

## Letter from Executive Headteacher

Dear Applicant,

Thank you for your interest in the post of **0.6FTE PPA Teacher at Malvern Wells CE Primary School**.

At Malvern Wells, we are deeply committed to helping every unique individual reach their brightest potential — letting their **LIGHT** shine in all they do. Rooted in our Christian vision and values of community, compassion, commitment and courage, we strive to create a culture where every child and every adult feels valued, supported and inspired to flourish.

We are incredibly proud of our school. Nestled in a beautiful setting beneath the Malvern Hills, our school is a warm, vibrant and nurturing place filled with curiosity, laughter and kindness. Our children are wonderfully enthusiastic learners who make us proud every single day, and our staff team are caring, dedicated and genuinely committed to one another. There is a real sense of belonging here.

We believe schools should be places where children love learning, feel safe to take risks and grow in confidence, character and independence. Equally, we believe staff should feel trusted, supported and empowered to develop professionally and personally within a collaborative and reflective team.

We strongly encourage prospective applicants to visit us. Nothing compares to seeing our wonderful children, supportive staff team and gorgeous learning environment in action. Visits are warmly welcomed and encouraged.

You can also find out more about our school through our website and Facebook page:

[Malvern Wells CE Primary School Website](#)

[Malvern Wells CE Primary School Facebook Page](#)

We are seeking an experienced, highly skilled, enthusiastic and reflective teacher to join our team. The successful candidate will embody our vision and values and share our commitment to ensuring every child succeeds, whatever their starting point or background.

This role includes:

- Teaching a day in UKS2
- Teaching 1.5 days in EYFS
- Teaching 0.5 days in LKS2
- Opportunities to contribute to curriculum development
- The chance to work within a highly supportive and forward-thinking team

The vacancy is:

- 0.6 (three full days) PPA cover
- Temporary for one year initially

- Starting week beginning 1<sup>st</sup> September, 2026

#### The Application Process

- All applicants are required to complete the enclosed application form. Unfortunately, CVs or alternative application formats cannot be accepted.
- Applications should include details of two referees, one of whom must be your current or most recent employer.
- References will be requested for shortlisted candidates prior to interview.
- Completed application forms should be emailed directly to:

[hr@mwprimary.co.uk](mailto:hr@mwprimary.co.uk)

Shortlisting will be based upon how closely applications meet the requirements outlined within the person specification and job description, so we encourage candidates to address these carefully within their application.

The closing date for applications is **Tuesday 16<sup>th</sup> June by 9am.**

Shortlisted candidates will be contacted via email and invited to interview. Interviews are scheduled to take place on **Thursday 18<sup>th</sup> June**, with timings confirmed nearer the time.

Any offer of employment will be subject to satisfactory references and an enhanced Disclosure and Barring Service check.

Thank you again for your interest in our lovely school. We very much look forward to receiving your application and learning more about you.

Yours faithfully,

Jen Alford  
Executive Headteacher

## What can Malvern Wells offer you?

- Children who are enthusiastic, enjoy learning, knowledge-hungry and are well supported by their families.
- A school culture where each individual belongs, is known and valued.
- A supportive, friendly staff team who are committed to working together to ensure each child reaches their brightest potential within a culture of fun, team and coaching.
- To be part of a team committed to reflective development and pedagogy.
- Opportunities to work with other experienced colleagues within a supportive coaching framework.
- The opportunity to make a real difference to the lives and life chances of our pupils.

## Job Details

**Job Title:** PPA Teacher (0.6 FTE)

Monday, Wednesday and Thursdays (no flexibility in working days)

**Responsible to:** Head of School

**Salary:** M1-M6

**Contract:-** 0.6 FTE Temporary

**Location:-** Malvern Wells CE (VA) Primary School



## Main Purpose

The class teacher will play a vital role in helping every child to **shine** academically, socially, emotionally and spiritually within a nurturing, ambitious and inclusive school community.

## The successful candidate will:

- Deliver consistently high-quality teaching and learning which enables all pupils to achieve their very brightest potential
- Create a safe, caring and highly inclusive classroom culture where children feel known, valued and successful
- Plan and deliver a broad, knowledge-rich and engaging curriculum which secures strong progress for all learners
- Use evidence-informed teaching approaches grounded in current educational research and cognitive science
- Adapt teaching responsively to meet the needs of all pupils, including disadvantaged pupils and those with SEND
- Work collaboratively with colleagues, families and external agencies to secure the very best outcomes for children
- Uphold the professional responsibilities outlined within the School Teachers' Pay and Conditions Document and Teachers' Standards
- Fulfil all statutory responsibilities relating to safeguarding, child protection and pupil welfare

## Curriculum and Subject Leadership

- Contribute positively to the ongoing development and refinement of the school curriculum
- Work collaboratively with colleagues to ensure curriculum progression, coherence and consistency
- Take ownership of a curriculum subject or area of responsibility where appropriate
- Lead and champion subject development with ambition and creativity
- Monitor curriculum impact through pupil voice, work scrutiny, assessment and professional dialogue
- Support colleagues through collaborative planning, sharing of effective practice and curriculum development
- Engage fully in professional dialogue, instructional coaching and school improvement priorities
- Support whole-school initiatives designed to improve outcomes for all children

- Attend and participate in collective worship, assemblies and wider school events
- Contribute positively to the Christian ethos and values of the school community

## **Teaching and Learning**

- Plan and teach well-structured lessons which are ambitious, inclusive and carefully sequenced to support pupils in knowing more and remembering more over time
- Deliver teaching informed by current evidence-based practice including retrieval practice, explicit instruction, scaffolding, adaptive teaching and metacognition
- Establish a highly positive classroom climate where pupils feel safe to take risks, reflect and grow
- Use assessment purposefully and responsively to inform teaching, address misconceptions and adapt provision
- Promote rich classroom dialogue, oracy and subject-specific vocabulary across the curriculum
- Maintain consistently high expectations for presentation, effort, conduct and achievement
- Support pupils to develop independence, resilience and confidence as learners
- Promote reading as a cornerstone of learning and foster a genuine love of reading

## **Inclusion and Pupil Development**

- Demonstrate a strong commitment to equity, inclusion and belonging for all pupils
- Adapt teaching effectively to meet the needs of pupils with SEND, disadvantaged pupils and those requiring additional challenge
- Build strong relationships with pupils rooted in consistency, kindness and unconditional positive regard
- Support children's emotional regulation and wellbeing through relational and restorative approaches
- Champion high aspirations for every pupil regardless of background or starting point

## **Professional Development**

- Engage fully in appraisal, coaching and professional development opportunities
- Demonstrate a reflective approach to practice and commitment to continual improvement
- Keep up to date with current educational research, pedagogy and statutory guidance
- Contribute to the professional learning of colleagues where appropriate
- Participate fully in staff meetings, training and school development activities

## **Safeguarding**

The school is fully committed to safeguarding and promoting the welfare of children and young people.

All staff are expected to:

- Work in line with statutory safeguarding guidance and school policies

- Promote the best interests of all pupils
- Report concerns promptly and appropriately
- Contribute to a culture of vigilance and safeguarding throughout the school

An enhanced DBS check and satisfactory references will be required for the successful applicant.