



# CATALYST

## Somers Heath

Foyle Drive, South Ockendon, Essex RM15 5LX  
Telephone: 01708 853397 E-mail: admin.shps@catrust.org.uk

## Lead Teacher

**Start date:** September 2026

**Salary Scale:** Within Pay range: M1 £34,729 - M6 £47,289 (with 5% increase) + TLR allowance

**Responsible to:** Head of School

We are currently looking for exceptional Lead Class Teacher to join our middle leadership team at Catalyst Academy Trust.

The position is based at Somers Heath Primary School part of Catalyst Academies Trust, a small, local trust and one of the highest performing in the country.

We are seeking a dedicated and ambitious individual to develop as a middle leader and take the next step by leading a year group. Along with other members of the middle leadership team, the Lead Teacher will be responsible for raising standards, mentoring students, planning with the Trust and supporting early career teachers and helping establish a culture that is nurturing and rigorous.

Our ideal candidate will be an outstanding teacher and a strategic leader with a resilient character and a strong personal drive with sound knowledge of the primary curriculum.

### The ideal candidate will also:

- Have experience in leading
- Have proven experience of positively impacting on student progress and raising attainment and developing excellence
- Be fully committed to the Catalyst Academy ethos of high expectations
- Have the drive to make a real difference to the lives of pupils.

### In return we can offer you:

- Well behaved children who are keen to learn and achieve their full potential
- Excellent professional development and opportunities for career development within the trust (many senior leaders in the trust have gained promotion within the trust)
- A hardworking team who are committed to providing outstanding education to all children, no matter what their background or needs
- Retention bonuses are paid every year.



• You will also be added to our "Catalyst Employee Perks" platform where you will be able to access a range of discounts from regular supermarkets, numerous retailers, family days out, restaurants and more.

**A £1,000 Catalyst welcome payment for successful candidates (teachers paid on Main Scale only) if you are appointed through a direct application to a Catalyst school (i.e. avoiding agency costs). This payment is allocated 6 months after you have been in post.**

Visits to the school are both positively encouraged and warmly welcomed. Also, you are very welcome to have an informal, confidential discussion with Mr Curtis, our Head of School about this vacancy.

Please contact the school on 01708 853397 or email [admin.shps@catrust.org.uk](mailto:admin.shps@catrust.org.uk) to arrange these.

Application packs are available on the [School Website](#)

Application forms should be sent direct to the school at [admin.shps@catrust.org.uk](mailto:admin.shps@catrust.org.uk) or you can apply via [Essex Schools Jobs](#)

All appointments are subject to safer recruitment requirements to ensure the safeguarding of children and young people. All positions will involve appropriate checks and clearances.

**Closing Date: 20/04/2026- Midday**

**Interviews: W/C 27/04/2026**

**Please note that should we receive sufficient applications; we reserve the right to close the vacancy early.**

We are committed to safeguarding and protecting the welfare of children and expect staff and volunteers to share this commitment. We follow safer recruitment practices, and all appointments are subject to satisfactory references, pre-employment health check and a successful enhanced DBS.

