ANGLIAN LEARNING

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 at The Shade 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 Rosie Holland, HR Officer, at peopleservices@anglianlearning.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 1,650 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 The Shade Primary School

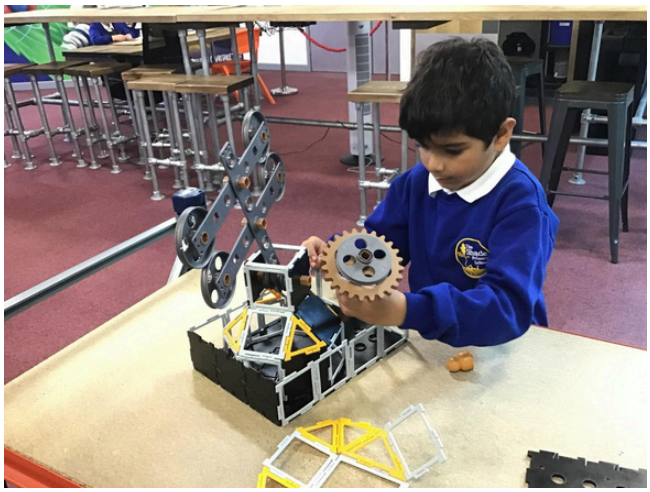


Welcome to The Shade Primary School

We are delighted that you are considering joining our team. The Shade Primary School is a vibrant, inclusive community school at the heart of Soham, where we pride ourselves on our strong family ethos and unwavering commitment to ensuring every child thrives. Our culture of high expectations extends beyond the classroom and is rooted in our '5Rs' of Respect, Responsibility, Resilience, Reflectiveness and Readiness to Learn. These values underpin all that we do and help our children develop a love of learning, positive attitudes and strong character.

We are committed to a therapeutic approach to education, placing children's wellbeing at the centre of school life. Through strong relationships, clear routines and secure boundaries, we create an environment where children feel safe, valued and able to flourish both academically and personally.
As a member of Anglian Learning, we are part of a forward-thinking trust that shares our ambition for excellence and continuous improvement. We are proud of our dedicated staff team and the positive partnerships we have built with families and the wider community. Together, we strive to provide the very best educational experience for every child.

The Shade Primary School is a wonderful place to learn, play and work, and we are looking for enthusiastic, talented professionals who share our passion for making a difference to children's lives. We hope this recruitment pack gives you a sense of our values, vision and aspirations, and we look forward to receiving your application.





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 Rosie Holland, HR Officer, at peopleservices@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



20 % Discount on certain mobile phone contracts with EE



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 a passionate, dedicated, and inspiring teacher to join our school at The Shade Primary School. This is an exciting opportunity for dynamic educators to make a real impact in the lives of our pupils and be part of our vibrant and supportive school.

We are committed to providing high-quality education in an inclusive and nurturing environment where every child is valued. We are looking for a teacher who is eager to contribute to the success of our school, ensuring every child receives the best start in their educational journey.

Which year group is the vacancy for?

We know we are looking for an excellent teacher – the year group allocation will follow! The year groups for KS1 and KS2 are flexible at this time as we want to find the right people. For us, recruiting teachers is about us finding the right fit for our team. We can discuss year group, or phase preferences during the interview process and where possible these will be accommodated.

Job Description
Class Teacher
The Shade Primary School

SALARY:	Teacher Main Payscale- Upper payscale depending on experience
HOURS:	Full time , Fixed Term contract
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS <plus Barred List Checks>
LOCATION:	The post holder will be based at The Shade Primary School but will be expected to work across the Trust and to travel between sites.
RESPONSIBLE TO:	Headteacher

MAIN RESPONSIBILITIES

As a Class Teacher, you will be responsible for delivering engaging and effective lessons, providing a supportive and inclusive learning environment, and helping pupils to achieve their full potential. You will be part of a dynamic team, collaborating with other teachers and school staff to create a positive and stimulating school experience for all children.

Key Responsibilities:

Planning and Teaching: Deliver high-quality lessons that engage and inspire students, ensuring that the curriculum is delivered effectively, and that each child's needs are met.

Assessment and Monitoring: Regularly assess and track student progress, using both formative and summative assessments to inform your teaching and provide feedback to students and parents.

Classroom Management: Create a safe, positive, and supportive classroom environment that promotes learning, encourages student independence, and maintains high standards of behaviour. Pupil Support: Provide individualised support for students, identifying any special educational needs and working with other professionals to ensure appropriate interventions are in place.

Collaboration: Work closely with teaching assistants, colleagues, and leaders to deliver a cohesive and well-rounded educational experience.

Communication: Maintain regular communication with parents and carers to provide updates on student progress and well-being, fostering strong home-school partnerships.

Professional Development: Engage in professional development opportunities to continuously improve your teaching practice and stay up to date with educational best practices.

Extra-Curricular Contribution: Actively contribute to the wider school community by supporting or leading extracurricular activities, trips, or events.

This job description is designed to outline the main duties and responsibilities associated with the role of Class teacher. It is not intended to be an exhaustive list of all duties, and the post holder may be required to undertake other tasks as reasonably directed by the Executive Headteacher.

Other Duties

- All members of staff have a responsibility and duty of care to safeguard and promote the welfare of pupils. This includes but not limited to undertaking annual safeguarding training and reporting and concerns to the appropriate person(s).
- To maintain a safe and healthy environment for parents, visitors, and staff.
- To maintain own professional development and to participate and actively take part in the appraisal process of the Trust.
- To support the professional development of colleagues within the Trust
- Any other duty as requested by your line manager or senior leadership which is commensurate with the post.
- To visit schools within the Trust as and when required to fulfil the duties of the post.

Qualifications and Training	
Essential: • QTS • Degree	**Desirable:** Evidence of continuous professional development, particularly in leadership and primary education Specialised training in areas such as special educational needs (SEN), early language development, or outdoor learning.

Experience	
Essential: • Successful teaching experience as a fully qualified teacher, or trainee teacher, in a primary school • Experience of working effectively with parents, carers, and external agencies to support children's learning and development.	Desirable: • Experience of teaching across the primary phase

Personal Qualites

Essential:

Knowledge and Understanding:
In-depth knowledge of the national curriculum, including the principles and practices of effective primary education.
Strong understanding of child development theories and how they inform pedagogy.
Knowledge of safeguarding policies and procedures, with a commitment to ensuring the welfare and safety of all children.
Awareness of current educational research, trends, and best practices.

Skills and Abilities:
Leadership: Ability to inspire, motivate, and lead a team to deliver high-quality provision. Strong capacity to manage change and drive continuous improvement.
Teaching and Learning: Expertise in planning and delivering engaging, child-centred learning experiences that promote holistic development. Skilled in using assessment to inform planning and support individual progress.
Communication: Excellent verbal and written communication skills, with the ability to build strong relationships with staff, children, parents, and external stakeholders.
Interpersonal: Strong interpersonal skills, with the ability to work collaboratively and maintain positive, professional relationships within the school community.
Organisational: Exceptional organisational skills, with the ability to manage time effectively, prioritise tasks, and handle multiple responsibilities.
Problem-Solving: Ability to think creatively and strategically to solve problems and overcome challenges in the phase setting.

Personal Attributes:
Passionate: A genuine passion for primary education and a commitment to providing the best possible start for young children.
Child-Centred: A strong commitment to promoting the welfare, learning, and development of every child, with an understanding of the importance of individual needs.
Reflective: Reflective practitioner with a commitment to personal and professional growth, willing to learn from experience and take on board constructive feedback.
Resilient: Resilient and adaptable, able to work under pressure and remain focused on achieving high standards for all children.
Inclusive: Commitment to promoting equality, diversity, and inclusion within the phase, ensuring that all children have access to a broad and balanced curriculum.

Desirable:

- An interest in, and understanding of, effective teaching of STEM subjects.
- Willingness to actively contribute to the wider life of the school, including participation in extracurricular activities, school events, and community engagement.

How to apply

Dates

CLOSING DATE:	6th Dember
INTERVIEW DATES:	9th December
START DATE:	Asap subject to pre employment checks.

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 www.anglianlearning.org.

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's People Services Team via peopleservices@anglainlearning.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.'

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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