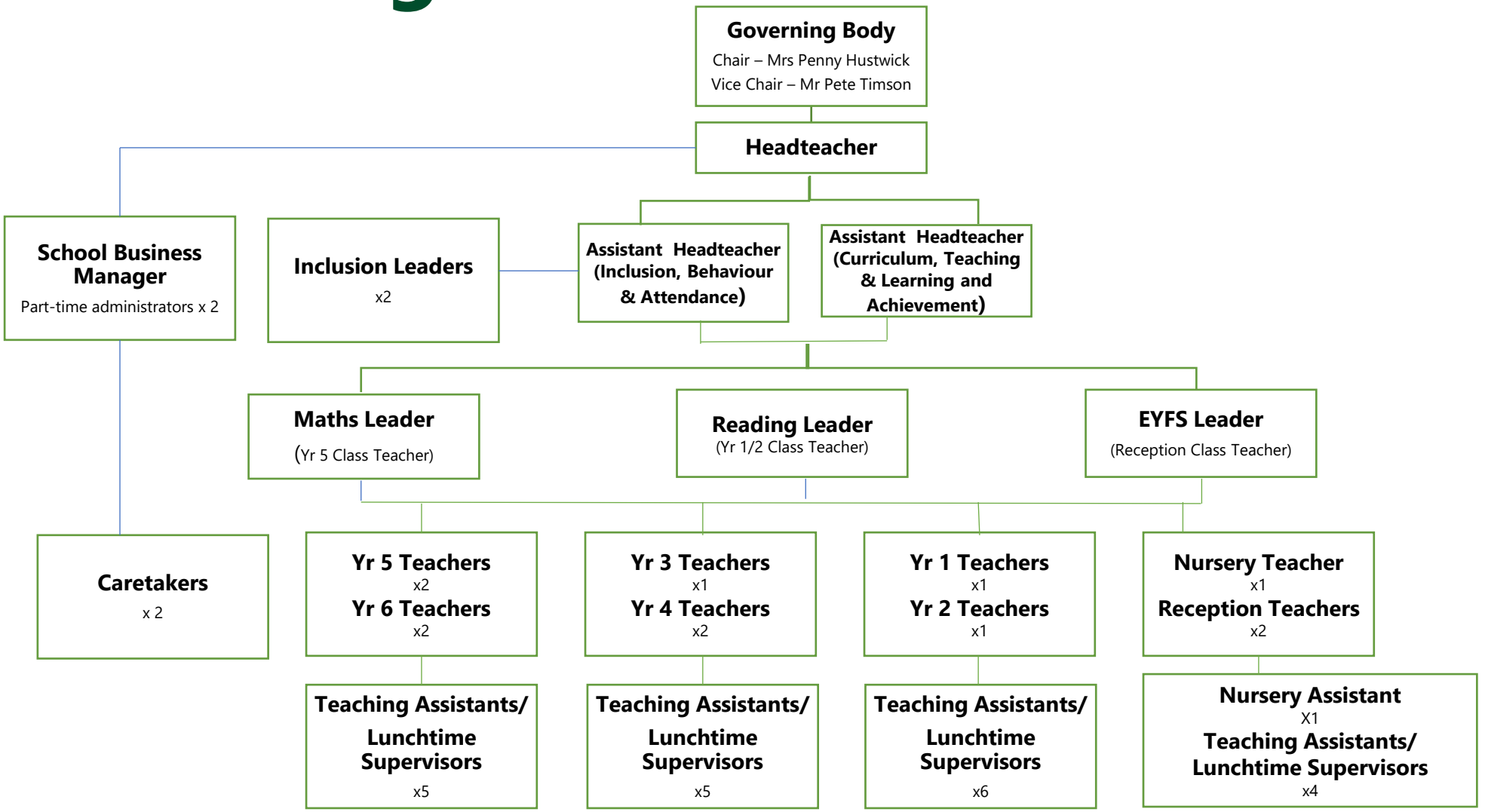
The school also benefits from having on-site (non-teaching) pastoral support from two Inclusion Leaders, and provision of two sports coaches secured through Crossbar Coaching Education in Sport Ltd.



The school demonstrates good practice in:

- The implementation of new assessment systems. Leaders have ensured that changes are clear and understood by all staff, governors and pupils;
- The quality of teaching which is very good. This is reflected in the progress pupils make and their very positive attitudes to learning;
- Calm and purposeful learning environments. Pupils are attentive, their conduct is very good and there are some excellent opportunities for collaboration;
- Inclusion of pupils with SEND and EAL. The school has developed some strong activities to ensure these students thrive in lessons, and to involve their parents more in the life of the school;
- The effectiveness of the governing body, which is very knowledgeable about the school's strengths and areas for improvement. Governors are closely involved in monitoring the work of the school and challenging leaders as part of school improvement activities

School Organisation



Our Governing Body

Co-opted Governors

- Mrs K Baker MBE
- Mrs P Hustwick
- Mr A Thomas
- Vacancy

Total: 3

Headteacher Governors

- Mrs K Osborne

- **Total: 1**

Parent Governors

- Mrs C Lo
- Mr P Timson
- Mr R Steventon
- Mrs S Pachipulusu

Total: 4

Staff Governors

- Mrs N Hayward

Total: 1

LA Governors

- Vacancy

Total: 0

Associate Governors

- Mrs D Young
- Miss G Smith

Total: 2

Total Governors: 11

Total required by constitution: 12



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Recruitment Process

Application forms and further details are available from WM Jobs website (https://www.wmjobs.co.uk).

Sorry but CV's will not be accepted.

Completed application forms should be returned to:

Email: donna.oreilly@taw.org.uk

Post: Donna O'Reilly - School Business Manager
Hollinswood Primary School & Nursery
Dale Acre Way
Hollinswood
Telford
TF3 2EP

The closing date for receipt of applications is Wednesday 18th November 2026 (Midnight)

Recruitment timeline

9 & 10 November 2026	Potential candidates are invited to visit the school (by appointment only) on Monday 9th November at 3.30pm or Tuesday 10th November at 9.15am.
18 November 2026	Closing date for receipt of applications (midnight)
19 November 2026	Shortlisting will take place
23 November 2026	Interviews and outcome of Interviews to be communicated.
01 January 2027	Start in role

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