Teacher (Full-time)
Bexhill Academy

Recruitment Pack







wiseacademies.co.uk
Borodin Avenue, Sunderland, SR5 4NX

WISE Academies
Recruitment Pack

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Message from the CEO

Dear Candidate,

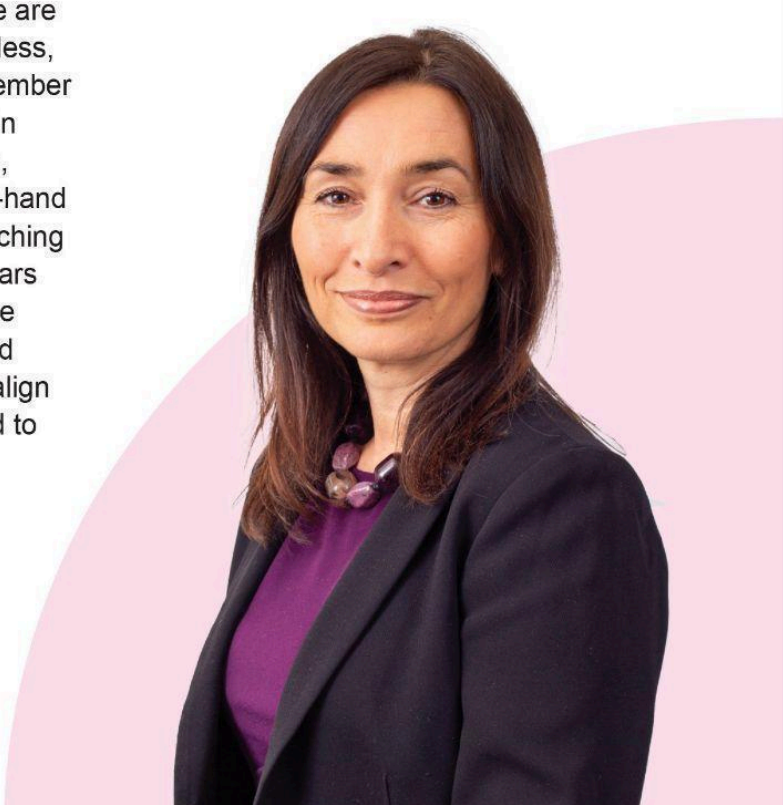
Thank you for your interest in joining WISE Academies. We are a proud and well-respected multi-academy trust rooted in North East England and spread across five Local Authority areas.

The journey of our Trust has been one of growth, achievement and resilience. WISE Academies has a proud track record of school improvement. We have transformed some of the most challenging schools in the country, who serve highly deprived communities, into strong, flourishing schools. These achievements have been recognised nationally which has established our Trust as a trusted, respected organisation.

Our mission is simple yet ambitious: to Inspire Success and Excellence in every child. We help build a solid foundation for lifelong growth and instil in each student the belief that they can achieve any goal they set their mind to. Pupils always come first at WISE Academies, and we are committed to building a legacy of high-performing academies that equip every child to confidently take on the challenges of the wider world.

We are more than just a group of schools; we are a family. At WISE, we believe that our Trust is built not just on shared goals, but on the trusting relationships that unite our staff, pupils, parents, governors, and communities. Our team - the WISE Workforce - is at the heart of our success, and we are committed to attracting and supporting dedicated professionals. We invest in meaningful professional development, identify and celebrate talent, and harness the unique strengths of each team member to propel our Trust forward.

As we continue to grow and look to the future, we are never complacent. Our drive to succeed is relentless, and we are committed to providing every staff member with the resources and support needed to thrive in their roles. At WISE Academies, our central team, leaders, teachers and support staff work hand-in-hand to share best practices and drive exceptional teaching and learning. Our Research School and Early Years Stronger Practice Hub ensure our approaches are current and evidence-informed. If you are inspired by the opportunity to make a lasting impact and align with our vision of excellence, we would be thrilled to welcome you to our team.



Warm regards,

Zoe Carr OBE
CEO
WISE Academies



Our Values and Mission

Our values matter to all of us. They underpin the way we work together to provide an excellent education for our pupils. Our values represent the culture we aspire to every day, guiding our judgments, building trust, and helping us to always be ‘our best’.

Integrity

We always do what’s right and adhere to our moral and ethical principles whilst working honestly with one another.

Partnership

We put everything we have into everything we do and work as one team for the benefit of the communities we serve.

Accountability

We take ownership and responsibility for our work, decisions and actions.

Trust

We are open, transparent and reliable, continuously learning, doing our best to consistently deliver an excellent education for our pupils.

Our Schools

As a family of schools, our vision is simple: We shape children's futures through providing an excellent education. Our schools exist and work hard to inspire each pupil to believe in themselves so they experience great success through our commitment to excellence across their educational journey.

Our schools are located across Newcastle, Northumberland, Sunderland, Durham and South Tyneside. We support our schools as individual schools, as well as providing opportunities for schools to come together and learn from other schools within the Trust.

Eighteen Academies
across the North East

Bothal Academy, Ashington

Central Academy, Ashington

Croftway Academy, Blyth

Malvin's Close Academy, Blyth

Morpeth Road Academy, Blyth

Bexhill Academy, Sunderland

Hasting Hill Academy, Sunderland

North View Academy, Sunderland

Town End Academy, Sunderland

Ashley Academy, South Tyneside

Welbeck Academy, Newcastle upon Tyne

Esh Winning Academy, Durham

St Andrews Academy, Durham

Thornley Academy, Durham

Adderlane Academy, Prudhoe

Prudhoe West Academy, Prudhoe

Haltwhistle Academy, Haltwhistle

Shaftoe Trust Academy, Haydon Bridge



Job Advertisement

Job Details	
Position	**Classroom Teacher KS1 - Fixed Term until 31/03/2028**
Location	WISE Academies Bexhill Academy, Bexhill Road, Sunderland, SR5 4PJ
Salary	MPR - UPR (starting point depending on candidate)
Hours	1.0FTE – Full time – Teachers Terms and Conditions
Vacancy Reference	BH/304295 - Please quote the vacancy reference when requesting additional information

We are seeking to appoint a teacher, preferably with experience teaching in KS1 of the highest caliber with a good understanding of child development to join our dedicated and enthusiastic team at the school. This is an opportunity for teaching professionals to progress in their career in a forward-looking Academy. The starting salary point is negotiable for successful candidates who can demonstrate excellence in teaching practice.

Bexhill Academy is a vibrant and welcoming school, with a fantastic team, who are both nurturing and inspirational. We are committed to providing the best learning experiences possible with the children placed at the centre of everything we do; children always come first. Each child at Bexhill Academy is treated as an individual, allowing room for particular talents and skills to flourish, as well as encouraging confidence and success in areas they find challenging to accomplish. Our children are encouraged to explore and develop all aspects of their characters in order to become confident, independent thinkers, and young people who are prepared for the next stage of their lives by the time they leave us. If you are passionate about nurturing individual talents, promoting a love of learning, and shaping thoughtful, resilient members of the community, we invite you to explore opportunities with us.

The mission of WISE academies is to provide a high-quality educational community, which offers life-changing opportunities in a safe, creative and exciting environment. All are valued and inspired to flourish and grow as individuals.

The successful candidates will:

- Qualified Teacher Status.
- You must have a degree level qualification and then move to a postgraduate teaching course to qualify as a teacher.
- Have the vision and capacity to inspire and motivate children.
- Be able to demonstrate outstanding classroom practice and success in raising standards and meeting challenging targets.
- Have excellent behaviour and classroom management skills.
- Be confident in planning, assessing and target setting to meet the needs of all children in your class.
- Be fully committed to working collaboratively and be an active, dedicated member of our team.
- Be able to show initiative and work independently.
- Be enthusiastic, flexible and committed to raising standards of attainment and achievement for all children.

We can offer you:

- The opportunity to be part of a dynamic and passionate team, in the school and as part of WISE Academies.

- Exceptionally enthusiastic children who are eager to learn.
- A creative environment that supports and enhances our vision and inclusive ethos.
- An attractive and well-resourced school in the heart of its community.
- A commitment to managing staff workload and well-being at all times.
- On- going commitment to your professional development.
- Excellent wellbeing package including GP appointments, physiotherapy, counselling and support networks.
- Excellent training and peer support.

We highly value the opportunity for prospective candidates to engage with our school community. Visits prior to application are therefore encouraged.

The Trust is committed to safer recruitment and pre-employment checks will be undertaken before any appointment is confirmed. The post is subject to an Enhanced Disclosure Barring Service clearance. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore will be subject to a criminal record check from the Disclosure and Barring Service.

WISE Academies safeguards and protects its students and staff by being committed to respond in accordance with Local Safeguarding Board Procedures.

WISE Academies will also consider carrying out an online search for all candidates to help identify any potential issues that are publicly available online.

Applicants must have authorisation to work in the UK.

You can apply online through the North East Jobs Website, go to WISE Academies Jobs and click Apply for Classroom Teacher KS1- Fixed Term - Bexhill Academy*

For further details, please see the supporting documents section of this advert. For any queries, please contact WISE Recruitment Team by telephone 0191 7070125 [option 5] or e-mail recruitment@wiseacademies.co.uk

Please quote the vacancy reference when requesting additional information.

Closing Date: 12 noon on Monday 30th November 2026
Shortlisting: TBC
Interviews: TBC

WISE ACADEMIES
We Inspire Success and Excellence

WE SHINE ADVANCED

Job Description: Teacher (Full- time)

Guidance Notes

WISE Academies is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.

Job Details	
Salary	Main Pay Scale/Upper Pay Scale
Reporting to	Headteacher
Job Purpose	To undertake all the professional duties of a teacher, under the terms and conditions specified in the School Teachers' Pay and Conditions Document, and under the reasonable direction of the leadership of the academy.

Duties and Responsibilities	
	In fulfilment of all responsibilities and duties, a Class Teacher should show a commitment to the aims, policies and ethos of the academy, and strive to maintain these through personal conduct and effective relationships with colleagues and pupils. This Job Description identifies exhaustively the responsibilities of the post. It will be reviewed annually and may be subject to amendment as the needs of the academy require, but only after full consultation with all teachers concerned. The WISE Academies grievance procedure applies in relation to any dispute arising in connection with this Job Description. **Responsibilities:** It is the responsibility of a Class Teacher to: 1. TEACH a class of pupils to develop knowledge skills, understanding and abilities to the highest level, within a secure and challenging environment. 2. UNDERTAKE associated pastoral and administrative duties and general responsibilities as agreed with the Headteacher. 3. SET high expectations, which challenge pupils. 4. MAINTAIN good order in the classroom and around the academy with due regard to the academy's policy on behaviour and discipline. 5. PROVIDE a good role model for pupils. 6. SAFEGUARD THE HEALTH AND SAFETY of self and others in accordance with the academy's Health and Safety Policy. **Duties:** It is the duty of a Class Teacher to: PLAN: 1. Teaching programmes on a termly and weekly basis in accordance with academy policies.

2. Schemes of work and meet the demands of the National Curriculum.
3. Programmes of work and activities for pupils according to their educational needs.
4. Differentiate within activities so that all children are able develop their full potential for the progression of pupils within and between activities.
5. Educational visits and visitors appropriate to ongoing work.

PREPARE:

1. Appropriate teaching materials.
2. Activities for pupils matched to their individual needs.
3. Induction packs for children and their parents.

ORGANISE:

1. Classroom environment.
2. The use and storage of books and other teaching materials within the classroom.
3. Learning experiences of all pupils.
4. Induction of children, including a programme of visits for parents and children to the academy and visits to children and parents in their homes.

IMPLEMENT:

1. Planned teaching programmes using a variety of methods appropriate to the needs of the class.
2. Planned programmes of work and activities matched to the pupils' educational needs and the academy's policy with regard to pastoral support.
3. The academy's policy on behaviour and discipline, including the use of appropriate praise or sanctions for pupil work and behaviour.
4. Planned educational visits.

MONITOR AND ASSESS:

1. The achievements and progress of individual children with reference to the arrangements in use in the academy and the requirements of the law.
2. Pupil performance through the completion of Baseline Assessments.

SUPPLY THE FOLLOWING INFORMATION:

1. Daily attendance records.
2. Termly and weekly planning records to be shown to the Headteacher.
3. Oral and written reports to parents.

	4. Records of progress and performance and annotated samples of work for inclusion in each child's portfolio. 5. Entry Profiles (for Nursery children where applicable). 6. Documentation necessary for transfer between key stages. 7. Oral and written reports to any other agencies entitled to such information. ATTEND THE FOLLOWING MEETINGS: 1. Meetings as required relating to the curriculum, administration and organisation. 2. Twice annual parents' meetings. 3. For parents of prospective children. 4. Entry Profiles for children. 5. With parents of pupils on the Special Educational Needs Register. DEVELOP PERSONALLY AND PROFESSIONALLY THROUGH: 1. Reflection on your own practice and private study. 2. Participation in the academy's teacher appraisal programme. 3. Participation in appropriate in-service education programmes.

Relationships	**A Class Teacher is required to:** BE RESPONSIBLE TO: ● Headteacher COOPERATE WITH: ● Headteacher ● All colleagues, both teaching and non-teaching ● Subject and area coordinators ● Invited advisors offering support for curriculum development inspection teams

Other Responsibilities	1. To work within and encourage the school's Equal Opportunity policy and contribute to diversity policies and programmes in relation to discriminatory behaviour. 2. To promote the safeguarding of children. 3. To carry out the duties and responsibilities of the post, in accordance with the school's Health and Safety Policy and relevant Health and Safety Guidance and Legislation. 4. To use information technology systems as required to carry out the duties of the post in the most efficient and effective manner. 5. To undertake other duties appropriate to the post that may reasonably be required from time to time.

	6. Any other duties required by the Headteacher, which is within the scope of this post.

Generic Duties relevant to all members of Staff	**1. Working with colleagues and other relevant professionals** ● Communicate effectively with other staff members, and any key stakeholders ● Collaborate and work with colleagues and other relevant professionals within and beyond the Trust ● Develop effective professional relationships with colleagues **2. Professional development** ● Keep personal knowledge and understanding relevant and up-to-date by reflecting on personal practice, liaising with the line manager and identifying relevant professional development to improve personal effectiveness ● Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the Trust ● Take part in the Trusts appraisal and performance management procedures **3. Personal and professional conduct** ● Uphold public trust in the education profession and maintain high standards of ethics and behaviour, within and outside school ● Have proper and professional regard for the ethos, policies and practices of the Trust, and maintain high standards of attendance and punctuality ● Demonstrate positive attitudes, values and behaviours to develop and sustain effective relationships with the Trust community ● Respect individual differences and cultural diversity **4. The Trust** The Mission Statement of our Trust is **WE** are a family of schools who exist to **INSPIRE** each pupil to believe in themselves so they experience great **SUCCESS** through our commitment to **EXCELLENCE**. Our philosophy is one of boundless aspiration...the sky is the limit. All staff are expected to be committed to this statement in everything they do It is expected that all staff work collaboratively as members of the Trust to share good practice, resources and ideas and realise the Trust's visions and values All staff should act with professional integrity at all times, following the "Code of Conduct" Your base location will be identified in your offer of employment. However, you may be asked to work at any of the other Schools within the Trust and you should expect to travel between sites as required. **5. Teaching and Learning** This is our core principle and therefore it is an absolute priority. You are expected to support all teaching staff, irrespective of seniority, to ensure they concentrate on the core principle. This may mean undertaking tasks outside of your area of responsibility where required.

6. Collective Responsibility

At WISE Academies we are one team who, together, all commit to achieving our mission. All staff will be required to mirror our philosophy and take pride in offering a fantastic customer experience to all stakeholders As a WISE Team we always act with **Honesty**, **Integrity** and **Fairness** in everything we do.

7. ICT

- All staff will be expected to utilise ICT and to improve communication and reduce paper use
- Security procedures must be followed when using ICT systems
- All staff are expected to follow the procedures as laid out in the Trust's Acceptable Use Policy. Staff are also expected to ensure that they follow Trust policies with regard to professional conduct when using ICT systems or Trust ICT equipment.

8. Health and Safety

- Employees are required to work in compliance with the Academy's Health & Safety Policies and under the Health and Safety At Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the Trust
- In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and healthy environments, including information, training and supervision necessary to accomplish those goals.

9. Safeguarding

- WISE Academies is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. All staff are to have due regard for safeguarding and promoting the welfare of children and young people and to follow the child protection procedures adopted by WISE Academies Trust. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead.

10. Data Protection

- WISE Academies takes the responsibility of protecting and securing the data of Pupils, Staff, Parents and all associated individuals very seriously. The Trust requires all staff to complete data protection training and to adhere to its Data protection policies and procedures. All staff must ensure that if they suspect a data breach, they must inform the Trust Data Protection officer immediately.

This job description forms part of the contract of employment of the person appointed to the post. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time at the discretion of the Trust.

The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

Person Specification: Teacher (Full-time)

CRITERIA	QUALITIES
Qualifications and training	• Qualified Teacher Status • You must have a degree level qualification and then move to a postgraduate teaching course to qualify as a teacher
Experience	• Experience of working in a primary school
Knowledge	• Knowledge and understanding of the curriculum and how this can be creatively adapted to ensure standards continue to be high • Knowledge and understanding of how children learn and an acknowledgement of children's entitlements and rights • Understanding an inclusive, holistic approach to working with children and their families including the empowerment of parents • Knowledge and understanding of the appropriate environment to provide high quality provision
Skills and Competences	• Be an excellent practitioner with high expectations and aspirations for all children • Have excellent classroom management skills and be proficient in planning, assessment and target setting • Be an effective communicator, working in collaboration with colleagues and the wider community • An ability to work as part of a team • An ability to enthuse and motivate pupils • Be prepared to be involved in the wider life of the academy • Ability to show initiative with minimum supervision • Excellent oral and written communication skills • Good planning, organisational and time management skills • Ability to work flexibly to meet deadlines • Willingness to undertake training • A commitment to ensuring a safe environment for children, a thorough knowledge and understanding of safeguarding procedures • Imagination, creativity and a sense of humour • Listening skills and the ability to reflect on your teaching practice
Personal Qualities	• Commitment to uphold the 7 principles of public life (the Nolan principles) at all times.

Notes

This job description may be amended at any time in consultation with the postholder.

Employee Benefits



Access to teachers pension for teaching staff



Access to the Local Government pension for support staff



Generous annual leave, starting at 25 days and increasing to 28 days after 5 years



Flexible work arrangements, appropriate to the role



Employee assistance programme to help with mental health issues or other personal problems



Termly staff recognition awards in every school



Professional development opportunities for all staff: career pathways and professional growth



Wellbeing at the forefront: wellbeing charter, mental health first aiders and carers leave



Access to Blue Light discount

Staff Testimonials

We are proud to provide opportunities of growth and progression for our staff. We have a committed People team that ensures every employee has opportunities to thrive. We have employee engagement forums and staff recognition systems in place to make sure all members of staff are heard and know they are valued.



Katrina DiGirolami

Trust Early Years Lead

" WISE Academies has been extremely supportive of my career progression in several ways including professional development opportunities to help me to develop my skills and knowledge further. Learning and development is encouraged, prioritised and celebrated across WISE. "



Karina Quinn

Class Teacher Malvins Academy

" I started my journey as a Teaching Assistant with a qualified teacher status with the aim to teach. From the start, I have been mentored by experienced staff, signed up for training to further improve my practice and given opportunities to both tutor small groups and teach in class across the school and I now continue to be supported as I start my role as Class Teacher. "



Lindsay Watson

Trust Business and Projects Officer

" Having worked as a primary school teacher for 10 years, when I made the decision to change my career path and move to an administrative role, I wanted the opportunity to continue working within primary education. WISE Academies has allowed me to progress my career in such a role, drawing upon my teaching experience and utilising existing skills whilst also developing new skills and knowledge as part of the MAT's central team as a Business and Project Officer."

Staff Satisfaction











