



Welcome to our Trust

Class Teacher
Recruitment Pack



Contents

03

Welcome

05

About Anglian Learning and Marleigh
Primary Academy

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 KS2 Maternity Cover.

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 the Headteacher Emily Thompson, at ethompson@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 9000 pupils and employing over 1000 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 Shared Services 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 Marleigh Primary Academy



About Marleigh Primary Academy

Marleigh Primary Academy is a 420 place primary academy with a 52 place Nursery.

We offer an excellent environment both indoors and outdoors to excite and engage children in their learning. Facilities within the academy have been carefully researched and planned and are available for a range of uses and occasions.

Since its inception, the vision of Anglian Learning for Marleigh has been to:

- Create excellence in all aspects of the Academy's environment and provision.
- Build an academy recognised locally and nationally as a system leader created through the collaboration of leaders and staff across Trust academies.
- Establish a strong STEM (science, technology, engineering and mathematics) curriculum, reflecting the business environment of Cambridge.
- Elevate expectations through our curriculum planning which will facilitate the establishment of the Marleigh and the Marleigh Primary Academy communities and will take as its focus 'A Sense of Place'. Foundation subjects will be taught with direct relevance to the Marleigh local area. For example: History – World War Two to be related to the Marshall airfield and locality.

Marleigh Primary Academy's values

We have worked with parents, governors and pupils to identify a set of core values we believe are key in helping to achieve our aims and fulfil our maxim: Elevating Expectations. We have kept these to just three 'R' words to be as memorable for pupils as possible. They are:

- Respect
- Resilience
- Reaching high



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 the Headteacher Emily Thompson, at ethompson@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



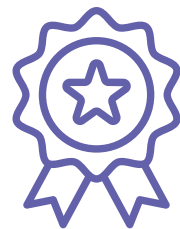
Employee Assistance Programme offering a range of services to staff and their families



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 a passionate, dedicated, and inspiring teacher to join our teams at Fen Ditton Primary School and Marleigh Primary Academy. 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 communities.

At both Fen Ditton Primary and Marleigh Primary Academy, 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 schools, ensuring every child receives the best start in their educational journey.

Questions we think you should be asking:

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.

Why do you have vacancies?

The main answer - We are growing! Marleigh Primary Academy opened in September 2023 and we are on a journey of growth to fill our 420 place school. This means that each year we take another step on our growth journey!

Why are there two schools?

We are proud to be sister schools! With one Executive Leadership team we offer collaborative, well-rounded, considered decision-making, drawing from different areas of expertise and perspectives. With a system of distributed leadership, this shared responsibility promotes greater accountability and allows for more focused attention on the specific needs of the school. The leadership team's collective expertise enables us to manage and monitor various aspects of the school's performance effectively, leading to sustained improvement and enhanced pupil outcomes. Being partnered together allows our schools to run efficiently which benefits our staff, pupils and families.

This is a unique opportunity to gain experience of two schools whilst being based in one for your teaching commitments. Having a wider team of colleagues to learn with, be supported by and to grow alongside makes life at work enjoyable.

Can I choose which school I work in?

Your contract will name both schools. At the interview you can express a preference if you have one for your first location and where this can be accommodated it will be. We always work on the best fit for our staff members and the school communities at the time. An advantage for staff is that they have the opportunity to move from one of our schools to another to broaden their experiences which can be impactful when considering career progression and development.

Are these vacancies suited for me at my stage of my career?

We know a diverse team is the best kind of team! These positions will be filled by the candidates that are the right fit for our schools. Whether we could be your first school and we therefore support you through your ECT journey, or one of your last schools in your career, a school you return to after a period of leave, or one that you join as we appeal to you as the right next move for you - we don't mind as we will meet you where you are on your journey and if you are the right fit then we will continue your career journey with you.

Why your schools, why me, why now?

We are on an exciting growth journey and can offer you a supportive team, a school model that offers you a range of development and progression opportunities and a culture that is rooted in a commitment to the wellbeing of its staff and being at the heart of our communities. Put simply – we don't want to brag, but we are a good group of people, wanting the best for our children and we facilitate a positive environment to do this in together. We know it is important for everyone to feel they belong to be able to achieve greatness and we are deliberate in enabling this. That can't be said for every school so whilst simple, we are proud of this and if you are the right fit for us, we'd love to have you on board!

What is the recruitment process?

Tours of our schools are welcomed and these will be based at Marleigh Primary Academy as the larger of the two schools. Please contact Alia Mabrouk enquiries@marleighprimary.org to arrange your attendance at one of the tours listed below:

- Tuesday 21st April 9:30am, 1pm
- Wednesday 22nd April 9am, 10:30am, 1pm
- Tuesday 28th April 9am, 1:30pm, 4pm
- Thursday 30th April 4pm
- Tuesday 5th May 9am, 1:30pm, 4pm
- Monday 11th May 2pm

Please note that tours of the schools can also be arranged on the day of the interviews for successfully shortlisted candidates if required. We will make sure you are supported to be making an informed choice – this is about the best fit for us all!

Please complete an application for this role by midday on **Tuesday 12th May 2026**.

Shortlisting will take place on the afternoon of Wednesday 13th May and shortlisted candidates will be invited to their interview on **Monday 18th May 2026**.

We know that there are not many people who love the experience of interviews, and we work hard to make them as positive and comfortable as possible.

Job Description

Class Teacher

Marleigh Primary Academy



SALARY:	MPS
HOURS:	Full Time , 52 Weeks
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS plus Barred List Checks
LOCATION:	The post holder will be based at Marleigh Primary Academy or Fen Ditton Primary 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.

Person Specification

Class Teacher
Marleigh Primary Academy



Qualifications and Training

Essential:

- A recognised degree in Primary Education, Child Development, or a related field
- QTS (or planned completion ahead of September 2025)

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

Skills, Knowledge and Aptitude

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.

Other Requirements

- High standard of behaviour in the professional role.
- Commitment to safeguarding and promoting the welfare of young people.
- Commitment to forming and maintaining appropriate relationships and personal boundaries with children and families.

How to apply

Dates

CLOSING DATE:	12 th May 2026
INTERVIEW DATES:	18 th May 2026
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 Class Teacher and meet the person specification we invite you to apply for this exciting opportunity via [our portal](#).

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via hrrhub3@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.

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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