



Welcome to our Trust

Class Teacher - Fixed Term Contract Recruitment Pack



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Welcome to Anglian Learning



Thank you for your interest in the position of
Class Teacher, 1 year Fixed Term Contract.

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 Mrs Sarah Jelliman, Office Manager
office@ickneildprimary.org or 01223 508750.

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 Icknield Primary School and Pippins Preschool



The Icknield Primary School is a small, one-form intake primary school on the north eastern edge of the busy village of Sawston.

We are a busy, friendly school where our pupils are at the core of everything we do. We have an experienced and dynamic team of teachers who strive to give our pupils an excellent start in learning, across the curriculum and beyond.

We value each child's unique contribution to our school community; every child is special and brings their own personality, skills and talents to our school which we celebrate and build upon.

There is a strong community aspect to our school with a committed governing body and enthusiastic and imaginative 'Friends of Icknield Primary School'.

We are a caring and inclusive community and we live and work by the Icknield values of being:

- Ambitious
- Caring
- Creative
- Honest
- Inclusive
- Resilient
- Unique

These values underpin all that we do and are our guiding principles.

Our experienced team of teachers work with the children at the heart of everything they do. We work collaboratively, supporting each other both in and out of the classroom. Our children are happy and engage in learning each day. We strive to ensure the children receive a balanced curriculum and make progress in all areas, preparing them for the next stage of their educational journey.



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 Mrs Sarah Jelliman, Office Manager, office@icknieldprimary.org 01223 508750

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



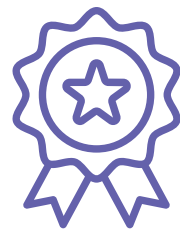
Employee Assistance
Programme offering a
range of services to
staff and their families



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

The Icknield Primary School is a one form entry primary academy which forms part of the Anglian Learning Multi-Academy Trust. We are at the heart of a vibrant community in South Cambridgeshire and currently have 220 children within school and preschool. Children enjoy coming to our school where staff care about them, promote positive behaviour and inspire learning.

We are seeking to appoint an enthusiastic and skilled teacher to join our welcoming school who:

- Has a secure understanding of the national curriculum expectations
- Has experience of assessments within the primary phase, particularly in phonics
- Can promote the highest academic outcomes for all children through strong teaching
- Is flexible in their approach and excited by teaching through innovative and engaging activities
- Is reflective of their own practice and responds positively to feedback and evaluation
- Enjoys working as part of a supportive team

We can offer:

- A dedicated and supportive team
- Enthusiastic and motivated children
- An attractive environment for learning
- Opportunities for continuing professional development
- A happy, friendly school.

If you would like to arrange a visit to our school please contact Mrs Sarah Jelliman, Office Manager, office@icknieldprimary.org 01223 508750

Job Description

Class Teacher - Fixed Term Contract

The Icknield Primary School and Pippins Preschool



SALARY:	Main payscale (MPS 1 £32,916 FTE to MPS 6 £45,352 FTE)
HOURS:	Fixed Term Contract from 1 st September 2026 to 31 st August 2027
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS plus Barred List Checks
LOCATION:	The post holder will be based at The Icknield Primary School but will be expected to work across the Trust and to travel between sites.
RESPONSIBLE TO:	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

Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's vision and values
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

Health, safety and discipline

- Promote the safety and wellbeing of pupils in accordance with the School's Safeguarding and other relevant policies.
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

Job Description Continued...

Professional development

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Take part in the appraisal and professional development of others, where appropriate

Communication

- Communicate effectively with pupils, parents and carers in accordance with the School ethos, policies and practice.
- Working with colleagues and other relevant professionals
- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the school

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.



Person Specification

Class Teacher - Fixed Term Contract

The Icknield Primary School and Pippins Preschool

Qualifications and Training

Essential:

- Qualified teacher status
- Successful primary teaching in Key Stage 2

Desirable:

- Evidence of further professional Development and training

Experience & Knowledge

Teaching Experience

Essential:

- Enthusiastic and excellent practitioner
- Teacher who has experience of working in Key Stage 2
- Working with pupils with Special Educational Needs
- A good understanding of how children learn
- Ability to adapt teaching to meet pupils' needs
- Ability to build effective working relationships with pupils
- Good ICT skills, particularly using ICT to support learning
- High expectations

Desirable:

- Experience teaching a range of year groups
- Teaching pupils who have behavioural needs

Knowledge

Essential:

- Key Stage 2 Curriculum and assessment procedures
- Little Wandle/Synthetic Phonics
- A clear understanding of how children learn
- Equal Opportunities
- SEN Code of Practice
- Inclusive Teaching Strategies
- Knowledge of effective teaching and learning strategies
- Knowledge of guidance and requirements around safeguarding children
- Knowledge of effective behaviour management strategies

Desirable:

- Core subject curriculum expertise
- Leading a core subject area

Person Specification

Class Teacher - Fixed Term Contract

The Icknield Primary School and Pippins preschool

Skills and Abilities

Skills & Abilities

Essential:

- Competent and current ICT Skills
- Work collaboratively with Teaching Assistants
- A team player
- Strong communication skills with parents and children
- Creative approach to teaching

Desirable:

- Creative background
- Leadership skills and experience of leading a subject across the whole school

Philosophy, Beliefs, Values

Essential:

- High expectations of children's attainment and behaviour
- Respect for and tolerance of difference and an understanding of the individuality of the child
- A genuine commitment to the principles of inclusion and the success of every child
- Willing to involve themselves in the life of the school
- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
- High expectations for children's attainment and progress
- Ability to work under pressure and prioritise effectively
- Commitment to maintaining confidentiality at all times
- Commitment to safeguarding and equality

Personal Qualities

- Positive and proactive attitude
- Cheerful, enthusiastic and energetic
- Reliable, approachable
- Hard-working and a good team player
- Sense of humour

How to apply

Dates

CLOSING DATE:	16 th April 2026
INTERVIEW DATES:	22 nd April 2026
START DATE:	1 st 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 being a Class Teacher and meet the person specification we invite you to apply for this exciting opportunity via [Recruitment Link](#)

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via: hrhub2@anglianlearning.org





Get in touch

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