



Oak Tree
Primary School

Oak Tree Primary School is seeking a
Classroom Teacher
Required for September 2025



dmat.education

Welcome to The Oak Tree Primary School

Work with us: Message from DMAT CEO

Oak Tree Primary School, Burgess Hill, is part of Durrington Multi Academy Trust (DMAT) with 430 children on roll.

There has never been a more exciting time to join Oak Tree Primary School. This is an exciting opportunity for a motivated and committed teacher to join our dedicated and talented team. We are looking for a team player who loves teaching and is ambitious for every child.

The person appointed will be:

- An excellent practitioner able to support and inspire children
- Highly motivated, self-initiating and organised
- Passionate about a rich and broad curriculum and how children learn
- A team player with strong interpersonal and collaboration skills. 'Team' runs through all that we do
- Someone who enjoys working with all children
- Is excited to join us on our journey of sustainable improvement.

As a school, we are uncompromising in our aspirations for every individual. We endeavour to do this by providing an excellent school experience where every child feels nurtured, excited to learn, and can discover their passions.

We are also uncompromising in our aspirations for staff. In our school you will be looked after, supported and professionally enriched. As a member of our team, you will be committed to developing your practice alongside likeminded professionals to ensure a high-quality learning environment for all.

We will offer you the opportunity to work within a trust who will support you, providing rich professional development with access to a range of highly skilled and experienced leaders in addition to your school.

Within our Trust, we place high regard on recruiting and retaining ensure everyone's success.

Progress has been made since the OFSTED inspection in April 2022 where the school received a 'Requires Improvement' judgement. DMAT was selected to sponsor the school. We are delighted that Oak Tree Primary joined DMAT on 1st January 2025. All DMAT colleagues are focused on ensuring every child receives the best possible education, regardless of their starting point. To achieve this, need excellent staff who are happy in post and feel valued and motivated to help our children succeed.

If you would like to discuss the post further please contact smarooney@dmat.education
For visits to the school please contact office@oaktreeprimary.co.uk



Sue Marooney MBE
CEO

Welcome from our Oak Tree Headteacher

Oak Tree Primary School is looking to appoint a dedicated and committed teacher. This is an exciting opportunity for someone who has completed their training and is looking for a position as Early Career Teacher or has some years of experience and wishes to further develop in their career.

Oak Tree Primary is proud to be part of Durrington Multi Academy Trust (DMAT), a group of schools committed to high standards and continuous improvement. Being part of DMAT means access to shared expertise, resources, and professional development opportunities across the Trust, enabling our staff to grow and stay at the forefront of educational practices. DMAT is focused on creating inclusive, high-performing schools where both staff and pupils can thrive.

At Oak Tree Primary, we are committed to high-quality teaching which is evidence informed. We also promote emotional and social well-being, ensuring that every child feels supported both academically and personally.

The school has a collaborative team culture, with staff working closely together across all year groups.

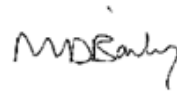
The school's Local Committee of governors is equally committed, offering robust support to ensure the school continues to thrive and meet the needs of its pupils and staff.

We are fortunate to have specialist teachers who add depth and variety to our curriculum and open the opportunity for our children to perform and express themselves through artistic subjects such as Dance, Music and Languages. We believe that this exposes our pupils to the variety of subjects they can specialise in from a young age, supporting each type of learner.

We place a strong emphasis on immersive learning, with a curriculum built around key texts that fully engage pupils in their learning. Our large school grounds provide space for outdoor activities such as Forest School, an allotment and an environmental area, offering pupils opportunities to learn beyond the classroom. We are proud to have introduced continuous provision to KS1, which supports our pupils academically, socially and mentally.

Oak Tree Primary values the strong relationships between staff and pupils, creating a positive and nurturing atmosphere. We also have a supportive Parent-Teacher Association (PTA), which works actively to raise funds for the school and supports a range of initiatives.

Kind Regards,



Miss D Bailey



The Role

Class Teacher

The purpose of the role:

- Carry out, as directed by the headteacher, the professional duties of a class teacher and in accordance with the school's policies.
- Be responsible for safeguarding and prioritising the welfare of children.
- Support the school in meeting the targets of the school improvement plan.
- Responsible to the Headteacher.

Main Duties

Safeguarding Responsibilities:

- Demonstrate a commitment to keeping children and young people safe.
- Report any disclosure made to the appropriate person.
- Report any safeguarding concerns in the workplace to the appropriate person.
- Maintain an awareness of the Trust policies in relation to safeguarding.

General:

- To demonstrate good classroom practice, expecting and maintaining high standards.
- Maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, uniform, standards of learning and home-learning.
- To plan, prepare and teach good quality lessons which meet the full range of pupils learning needs within a class.
- To organise and maintain an orderly, stimulating and creative classroom environment.
- To mark and assess pupils' work in accordance with the school's live marking and feedback policy and keep assessments as directed.
- Make effective use of diagnostic assessment to fill gaps and enable pupils to make accelerated progress.
- To liaise with parents to involve and inform them on the progress and achievement of their children.
- To liaise with key staff to ensure that targeted pupils benefit from a coordinated programme of support.
- To contribute to the preparation, implementation, monitoring and review of Individual Learning Plans, in collaboration with the SENDCo and support staff.
- Use a variety of teaching methods to ensure that all children achieve strong outcomes as a result of your evidence informed and inclusive teaching.

Other Professional Requirements

- Have a working knowledge of the teachers' professional duties as set out in the current School Teachers' Pay and Conditions document.
- Understand teachers' legal liabilities and responsibilities.
- Establish effective working relationships with professional colleagues.
- Set a good example to the pupils you teach through your presentation, personal and professional conduct.
- Are committed to ensuring that every pupil is given the opportunity to achieve.
- Take responsibility for your own professional development.
- Take professional responsibilities in relation to school policies and procedures.
- Liaise effectively with parents and carers and other agencies.
- Are aware of the role and purpose of the school governing body and share information with the governors as required.
- Take an active part in curriculum and enrichment development in the school.
- Build a positive and effective relationship with your class and parents.
- Benefit from, and respond to, a supporting staff development policy whether or not you are an Early Careers Teacher.
- Lead and develop a Foundation or Core curriculum subject across the school

Candidate Specification

	Essential Criteria	Desirable criteria
Qualifications, Training and Experience	<ul style="list-style-type: none">• Qualified teacher status• Experience of teaching the primary curriculum	<ul style="list-style-type: none">• Evidence of ongoing personal professional development
Professional Knowledge and Understanding	<p>A sound understanding of:</p> <ul style="list-style-type: none">• How children learn• What constitutes excellent classroom practice needed to promote high quality teaching and learning• The educational needs of the primary age range• Approaches to planning, assessing, monitoring and evaluating the curriculum• Provision for high (& very high) attaining children and for those with special educational needs• The importance of forming and maintaining appropriate relationships and personal boundaries with children	<ul style="list-style-type: none">• Have an up-to-date knowledge of current teaching and wider curriculum developments

Teaching Skills	<ul style="list-style-type: none"> • Excellent teaching skills with high expectations of self and pupils, with evidence of teaching at a Good+ level • A reflective and creative practitioner • Ability to use a range of teaching styles and strategies to ensure high levels of pupil learning and achievement • Ability to motivate and enthuse all pupils so they make at least good progress • Ability to ensure full inclusion of all pupils • Excellent English, Mathematics, & IT competence, knowledge & skills 	<ul style="list-style-type: none"> • Experience of making a significant impact and progress in children's learning • Ability to positively influence the practice of others • Evidence of teaching at an • Outstanding level Knowledge of the importance of schemata and its role in helping pupils learn
Communication and Team Working	<ul style="list-style-type: none"> • Communicate effectively in speech and in writing when working with children, and when communicating with parents, other staff and governors where appropriate • Able to inspire trust and confidence amongst others • Able to work effectively as a member of a team 	<ul style="list-style-type: none"> • Experience of working within a team, & evidence of effectiveness
Management and Organisation	<ul style="list-style-type: none"> • Ability to prioritise and meet whole school deadlines • Ability to plan and organise effectively to meet the needs of children • Involvement in & provision of out-of-school activities 	<ul style="list-style-type: none"> • Awareness of & commitment to links between the school and local community
Professional Qualities	<ul style="list-style-type: none"> • Have the confidence to act upon one's own initiative and to be proactive • Confidently and calmly deal with a range of situations employing diplomacy and confidentiality, when appropriate • Recognise when to seek advice and support where necessary. • Commitment to equal opportunities for all pupils and staff 	<ul style="list-style-type: none"> • Ability to think creatively and to be able to anticipate and solve problems
Personal Qualities	<ul style="list-style-type: none"> • A commitment to putting children first • Enthusiastic, resilient and positive thinking • Open-minded to change • Hard-working and able to keep to deadlines • A real team player 	

Package

Responsible To: Headteacher

Salary Grade: M1-M6 (£31,650 - £43,607) or UPS (£45,646 - £49,084)

To be paid other than at M1/ECT or at UPS you will need to provide evidence that meets our criteria.

Both experienced teachers and Early Career Teachers are welcome to apply

We have some flexibility and are happy to discuss which year group the successful candidate will teach at interview.

Safeguarding

Durrington Multi Academy Trust is committed to the safeguarding and wellbeing of all our students and staff. It is a core expectation of every member of staff to safeguard the wellbeing of every child and young person within the Trust. Staff are supported through regular training and are expected to adhere to the Trust's Safeguarding and Child Protection Policy at all times.

In addition to the statutory pre-employment checks, this appointment will be subject to an enhanced DBS check, a safeguarding background check and interview.

Durrington Multi Academy Trust is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Durrington Multi Academy Trust in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, colour, religion, disability, sexual orientation and beliefs.

How to Apply

Applicants must complete our online application form on the advertisement and submit with a supporting letter (maximum 2 sides of A4) addressing the following points:

1. Why would you like to teach at Oak Tree Primary School and what would you bring to our team?
2. How would your experience and skills enable you to be successful in the role?
3. Provide evidence of impact on pupil outcomes and groups of learners.

Some of our roles attract a high level of interest and for this reason we review applications as they are received, therefore on occasions this means roles may close earlier than advertised, so early applications are highly recommended.

Strong candidates may be invited to interview before the closing date. If you would like to visit us please contact office@oaktreeprimary.co.uk or Sue Marooney MBE CEO of DMAT via kcopley@dmateducation 01903 705631

For any other questions please contact office@oaktreeprimary.co.uk



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