



**Breakfast Club Assistant
Required for September 2026**

Breakfast Club Assistant Lead Overview

The role holder will support the day-to-day running of our Breakfast Club, helping to provide a safe, welcoming and engaging environment for pupils before the start of the school day.

Responsibilities will include supervising children, supporting play-based activities, promoting positive behaviour and assisting with the preparation and serving of breakfast.

Applicants should enjoy working with children and be able to build positive relationships with pupils, staff and parents.

Previous experience of working with primary-aged children in a childcare, school or club setting is desirable, and candidates should demonstrate good communication skills, reliability and a caring, enthusiastic approach.

The successful candidate will support the school's values of being compassionate, curious and courageous.

Please contact the HR department on 01992 624375, or by email at recruitment@generationsmat.herts.sch.uk for further details.

Closing date for applications: 8th July 2026

Interviews will be held: week commencing 10th July 2026

The Trust reserves the right to process applications as they are received, and early applications are encouraged. Previous applicants need not apply.

Generations Multi Academy Trust is committed to the safeguarding and welfare of children and applicants must be willing to undergo child protection screening appropriate to this post, including checks with past employers and the Disclosure and Barring Service.

Please note that this role 'exempt' from the Rehabilitation of Offenders Act 1974 and therefore, you are required to declare any convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). Further information is available on the school's website.

Welcome from Sarah Baker, Executive Principal, Primary

Welcome to Oakview Primary School.

We are a smaller-than-average primary school with a strong sense of community and a commitment to nurturing every child. Oakview is known as a friendly, open, and caring family school, where all children are known as individuals and where staff go the extra mile to ensure pupils feel happy, safe, and valued. Our parents overwhelmingly tell us that their children are happy here - and we believe that happy children are the best learners.

Oakview officially joined the Generations Multi-Academy Trust (GMAT) in January 2025. Long before the paperwork was signed, however, we were already working closely with the Trust to improve outcomes for our pupils. Today, we are proud to be an integral part of the GMAT family, sharing its values of collaboration, high standards, and putting children first.

Since September 2025, I have led Oakview in the role of Executive Principal. In this role I oversee the primary phase of GMAT, including the highly successful Flamstead End Primary School. This brings strong strategic leadership, deep expertise, and a commitment to excellence across our schools. It also provides an opportunity to share resources and expertise.

We believe that excellent primary education lays the foundation for a successful future. At Oakview, every member of staff is dedicated to ensuring our children thrive academically, socially, and emotionally. We take time to know our pupils, understand their interests, and support them to exceed expectations - never capping what they can achieve.

Our school values are central to all we do:

Aspire. Achieve. Act with Kindness.

- Aspire – to be the best version of ourselves, to dream big, and set high standards.
- Achieve – through hard work, perseverance, and a love of learning.
- Act with Kindness – to treat everyone with respect, empathy, and care.

Our Vision

At Oakview Primary School, we empower children to become passionate learners, thoughtful leaders, and respectful communicators. Through a nurturing, inclusive environment and strong partnerships with families and the wider community, we champion excellence in learning and collaboration - ensuring every child grows in confidence, achieves their potential, and contributes positively to the world around them.

If you are someone who shares our values and is committed to making a real difference in children's lives, we would be delighted to receive your application.



Sarah Baker
Executive Principal

Information about Oakview Primary School



Information about Oakview Primary School and the Generations Multi Academy Trust

Oakview Primary School is a close-knit, one-form entry school that provides education for children aged 3 to 11. With a preschool, nursery, and classes from Reception through Year 6, our school offers a nurturing, inclusive environment where each child is known as an individual.

We are proud to be part of the Generations Multi-Academy Trust. Since joining in January 2025, we have worked collaboratively across schools within the Trust to share best practice, raise standards, and improve pupil outcomes. The support of the Trust has enabled us to strengthen our vision and build on our commitment to excellence.

Children at Oakview are well-behaved, friendly, and enthusiastic about learning. Staff build strong relationships with pupils and families alike, fostering a supportive and encouraging atmosphere. Our school is small enough to feel personal, but ambitious in the opportunities and expectations we offer.

Our on-site Forest School gives children regular access to outdoor learning opportunities that nurture resilience, teamwork, and a deep connection with the natural world. We are proud of our identity as a values-driven school where aspirations, achievement, and kindness are at the heart of everything we do.



Professional Working and Learning Environment

At Oakview, we are committed to supporting every member of staff to grow professionally and feel valued in their work. We believe in creating a positive working environment where collaboration, reflection, and innovation are encouraged.

Staff are supported to take on leadership roles, undertake National Professional Qualifications (NPQs), and pursue apprenticeships up to Level 7. We also work professionally with other schools within the local area and across the Trust to share expertise and develop our practice.

We value coaching as a key tool in staff development, helping individuals build confidence and reflect on their practice in a meaningful way. INSET days are thoughtfully planned to address school priorities and include high-quality external speakers. In addition, individual training needs are identified and supported to ensure staff feel equipped to meet the needs of their pupils.

Staff wellbeing is a priority, and we regularly gather feedback to inform our decisions. Our low staff turnover and strong morale are reflective of a school culture that truly values its people.



Outcomes

The school officially joined the Trust on 1st January 2025 but received support from the Trust from the start of the academic year. During this time, the Trust worked closely with the school, focusing specifically on raising achievement and improving outcomes across all statutory assessments.

The 2025 outcomes are extremely pleasing and reflect the significant progress made across the school during this period. Strong outcomes were achieved across all statutory assessments, bringing results broadly in line with the national averages.

Key highlights from the 2025 outcomes include:

- **Early Years Foundation Stage (EYFS):** 69% of students achieved a Good Level of Development (GLD), placing the school above the national average.
- **Phonics Screening Check:** 83% of students passed the Year 1 Phonics screening check. This is 3% above the national average and represents a 9% improvement from the previous academic year.
- **Multiplication Tables Check:** 30% of students achieved full marks, with the cohort averaging 19.8 marks out of 25. This represents a substantial improvement from the previous academic year and significantly exceeds expectations based on the student's prior attainment.
- **Key Stage 2 SATs:** Outcomes in Reading, Writing, and Maths are now broadly in line with national averages at both the expected and higher standards. The most notable improvement was seen in Maths, where the percentage of students achieving the expected standard increased by 16% from the previous academic year. Additionally, the school successfully narrowed the attainment gap for Males and Pupil Premium students across all areas of the Key Stage 2 assessments.

Community, Care, Guidance and Support

Oakview is more than a school - it is a community. We believe in building strong relationships with our families and creating an environment where everyone feels safe, included, and supported.

Our staff work hard to understand and meet the needs of every child, and we offer tailored support through our pastoral systems. We have a dedicated Family Liaison Officer who works closely with parents and carers to support pupil wellbeing and engagement. In addition, a Family Hub runs daily to offer support, resources, and community connection for families.

Celebration is an important part of school life. Our values underpin our behaviour and reward systems, and we take pride in recognising the achievements and character of our pupils. Every child is encouraged to be the best version of themselves, supported by a team that cares deeply for their development.

Enrichment opportunities are woven throughout the year, from local visits and community projects to special events and residential experiences. We want every child to leave Oakview with fond memories, lasting friendships, and the belief that they can achieve anything they set their mind to.



Information about
Generations Multi
Academy Trust



Information about Generations Multi Academy Trust (GMAT)

GMAT is a cross-phase Multi Academy Trust based in Cheshunt, currently comprising two secondaries and two primaries - Goffs Academy, Goffs-Churchgate Academy, Flamstead End School and Oakview Primary School. Across the piece, GMAT currently has just under 3,000 students in its care and employs just under 400 staff.

The MAT also operates nursery provision on the Goffs-Churchgate site, with subsidised and term-time only places for staff, run by Ashbourne Nurseries
<https://ashbournedaynurseries.com/>

All of the schools are situated within close proximity of each other in Cheshunt, and share many activities, including CPD for staff. One of the Trust's fundamental principles is that no one school or phase is in any way more important or successful than the other. As such, CPD and other events are rotated through all schools in the Trust, with everyone learning from and sharing with each other. This collegiate and collaborative approach permeates our Trust.

The MAT's finances are overseen by a highly skilled Chief Finance Officer with considerable financial expertise in the private sector, plus a highly experienced Finance Manager.

The Trust deliberately created an innovative Income Generation function, and extensive lettings and business development work now takes place across all sites in the MAT.

This additional income – now yielding around £600k per annum – underpins generous levels of staffing at both schools, plus many “extras” that would otherwise be unaffordable in the current funding climate.

GMAT is a fully centralised MAT, with all of our schools able to access dedicated, expert advice and support from centralised functions in HR, Finance, Income Generation, Data/Business Analysis, ICT and Estates.

The MAT is extremely clear about its daily purpose, reflected in its motto of “no set destiny for any child.” All of our schools, leaders and staff believe fiercely in the life-changing nature of education and work tirelessly to that end, day in and day out. There is no set destiny for any of the children in our care; rather, we are each very clear that our daily work across the piece allows children to forge new futures and destinies.

Schools within Generations Multi Academy Trust (GMAT)

Flamstead End School

Flamstead End School is a thriving primary school with approximately 485 children on roll. It has a preschool, a 60-place nursery offering 30 hours provision, and two classes per year group from Reception to Year 6. Flamstead End is also a 'Herts Therapeutic Thinking' school, and seeks to understand and support children's behaviour so that they are able to learn and achieve to the best of their ability. The school is a tight knit community, with a well-established staff who care for one another and the children in their charge.

Goffs Academy

Goffs Academy is a mixed 11-18 comprehensive academy with approximately 1,600 students on roll, including a thriving and successful sixth form. The school is also extremely popular in the local area, with an average of over 800 applications annually for the 240 places available, and significant waiting lists for places across the year groups.

Goffs-Churchgate Academy

Goffs-Churchgate Academy is a fully mixed 11-16 comprehensive school, with approximately 600 students on roll. The school has rightly established a very strong reputation for both its academic outcomes and its close-knit, nurturing community, receiving an average of over 600 applications for just 120 available places. The decision to cap student numbers at 600 is entirely deliberate, enabling us to maintain a strong sense of community where everybody knows everybody else.

Oakview Primary School

Oakview Primary School is a one-form entry warm and welcoming primary school with currently approximately 170 children on roll. In September 2025, Andrews Lane Primary was relaunched as Oakview Primary, marking the beginning of a significant transformation under the leadership of the Generations Multi Academy Trust. This was far more than a rebrand. The change of name signaled a new identity, reflecting the ambition to deliver a higher quality of education, stronger community links, and continuously improving outcomes for all children. The school benefits from significant space, including a field and a forest. As a 'Herts Therapeutic Thinking' school, the school is committed to understanding and supporting children with their learning and achievement, within a context of deep-rooted mutual respect. One of the features of Oakview is its commitment to supporting its children and their families, and as such the school provides adult learning classes throughout the year. Staff are committed, dedicated professionals who want to do their very best for every pupil.

Overview

Our schools pride themselves on their sense of community – both within the school itself, and in the wider locality. Visitors to our schools unfailingly comment on a very real sense of community, coupled with warmth and pride. Three of our schools are members of Cheshunt extended services (CHEXS), offering a variety of extended school and community-based activities for both students and parents. Our students actively support local charity work such as the Isabel Hospice and maintain strong links with our local primary schools.

Our schools are proud to be truly community-based schools, with students and staff from different nationalities, faiths and cultures and a number of languages spoken in each school. As a Trust we recognise and celebrate what makes us unique and different, and acknowledge that we are also part of one community. Our aim is for everybody to feel valued and respected, and we strive hard to ensure we create a positive culture within the schools to enable this to happen.

Further information about GMAT can be found here:

<https://generationsmat.com/>



Staff Development

The Trust has an extremely strong reputation for staff development, for both teaching and support staff. Developing the next generation of school leaders, both middle and senior, plus future Headteachers for those who wish to pursue this, is also a responsibility that we take very seriously. We have a full suite of staff leadership development which staff can join, be they an ECT or highly experienced colleague.

Taking advantage of the many opportunities inherent in being a cross-phase MAT, the MAT runs a calendared programme of networking meetings where leads across both phases can come together to discuss and share best practice in areas including safeguarding, behaviour and teacher training.

In addition to whole staff training days, we disaggregate a number of hours for training every year. This allows staff development to be highly personalised as staff can opt for the training which best meets their needs, including the opportunity to do a research project in partnership with Cambridge University.

Many use their disaggregated time to coach others or to receive coaching. Moreover, there are specific training sessions for ECTs and other interested staff which run each week after school.

We also place a lot of emphasis on 'on the job' training and support. A thorough induction scheme is available to all new staff, and mentors/buddies are assigned to guide you through those new routines. Finally, external courses can of course be booked if, on very rare occasions, we cannot cater for a particular training need in-house.

Leadership Development

The Trust's leadership academy encompasses both staff and student leadership development through a series of student led groups and staff leadership pathways. The staff programme specifically provides opportunities for:

- Aspiring middle leaders
- Aspiring senior leaders

All pathways are personalised for the individual and staff receive one-to-one support from a mentor alongside working on a whole school project. Both support staff and teaching staff are welcome to join the leadership academy at any point in their career.

A full suite of leadership training is offered with a range of sessions including:

- What makes a good leader? - Communicating vision and values
- Leadership and staff motivation - Building a high performing team
- Leading and managing change - Developing your leadership approach
- Being a Lead Practitioner - Quality assuring effective teaching

- Strategic pastoral leadership - being a Director of Learning
- Strategic curriculum leadership - being a Head of Department
- Coaching and mentoring - Observation for improvement
- Using data in leadership for impact
- Resilience in leadership, including effective communication with key stakeholders
- How to make your applications stand out
- Fostering positive behaviour for learning
- Leading and managing innovation and change

As part of the Trust's commitment to developing future leaders, a number of the existing senior leadership team across both secondary schools gained experience through an 'associate' SLT position before gaining substantive leadership posts.

Trust Staff Benefits

Alongside our very strong focus on outstanding professional development and promotion opportunities, we also offer a range of benefits including:

Competitive base salary with a tailor-made development plan aimed at enhancing your future [earnings] potential through:

- High quality, personalised CPD
- Bespoke leadership development programmes
- Subsidies for masters and degree courses
- Secondment and shadowing opportunities
- As part of our multi academy Trust, potential to work across more than one school to develop career enhancing skills and knowledge
- Supported nursery provision with Ashbourne at any of their nurseries in the Buckinghamshire, Essex, Hertfordshire, Northamptonshire, and Bedfordshire area:
 - 15% discount for all Trust staff
 - Term time only places are available
 - A school day would be 9.00am – 3.00pm
 - “sundries” would be applied to a child taking up a funded only space (e.g. 30 hours funding only). This covers the cost of: meals, snacks, nursery resources
- The MAT adheres to the STPCD for its teaching staff

Additional financial incentives and tax efficient benefits, including:

- Exam marker payment of £400 plus 2 days' paid leave to do the marking (1st year)
- Payments for staff taking weekend sporting fixtures: staff paid £200 for leading a minimum of six Saturday fixtures plus 6 weekly training sessions
- A daily allowance of £50 for school trips taken over a weekend or any school holiday
- A £1,000 employee referral scheme (i.e. Finder's fee) for any qualifying positions that staff refer the successful candidate for: £500 on the person starting, and £500 if the person is still in employment in the Trust 12 months later

Trust Staff Benefits

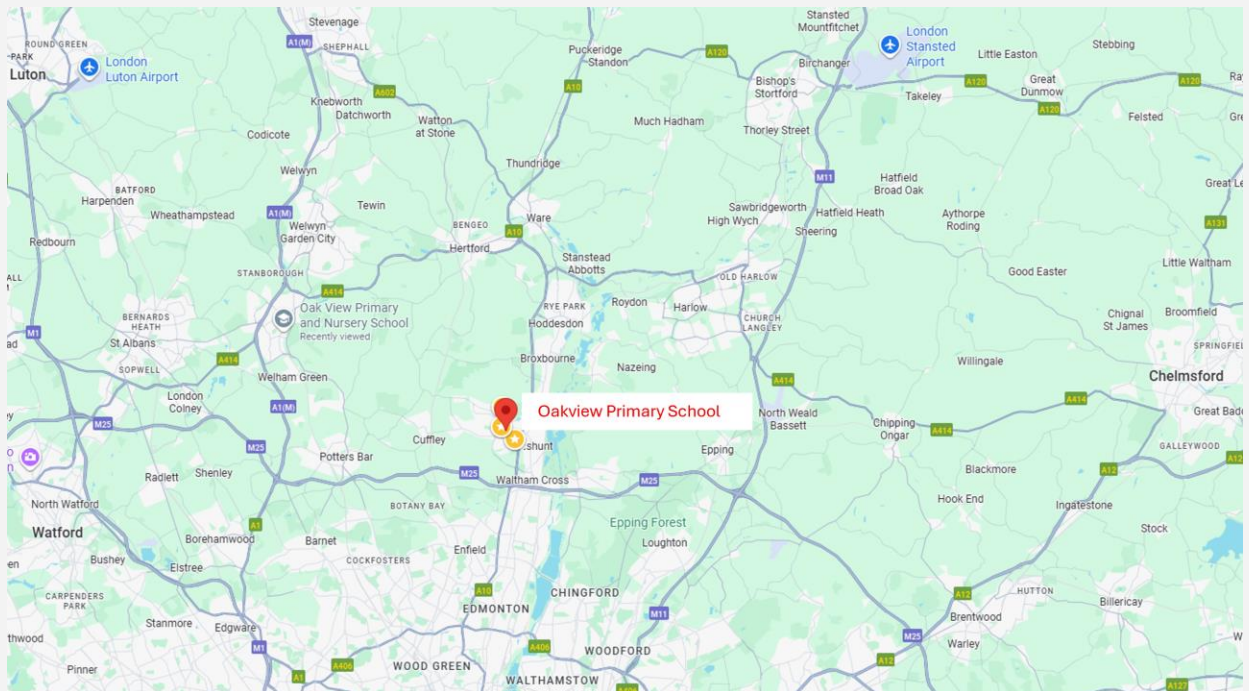
Access to a wide range of health and well-being resources including:

- Employee Assistance Programme via Spectrum Life which offers access to:
 - An in-the-moment advisory helpline on a wide range of personal, work-related or financial issues
 - Further counselling support (subject to a referral)
 - Shopping discounts portal
 - Healthy eating ideas
 - Fitness programmes
 - A wealth of wellbeing resources such as podcasts and mindfulness techniques
 - Fully trained Mental Health First Aiders at all Trust sites
 - Eligible staff may join the Teachers' Pension Scheme or the Local Government Pension Scheme
 - Support Staff annual leave increases in line with service at 5 and 10 years' service
 - Enhanced annual leave for full year support staff
 - Paid time off for:
 - Interviews
 - Moving house
 - Study/exam leave
 - Medical appointments
 - "Special" leave
 - Compassionate Leave
 - Generous sick pay allowances
 - Two-week autumn half term
 - Cycle to work scheme
 - Free on-site parking at all sites
 - Modern, professional and fit for purpose working environments
 - Free use of a range of sports and leisure facilities, including a fully equipped gym
 - Substantially discounted membership to a new professionally run, externally let, Lifestyle Fitness Gym
 - Free flu jabs
 - Subsidised social events
 - 100% attendance
 - Free tea, coffee and milk
 - Discounted car valeting service on site at Trust schools
 - Ad hoc rewards such as ice cream van visits, fruit, doughnuts, chocolates, Easter eggs and many more
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Our Local Area

Oakview Primary School is located in Cheshunt, Hertfordshire. The school is uniquely situated to benefit from the many green spaces in the surrounding area, whilst also enjoying transport links to central London and other large urban areas. The Lee Valley park, including the White Water Centre built for the London 2012 Olympics is located on our doorstep.

The journey to central London takes approximately 30 minutes by train. Close links to the A10 and M25 mean that the school is easily accessible from across Hertfordshire, as well as from north London and parts of Essex.



No Set Destiny for Any Child



Oakview Primary School

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Cheshunt

Waltham Cross

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www.oakviewprimary.com

Part Of:



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