



Welcome to our Trust

Class Teacher
Recruitment Pack



Contents

03

Welcome from the Chief Executive Officer

05

About Anglian Learning and Howard
Community Primary School

07

Working for Anglian Learning

09

Role Summary

10

Job Description and Person Specification

14

How to Apply

Welcome to Anglian Learning



Thank you for your interest in the position of Class Teacher at Anglian Learning.

We are an ambitious, outward looking school trust consisting of seven secondary schools and eleven primary schools, the latest to join our community being Stour Valley Community School and Clare Community Primary School in March 2025. While each of our academies retains very clearly their own identity and ethos, we are collectively passionate in our belief that all young people deserve to have access to an outstanding education, and which crucially enables them to thrive in the local, national, and global communities in which they live.

Anglian Learning has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as providing a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Alison Weir, Headteacher at aweir@howardprimary.org.

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.



Jonathan Culpin,
CEO, Anglian Learning

Our Values:

Aspiration

We are ambitious for ourselves and all those in our community to be the best we can be



Community

We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together



Empowerment

We enable our academies, staff and learners to embrace new ideas and think creatively



Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds



About Anglian Learning

Founded in September 2016 of four community-facing secondary schools seeking to share knowledge and provide mutual support, Anglian Learning has grown over the past seven years to be one of the leading school trusts in the region.

Educating more than 9000 pupils and employing over 1000 staff across three counties and eighteen academies, the Trust's mission is to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for all of our learners, people and communities.

Alongside this, the Trust remains committed to its heritage which is rooted in local communities and several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under the banner of Anglian Leisure. Local, high quality and representative governance of schools is a key aspect of our leadership structure and we are recent winners of the NGA National Outstanding Governance Award as a reflection of this commitment.



In addition to our commitment to celebrating our community ethos, we believe strongly in empowerment: of pupils, our people and, crucially, our leaders. As recent research has reiterated, headteachers are incredibly influential in the success of schools and of their learners. The role of the Trust is therefore to provide the environment in which our leaders can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, finance, ICT, estates and operations. Therefore, our school leaders have the space and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.

Educating more than

9,000

pupils

Employing over

1,300

members of staff

3

counties

18

academies

About Howard Community Primary School



Howard Community Academy is a school which has all the right ingredients to succeed and to provide the very best for all its pupils. The current staff and the community are committed and keen to continue to put in place the changes that need to be made for this to happen. The school joined Anglian Learning on 1 April 2020 and the journey towards this vision, is well underway.

Aspiration | Experience | Nurture | Community

At Howard Primary we aim to support every child in becoming more than they ever thought they could be. Within a safe and nurturing environment we seek to provide our children with a curriculum which is engaging and exciting but also challenging in order to help every child reach their full potential.

Howard Community Academy is a school with community at its heart. Our school works hand in hand with the local community to be a place where families are supported, and parents are actively involved in the life of the school and the education of their children.

Our aim is that, through high quality teaching, by the time a child leaves us, they will have the skills and confidence to be able to be independent and successful learners and be positively involved in the wider community. We seek to ensure that every child will have gained happy memories and rich experiences, and that they will believe that being a pupil at Howard Community Academy was the making of them.

At the heart of all we do, Howard Community Academy promotes the values of being safe, being calm and being respectful.

At Howard Community Academy we want children to:

- Be successful and ambitious learners who are resilient in the face of a challenge
- Enjoy your topics and love coming to school
- Feel safe and know that you are cared about
- Take pride in where you live and help make it a better place

Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a myriad of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact Alison Weir, Headteacher at aweir@howardprimary.org.

Benefits

Other benefits and support available to all Trust employees include:



Career Average
Revalued Earnings
Pension Scheme
(CARE)



Cycle to Work Salary
Sacrifice Scheme



Free membership to all
Anglian Learning Sports
Centres



20% discount on
Anglian Learning Adult
Education Courses



Professional Development
Scheme Policy



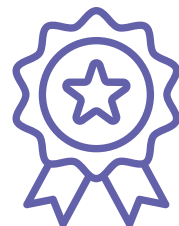
Employee Assistance
Programme



Specsavers VDU Vouchers



Boots Flu Vouchers



Perkbox – a benefit, reward and
recognition platform offering a
wide range of discounts on high
street and online shopping



Role Summary

Are you a teacher with strong leadership skills – or who has aspirations to develop?

Are you looking for a fresh challenge and want to make a significant difference to pupils and to the development of a school? This post is suitable for experienced or newly qualified teachers.

Howard Community Academy is a school which has all the right ingredients to succeed and to provide the very best for all its pupils. The current staff and the community are committed and keen to continue to put in place the changes that need to be made for this to happen. The school joined Anglian Learning on 1 April 2020 and the journey towards this vision, is well underway. We are looking for a teacher who wishes to be part of that catalyst to create a school that is an inspiration to both the local community and the pupils.

We are seeking a teacher who can make a difference through building high quality relationships with children, staff and parents.

We are looking for someone with relevant experience who will bring enthusiasm, creativity and a commitment to children's learning. The right candidate will be adaptable, enthusiastic and highly motivated with a full commitment to our school and its aim to create a happy, successful learning environment for all pupils.

SALARY:	MPS/UPS
HOURS:	Part time 19.5 hours per week
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS plus barred list check
LOCATION:	The post holder will be based at Howard Community Primary School but will be expected to work across the Trust and to travel between sites.
RESPONSIBLE TO:	Headteacher

MAIN RESPONSIBILITIES

Set high expectations which inspire, motivate and challenge staff, pupils and the wider community

- Have the ability to lead, motivate and inspire confidence.
- Be able successfully to implement strategies for raising achievement and ensuring effective teaching and learning for the pupils at Howard Primary Academy.
- Establish a safe and stimulating learning environment for pupils which values all pupils and gives them a sense of their own self-worth.
- Have aspirations for creating provision that stretches and challenges pupils of all backgrounds, abilities and dispositions.
- Demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.
- Implement strategies that support parents and carers to believe that their children can achieve well.

Promote good progress and outcomes by pupils

- Be accountable for pupils' attainment, progress and outcomes
- Plan teaching that builds on pupil's capabilities and their prior knowledge
- Guide pupils to reflect on the progress they have made and their emerging needs
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- Encourage pupils to take a responsible and conscientious attitude to their own work and learning.
- Engage parents in understanding how they can best help their children to achieve well.

Plan and teach well-structured lessons

- Share knowledge and develop understanding through effective use of lesson time.
- Ensure pupils have the skills they need to engage fully in lessons and learn well.
- Promote a love of learning and engage children's intellectual curiosity.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired.
- Reflect systematically on the effectiveness of lessons and approaches to teaching.
- Contribute to the design and provision of an engaging curriculum within the relevant subject areas.

Adapt teaching to respond to the strengths of all pupils

- Know when and how to differentiate learning activities to meet pupils' needs, using approaches which enable pupils to learn well.
- Have a secure understanding of how a range of factors can inhibit pupils' ability to learn and a desire to know how best to overcome these with a drive to ensure this happens.
- Demonstrate an awareness of the physical, social and intellectual development of children and know how to adapt teaching to support pupils' education at different stages of development.
- Have and develop a clear understanding of the needs of all pupils, including those with special educational needs; SEMH needs, high ability; English as an additional language and disabilities.
- Working with leaders, be able to use and evaluate distinctive teaching approaches to engage and support all pupils.
- Want to engage parents and wider family members in knowing how best to support their children to thrive in school.

Make accurate and productive use of assessment

- Know and understand how to assess subject and curriculum areas, including statutory assessment requirements.
- Make use of formative and summative assessment to secure and improve pupils' progress.
- Work with leaders to establish a comprehensive understanding of pupils' achievement and how best to support improving it.
- Use the academy's agreed systems to monitor pupils' progress, consider expectations for pupil's learning and plan subsequent lessons.
- Give pupils regular feedback both orally and through accurate marking in accordance with the academy's policy.
- Encourage pupils to respond to the feedback and draw on their views to shape learning experiences.
- Share information about pupils' progress openly with parents so they have a good understanding of how well their children are achieving.

Manage behaviour effectively to ensure a good and safe learning environment

- Work with leaders and pupils to establish clear rules and routines for behaviour in classrooms, implement these assiduously.
- Maintain good relationships with pupils, exercise appropriate authority and act decisively when necessary.
- Use praise and recognition of positive and improved behaviour as a continuous strategy promoting the involvement and engagement of pupils.
- Always consider the roots of any poor behaviour, giving pupils the opportunity to make amends and realise the impact of their behaviour if it does not meet the academy's expectations.
- Take responsibility for promoting good and courteous behaviour with all pupils in classrooms and around the school, always in accordance with the school's behaviour policy.
- Have the same high expectations of behaviour as leaders and other staff, exemplify the expected behaviour at all times.
- Manage classes effectively using approaches which are appropriate to pupils' needs, as well as the additional support available, in order to involve and motivate them

Teachers uphold public trust in our profession and maintain high standards of ethics and behaviour within and outside the school by:

- Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries.
- Having regard for the need to safeguard pupils' well-being, in accordance with statutory requirements reporting any concerns as required.
- Showing tolerance of, and respect for, the rights of all pupils, families and colleagues.
- Promoting the fundamental British values including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.
- Ensuring that personal beliefs are not expressed in ways that exploit or highlight pupil's vulnerability.
- Having proper and professional regard for the ethos, policies and practices of the school.
- Maintain high standards in their own attendance and punctuality
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Qualifications and Training

Essential:

- Qualified to Degree level
- Qualified Teacher Status
- Experience of teaching in primary education
- Evidence of CPD and/or school practice

Experience

Essential:

- Knowledge and understanding of the theory and practice of National Curriculum
- Understanding of the requirements of pupils with SEN and EAL
- High expectations of pupils achievement and behaviour
- Evidence of involvement in curriculum development
- Evidence of experience of subject leadership
- Secure understanding of safeguarding principles and practice

Desirable:

- Specific subject skills and knowledge

Skills and Knowledge

Essential:

- Excellent classroom practitioner
- Develop others through sharing of best practice
- Commitment to being an excellent team player
- Excellent relationships with children, parents, staff and governors
- Communicate effectively both
- A willingness to support the schools extended extra-curricular provision
- Flexibility to teach across KS1 & 2 orally and in writing to a variety of audiences
- Excellent behaviour management skills
- Create a happy, challenging and effective learning environment

Desirable:

- Experience of engaging learners from disadvantaged backgrounds
- A willingness to support the schools extended extra-curricular provision
- Flexibility to teach across KS1 & 2

Personal Qualities

Essential:

- Approachable
- Committed
- Flexible
- Resourceful
- Effective Team Member
- Ability to maintain confidentiality

How to apply

Dates

CLOSING DATE: 19th June 2025

INTERVIEW DATES: TBC

START DATE: 1st September 2025

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about being a Class Teacher and meet the person specification we invite you to apply for this exciting opportunity via our [recruitment page](#).

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact Alison Weir, Headteacher at aweir@howardprimary.org.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.'

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - <https://anglianlearning.org/information/data-protection-policies/>

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.



Get in touch

Anglian Learning
Lode Road
Bottisham
Cambridge
CB25 9DL

PHONE: 01223 340340

EMAIL: hr@anglianlearning.org

WEBSITE: www.anglianlearning.org

SOCIAL MEDIA:

