



Willingham Primary School

Recruitment Pack For:

Intervention Teacher

1 Year Fixed Term afternoon teaching post commencing September 2026

Pay Range – M1 – M6

£32,916 to £45,352 per annum



Dear applicant,

At Willingham Primary School, we have created a welcoming atmosphere where all are respected, valued and we work hard to get better every day, from whatever our starting point.

Whether it's in the way that the staff deliver their lessons; the content that is being taught; the attitudes of children with each other and towards their learning; or the effort that they put into their work, the expectation is that we improve together. We work so that each day builds upon the last and leads towards the next.

We offer teaching, founded in sound principles of cognitive psychology, to support each child to achieve their potential within a happy, friendly, caring community. We are committed to working towards providing children with an aspirational, knowledge-rich curriculum and to provide equality of opportunity, which will allow equitable success.

The discipline that we engender, in and out of the classroom, is evident in all areas of school-life and we support the children to become the best versions of themselves. We aim to foster strong relationships with parents and the wider village. We see ourselves as a cohesive part of the community and endeavour to make the community proud of us.

The role of an intervention teacher is crucial in us supporting some of our lower attaining children, helping them to catch up and keep up. The role will be line managed by the school's SENDCo and they will work in collaboration with the SENDCo and wider leadership team. We hope that this recruitment pack will give you all the information you need, to complete your application for the position of Intervention Teacher (1 Year Fixed Term Contract) at Willingham Primary School.

I encourage you to visit our school to get a greater sense of what we are about. Visits can be arranged by contacting the office via email or phone.

Please pay close attention to the advert, job description and person specification, as shortlisting will be based on meeting the criteria stipulated in these documents.

Shortlisted candidates will be contacted, and references sought prior to interview. Any offer of a position will be subject to satisfactory references, a satisfactory pre-employment health check and a DBS check.

Closing date for applications: 9am Monday 18th May 2026

Shortlisting: 18th May 2026

Interviews: Week commencing 18th May 2026

I look forward to meeting you soon.

Yours sincerely,

Mona Paalanen
Headteacher



School Information

Willingham Primary School (WPS) is at the heart of the community. We are a medium sized school with currently 367 children on roll. Our purpose-built school includes classrooms, two halls, a library area, ICT suite, sensory room, on-site catering and staffroom. Our spacious grounds include playgrounds, a playing field, wild-life area with pond, quiet outdoor learning spaces, and an outdoor swimming pool. We also have our own pre-school on site – Honeypot Pre-School.

Willingham Primary School is a Local Authority controlled, community school.

Our Mission Statement:

The WPS mission is "to provide pupils with the knowledge, experiences and confidence they need to excel at secondary school and so that they can make the choices, now and in the future, to have a happy, fulfilling life."

Our Values and Drivers

At WPS we value:

[HARD WORK : INTEGRITY : KINDNESS]

And we drive towards the following outcomes:

- Active Participation – we all engage with the world around us and focus our attention on what matters.
- Equitable Success – we believe that through knowledge and opportunity, we can all become the best versions of ourselves.
- Improvement – we recognise that learning is a long process, but that we try to get better every day.



Vacancy - Part Time Intervention Teacher

Willingham Primary School is committed to safeguarding children and young people and expects all staff and volunteers to share this commitment. All appointments are conditional, and subject to an enhanced DBS check.

Post: Intervention Teacher
Salary: Main scale M1-M6
Term: 1 Year Fixed Term Contract – commencing September 2026

This post is an afternoon position, 5 days a week, for an Intervention Teacher.

Want to challenge and extend your understanding of what good teaching is? Want to use what we know from Cognitive Psychology about how the brain works to drive your practice? Want to be part of improving the outcomes for a fabulous group of motivated pupils?

We are looking for someone to join our teaching team and be part of what we are trying to build. You will be looking to take on a new challenge and will strive to develop a deeper understanding of cognitive psychology and how we can develop classroom practice to reflect this. You will not be afraid to do things that may challenge what you thought was good teaching and will be fully supported in implementing what is required.

Why choose Willingham Primary School?

- We focus on what works, not on what has always been done
- Our **warm/strict behaviour curriculum** enables teachers to teach; and pupils to learn
- We value feedback, **NOT MARKING**
- We have a **traditional, subject-based curriculum in Y1-Y6** and teach to **the seven areas of the EYFS Framework in Reception**
- You can be part of building an incredible, **knowledge-based curriculum**: working with external subject experts to ensure that substantive and disciplinary knowledge are built upon each year and that pupils remember, long-term, what they've been taught
- We have access to **excellent partnerships**, who will support and challenge your thinking
- You will receive highly focused, high-quality **Professional Development** during which you will have a chance to read and discuss academic research; hear from experts in their field and practice techniques and theories within a supportive and caring team.
- We value staff wellbeing and offer a Wellbeing Day to all staff each academic year.

The right candidate will align completely with our values of **hard work, integrity and kindness** and will support us in achieving our mission statement:

To provide pupils with the knowledge, experiences and confidence they need to excel at secondary school and so that they can make the choices, now and in the future, to have a happy, fulfilling life.

Visits to the school or a Teams meeting with the Phase leader, Deputy Headteacher or Headteacher are strongly encouraged.

Please contact the School Office on 01954 283030, to arrange a visit.



Application to be made via <https://mynewterm.com/jobs/110622/EDV-2026-WPS-06517>

This appointment is subject to Enhanced DBS Check, Barred List Checks and two positive references.

In line with guidance from the Safer Recruitment Consortium, an online search will be completed for all shortlisted candidates.



Willingham Primary School



Job Description and Person Specification

Intervention Teacher



Job details

- Job title:** Intervention teacher
- Salary:** M1 – M6
- Contract type:** 1 Year Fixed Term Contract Part-time, teaching responsibility in the afternoon
- Reporting to:** SENDCo

Main purpose

To ensure that all pupils have the knowledge, experiences and self-confidence to excel at secondary school and make choices now and in the future to live a happy and fulfilling life.

The intervention teacher will provide targeted, evidence-informed support through one-to-one and small group provision, removing barriers to learning and promoting equity of outcomes for all pupils.

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards
- Take all decisions in line with the school's values of hard work, integrity and kindness and model this to enable others to do the same
- Behave in a way that supports the school's ethos and mission statement, including maintaining appropriate, professional relationships with all stakeholders and ensuring all decisions are taken to improve equity of outcomes for pupils.

Duties and responsibilities

Teaching and intervention delivery

- Plan, deliver and evaluate high-quality, targeted interventions for individuals and small groups, based on identified academic and/or SEMH needs based on the content of the WPS Curriculum
- Use assessment information to diagnose gaps in learning and barriers to progress, and design appropriate intervention programmes
- Adapt teaching strategies and resources to meet a wide range of needs, including pupils with SEND and SEMH challenges
- Set high expectations which inspire, motivate and challenge pupils to re-engage with learning
- Support pupils to develop independence, resilience and self-regulation strategies
- Monitor and review the impact of interventions, adjusting provision to maximise progress
- Where appropriate, contribute to classroom teaching or provide short-term in-class support
- Participate in arrangements for preparing pupils for external tests

Assessment, monitoring and reporting

- Assess, monitor, record and report on the progress and impact of interventions
- Maintain clear, accurate records of pupil needs, provision and outcomes
- Use data to inform next steps and communicate progress regularly to relevant staff and parents/carers
- Contribute to pupil reviews, including SEND reviews, EHCP processes and provision mapping

Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's mission statement, values and drivers



- Work closely with teachers, SMT, SENDCo and ESA to ensure provision is coherent and aligned with classroom learning
- Support the identification of pupils requiring additional support
- Make a positive contribution to the wider life and ethos of the school

Health, safety and discipline

- Promote the safety and wellbeing of pupils
- Create a safe, structured and supportive learning environment
- Maintain good order and discipline among pupils, managing behaviour effectively in line with the school's 'Self-Regulation and Behaviour Management Policy' to ensure a good and safe learning environment

Management of staff and resources

- Work effectively with teaching assistants and support staff involved in delivering interventions
- Contribute to the effective deployment of resources to support targeted provision
- Where appropriate, guide and support staff delivering interventions

Professional development

- Take part in the school's appraisal procedures
- Engage in relevant training, particularly in areas such as SEND, SEMH, and evidence-informed intervention strategies
- Commit to continued professional improvement, including the use of deliberate practice within staff PD
- Where appropriate, support the development of colleagues in effective intervention practice

Communication

- Communicate effectively with pupils, parents and carers regarding progress and support strategies
- Provide clear feedback to teachers and leaders on pupil progress and needs

Working with colleagues and other relevant professionals

- Collaborate with class teachers, SENDCo, ESA, SMT and external professionals to support pupil outcomes
- Develop effective, professional relationships with colleagues
- Contribute to multi-agency working where appropriate

Personal and professional conduct

- Uphold public trust in the 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 school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities
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The intervention teacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

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 the teacher will carry out. The post-holder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.



Person specification

Criteria	Qualities	
	Essential	Desirable
Qualifications and experience	<ul style="list-style-type: none"> • Qualified teacher status with at least 3 years of teaching experience across primary school • Strong GCSEs in English and Maths • Strong A-Levels outcomes • Experience of working with pupils with additional needs (e.g. SEND, SEMH) 	<ul style="list-style-type: none"> • Subject-based degree • Specific SEND training or CPD
Skills and knowledge	<ul style="list-style-type: none"> • Knowledge of the National Curriculum and its adaptation for pupils working below age-related expectations • Knowledge of effective intervention strategies (academic and SEMH) • A good understanding of how children learn, including barriers to learning • Ability to assess needs, identify gaps and plan targeted support • Ability to adapt teaching to meet a wide range of needs, including SEND and SEMH • Ability to build effective working relationships with pupils • Knowledge of guidance and requirements around safeguarding children • Knowledge of effective behaviour and self-regulation strategies • Ability to support pupils' emotional regulation and wellbeing • Good ICT skills, particularly using ICT to support learning 	<ul style="list-style-type: none"> • Understanding of cognitive psychology • Understanding of how knowledge provides the foundation for curricular development
Personal qualities	<ul style="list-style-type: none"> • Complete alignment with the school's ethos and values • A commitment to getting the best outcomes for all pupils • High expectations for children's attainment and progress • Patience, empathy and resilience when working with pupils with additional needs • Ability to work under pressure and prioritise effectively 	<ul style="list-style-type: none"> • Commitment to continuous professional improvement • The ability to take feedback positively and constructively • The ability to support colleagues through constructive and supportive feedback



	<ul style="list-style-type: none">• Strong organisational skills, including maintaining accurate records• Commitment to maintaining confidentiality at all times• Ability to reflect on practice and respond positively to feedback• Commitment to safeguarding and equality	
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Terms of Appointment

Disclosure & Barring Service Check

This role requires an Enhanced Disclosure and Barring Service (DBS) check. Any offer of employment we make to you will be conditional upon the satisfactory completion of these checks; whether an outcome is satisfactory will be determined by the Headteacher and Chair of Governors.

Equality & Diversity

Willingham Primary School is committed to promoting equality. The school is an equal opportunities employer. All appointments are made based on merit. All staff have equal access to all benefits, services, facilities, and opportunities.

Health Declaration

Appointments will be subject to a satisfactory pre-employment health check.

Hours of Work and Working Pattern

The hours of work for this position will be specified in the job description and advert.

Online Searches

We will undertake online searches of all shortlisted candidates prior to interview.

Pension

You will automatically be enrolled into membership of the Teachers' Pension Scheme.

References

Offers of appointment will be subject to the receipt of satisfactory references.

Right to work in the UK

We have a legal responsibility to ensure that you have the rights to work in the UK, before you can start working for us. If you do not have the rights to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it.

Qualifications

The person specification for this position lists essential and desirable qualifications. Please note that if you are offered the post, you will be asked to provide your relevant original certificates of all essential qualifications.

What Willingham Primary School can offer

Our investment in you

Professional Development

The school is committed to staff development. As a staff member you will have access to:

- Opportunities for professional development through CPD programmes
- Regular performance management and appraisal review
- School training sessions



Wellbeing

Employee Assistance Programme

Our staff have access to an Employee Assistance Programme (EAP). It is an invaluable resource for every individual working in our School. The service promotes emotional wellbeing and enhances personal effectiveness.

The EAP is a confidential service which offers support, information, and guidance on a range of subjects and areas, 24 hours a day, 365 days a year.

Wellbeing Day

The school offers every member of staff one term-time wellbeing day each academic year.

Flu Vaccinations

The school provides the opportunity for all staff to receive a free flu vaccination each year.

Additional Benefits

Pension

As an employee at Willingham Primary School you are automatically enrolled into membership of the Teachers' Pension Scheme.

As well as employee's paying contributions into the scheme (banded, based on earning level) Willingham Primary School also pays into the scheme on your behalf, regardless of earnings.

For teaching staff, the school currently contributes 28.68% of your salary into the pension.

Cycle to Work Scheme

Willingham Primary School offers the Cycle to Work Scheme which enables employees to purchase a bicycle, accessories, and safety equipment, to use for at least some of their travel to work, by way of a salary sacrifice scheme. This enables the employee to make savings by reducing their Income Tax and National Insurance liability.

Extended Schools Provision

We run our own in-house breakfast club and after school club and places can be offered to staff's children on the days that they work, if the child attends Willingham Primary School.

Catering

We have on-site catering provision which provides a staff menu bookable daily.



How to Apply

Applications should be made via <https://mynewterm.com/jobs/110622/EDV-2026-WPS-06517>

Visits to the school or a Teams meeting with the Headteacher are strongly encouraged.

Please contact the School Office on 01954 283030, or office@willingham.cambs.sch.uk to arrange a visit.

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