



# Welcome to our Trust

Class Teacher  
Recruitment Pack



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# Welcome to Anglian Learning

Thank you for your interest in the position of  
Class Teacher Bottisham Community Primary School

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation 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 provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Mark Askew Headteacher, at [head@bottishamprimary.org](mailto:head@bottishamprimary.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 by four community-facing secondary schools committed to sharing knowledge and providing mutual support, Anglian Learning has grown to become one of the leading school trusts in the region.

Educating more than 11,000 pupils and employing over 1,600 staff across three counties, pupils, their families and the wider community benefit directly from the resources, time and expertise given by our Trust. While each school retains its own unique identity and ethos, we are collectively passionate in our belief that we are stronger together.

Alongside this, our Trust remains committed to its heritage, which is rooted in local communities. Several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under Anglian Leisure. Local, high-quality quality and representative governance of schools is a key aspect of our leadership structure.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowering our people. The role of our Trust is to provide the environment in which colleagues can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, curriculum development, inclusion, finance, ICT, business support and operations. Therefore, our schools have the capacity 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

**11,100**

pupils

Employing over

**1,650**

members of staff

**3**

counties

**22**

academies

# About Bottisham Community Primary School



Bottisham Community Primary is a thriving primary school which includes a full-time nursery, situated in the village of Bottisham, located north-east of the city of Cambridge.

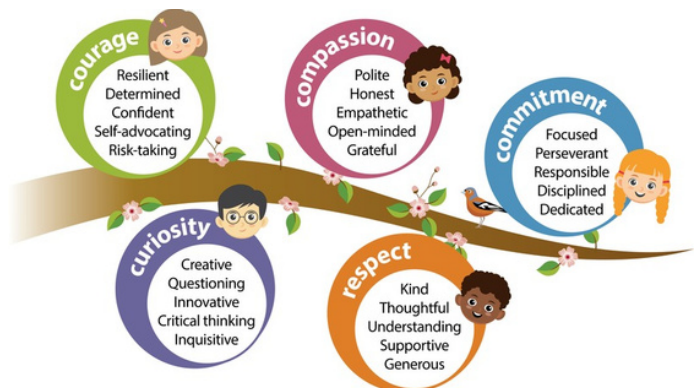
Our aim is to provide a happy, caring and stimulating environment where children can achieve their fullest potential. Through our exciting and engaging curriculum, we strive for our children to become confident, creative, and enthusiastic learners who have a passion for knowledge, and a curiosity about the world in which we live. We expect our children to leave us with strong self-esteem, resilience, high personal expectations and respect for themselves and others.



We have a wonderful staff team who are passionately committed to providing the best education for pupils and who are proud to work at the school. A culture of positive relationships and collaboration features strongly amongst a team where retention is high and in which staff are supported to develop through excellent professional learning opportunities.

Our school benefits from spacious grounds including excellent play areas, our own forest space, and a wildlife area, providing the children with opportunities to explore and investigate through their play.

As a community primary school, we play an active role in the life of the village with close links to a range of groups who use our school facilities as well as our feeder secondary school, Bottisham Village College. We have a highly active Parent Teacher Association (PTA) who make a fantastic contribution to the life of the school through their fundraising activities each year.



# 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 range 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 Stacey Turner HR Officer, at [hrrhub1@anglianlearning.org](mailto:hrrhub1@anglianlearning.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



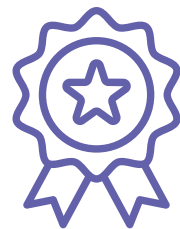
Employee Assistance Programme offering a range of services to staff and their families



Specsavers VDU Vouchers



Boots Flu Vouchers



Access to a wide range of discounts on high street and online shopping via 'Teacher Discounts' and the 'Blue Light' card



## Role Summary

We are seeking to appoint a passionate and talented teacher to join our team. KS2 teaching would be preferred but isn't essential.

We are looking for an excellent teacher who will:

- Have a positive and enthusiastic attitude
- Be able to work well as part of a strong team
- Have high expectations for children's work and behaviour
- Be flexible, creative and able to act on own initiative

We are seeking a team member who wishes to make a significant contribution to the children in our care. In return, we can offer an opportunity to work and develop within an innovative and collaborative multi academy trust. You will be joining a positive and passionate team working alongside colleagues in a supportive environment.

We can offer:

- A supportive induction package
- A motivated team who work closely together
- Children and staff who are friendly and enthusiastic
- An inclusive and caring school ethos with a strong focus on staff wellbeing
- Commitment to developing future professional development

Visits to the school are warmly welcomed; please call the school office to arrange. If a visit is not possible then a telephone conversation with the Headteacher is welcomed.

# Job Description

Class Teacher

Bottisham Community Primary School



<b>SALARY:</b>	Main Teacher Pay Scale 1 to Upper Pay Scale 3 £32,916 FTE - £51,048 FTE
<b>HOURS:</b>	Part time 16.25 hours per week, 0.5fte Fixed- term contract- 1 year.
<b>PENSION:</b>	Teachers Pension Scheme
<b>DISCLOSURE LEVEL:</b>	Enhanced DBS plus Barred List Checks
<b>LOCATION:</b>	The post holder will be based at Bottisham Community Primary School but will be expected to work across the Trust and to travel between sites.
<b>RESPONSIBLE TO:</b>	Assistant Headteacher

## MAIN RESPONSIBILITIES

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

## DUTIES AND RESPONSIBILITIES

This post is subject to the current conditions of employment for Teachers as contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation in particular The Teachers Standards (DfE 2012).

In addition certain particular duties are reasonably required to be exercised and completed in a satisfactory manner. It is the contractual duty of the post holder to ensure that his or her professional duties are discharged effectively.

The Class teacher will:

- Implement agreed school policies and guidelines.
- Support initiatives decided by the Headteacher and staff.
- Have class responsibility for the academic achievement and pastoral care of the children in the class.
- Provide the Curriculum as agreed within the school in a stimulating classroom environment.
- Plan appropriately to meet the needs of all pupils through differentiation of tasks.
- Monitor and assess the children's progress and be able to set clear targets, based on prior attainment, for pupils' learning

- Keep appropriate and efficient records, integrating formative and summative assessment into weekly and termly planning.
- Report to parents on the development, progress and attainment of pupils.
- Maintain good order and discipline amongst pupils, in accordance with the school's behaviour policy.
- Liaise with colleagues in order to ensure continuity and progression.
- Communicate and co-operate with specialists from outside agencies.
- Lead, organise and direct support staff within the classroom.
- Participate in the performance management system for the appraisal of their own performance, or that of other staff.
- Lead and manage curriculum areas.
- Meet deadlines for planning, target setting, report writing and other such tasks.
- Attend staff meetings and relevant training.
- Maintain the positive ethos and core values of the school both in and out of the classroom

# Person Specification

Class Teacher  
Bottisham Community Primary School



## Qualifications and Training

Essential:

- Qualified Teacher Status
- Evidence of continuing and recent professional development relevant to the post.
- Knowledge and experience of delivering the National Curriculum (2014) and a mastery approach.

## Knowledge & understanding, Experience

### Knowledge

Essential:

- Understanding of equality of opportunity issues and how they can be effectively addressed in schools.
- The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high achievement and attainment.
- High expectations of progress and attainment for ALL pupils, and a positive approach to overcoming barriers to learning.
- Understanding of a diverse range of teaching and learning styles and techniques.
- Good understanding of the importance of culture and ethos and how this impacts on morale, high expectations and high standards.
- Good understanding of effective procedures for managing and promoting positive behaviour among pupils.
- Good understanding of the role of parents and the community in school improvement and how this can be practised and developed.
- Clear understanding of data analysis and the important impact this can have on achievement and attainment.

### Experience

Essential:

- Proven record of raising attainment.
- Experience of promoting positive behaviour conducive to learning and which is focused on raising standards
- Desirable:
- Successful experience of teaching in the relevant phase and ideally experience in other key stages.

- Experience of leading a subject or whole-school initiative.

### Characteristics and Competencies:

Essential:

- Ability to promote the school's aims positively.
- Ability to develop good personal relationships within a team; making an effective contribution to high morale.
- Ability to establish and develop close relationships with parents, governors and the community.
- Ability to communicate effectively (both orally and in writing) to a variety of audiences.
- Ability to create a happy, challenging and effective learning environment.
- Enthusiastic about learning, determined and have a drive to inspire others to achieve high standards.
- High expectations of yourself and the children you are working with.
- Effective personal organisation and time management skills.
- Flexibility and a solution focused approach.
- A personable nature to build effective relationships with parents and all members of the school community.
- Ability and keenness to promote the school and trust's positive culture and ethos.
- A desire to be involved in whole school improvement.

Desirable:

- A desire to be involved in the wider school community, for example, by attending PTFA events or running an extra-curricular activity

# How to apply

## Dates

**CLOSING DATE:** Tuesday 9<sup>th</sup> June

**INTERVIEW DATES:** TBC

**START DATE:** September 2026

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 our role and meet the person specification we invite you to apply for this exciting opportunity via our [online application process](#).

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via [hrrhub1@anglianlearning.org](mailto:hrrhub1@anglianlearning.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. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.

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](http://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

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**SOCIAL MEDIA:**

