

A CHURCH OF ENGLAND MULTI-ACADEMY TRUST  
DEDICATED TO TRANSFORMING CHILDREN'S LIVES



Friskney All Saints Church of England Primary School  
**Class Teacher**



# Class Teacher

## SALARY

Teacher Main Pay Scale

## HOURS

1.0 FTE

## START DATE

1<sup>st</sup> January 2026

## LOCATION

Friskney All Saints Church of England Primary School

## APPLICATION DEADLINE

Monday 6<sup>th</sup> October 2025 (midday)

## INTERVIEWS

Tuesday 14<sup>th</sup> October 2025 (details to be confirmed)

For an informal discussion about the role, or to arrange a visit,  
please contact Friskney All Saints Church of England Primary School on  
[enquiries.friskney@friskney.laat.co.uk](mailto:enquiries.friskney@friskney.laat.co.uk) or on 01754 820324

Please go to [My Trust Careers](#) to apply



## Welcome from the CEO of The Trust – LAAT

### Be a part of something bigger...

Dear Candidate

What if every child was unique with **intrinsic value**? What if every member of staff was unique with intrinsic value? What if every school was **unique** with intrinsic value? At LAAT we believe that they are.

We're a **Church of England** trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can **transform** their lives. And then you must have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the **support** of a MAT who believes that you too are unique and **valuable** – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, **professional support** and the opportunity to transform lives.

Within fabulous **Greater Lincolnshire** with its beautiful beaches, woods, Wolds, fields and fens its 2-university city and its access to new and growing technologies. Its **reasonable priced houses** and home to the Red Arrows.

Is now the time to find out more about us and to join our **community of Excellence, Exploration and Encouragement?** To change lives with us, for the better .

Jackie Waters-Dewhurst  
Chief Executive Officer

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.



## What our Colleagues say about us...



'I have never been happier in a job than I am in this one. I feel extremely well supported by the Trust and colleagues in school and know that this school has been able to make rapid improvements in part due to the support we have had from Trust colleagues'

"SLT are caring and understand us as humans that have issues out of school. We are treated fairly and as part of a family' 'The Christian values of our school are lived out by stakeholders' 'As much is done as possible to support mental health and work / life balance"

'Just think we are flippin' awesome! We have passionate and dedicated teams and enable staff and children to flourish. I love my role and I am proud to be a part of this Trust. I wouldn't want to work anywhere else'

'Good working relationships, easy to talk to senior staff at school and trust level, supportive culture, wealth of knowledge and experience within the trust' 'Our links to our community, the children and parents. The support from the trust with curriculum'

'I like being part of a Christian school. I like how daily worship is valued. I appreciate the staff team in the school I work in. I appreciate the health care package and online health support'

'The sense of shared purpose to make changes for children to improve their life chances'

## Benefits of working in our Trust

### We see you and believe that you deserve the very best

We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.

We provide opportunities from initial teaching training to supporting Headteachers who wish to take on Executive Headship, Specialist Advisor roles or supporting wider Trust work.

All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, but so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.

Our focus on **Growth and Development** rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.

LAAT has signed the [Department for Education's \(DfE\) Education Staff Wellbeing](#), joining schools and trusts across the country in making well-being the heart of education, reaffirming Commitment to a Culture of Care.

All colleagues have access to;

- Over 70 online courses to support development
- 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
- Free of charge counselling sessions
- Virtual GP - Accessible by smart phone, or computer with same day appointments
- Local Government Pension or Teachers Pension Scheme
- Competitive annual leave entitlements for support staff colleagues
- Favourable T&Cs for all colleagues to include enhanced HR policies for all colleagues
- Opportunities for PPA at home for most teaching roles
- Internal and external CPD and Networks for all colleagues
- Employee benefits from Specsavers and Halfords – cycle to work scheme



We have signed up to the  
education staff wellbeing charter  
because staff wellbeing matters



# About Friskney All Saints Church of England Primary School



Friskney All Saints Church of England Primary School are part of the Lincoln Anglican Academy Trust (LAAT). LAAT is a multi-academy trust formed by the Diocese of Lincoln. We are a growing and thriving family of schools who are dedicated to providing an excellent education for pupils across Lincolnshire. We place a strong emphasis on continued development. The relationship with the Trust brings great strength to all schools and enhances CPD opportunities for all staff.

We have a vision to deliver the very best for our children both within and beyond the curriculum. We work hard to develop the trust built throughout our school community and our Christian values of Love, Trust, Kindness, Hope and Respect underpin everything we do. We aim to be a school where every individual in our community knows they are treasured and loved as a unique child of God. Our curriculum is creative, rich and coherent and makes learning stimulating, meaningful and relevant.

Our staff are skilled, creative, reflective and collaborative practitioners and this enables our pupils to embrace the future with hope and confidence. We recognise the importance of engagement with home and encourage all of our parents to be active partners in their children's learning and also in the life of the school.

Individuality and diversity is celebrated in our school and is evident in all classrooms. Every child is treated as an individual. Our school is one where everyone is valued and encouraged to take an active role in our school community.

We believe positive role models and strong, supportive relationships help children feel safe and secure enough to take the risks necessary to learn.

The skills, knowledge and dedication of all of our staff and community volunteers help to enthuse and motivate our children to achieve their very best.



## Job Description

The successful candidate will carry out the duties of the Teacher in accordance with the Teachers Pay and Conditions Document.

### Key Tasks and Responsibilities

To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils, incorporating the National Curriculum requirements and in line with the curriculum policies of the school.

To facilitate, support and monitor the overall progress and development of all the pupils.

To foster a stimulating and creative learning environment and educational experience, which provides students with the opportunity to fulfil their individual potential, and is conducive to the good management of teaching and learning.

To share in the development of the school curriculum, courses and study, teaching materials, teaching programmes, methods of teaching and assessment and their review.

To support and contribute to the school's responsibility for safeguarding children and have high regard for health and safety.

### Responsibilities

Directing and supervising the work of Teaching Assistants.

Co-operation and liaison with other professionals, including fellow staff and colleagues from external agencies (for example, Specialist teachers, LAAT support services, health professionals and social workers).

### Generic Responsibilities

Teach pupils in their assigned group according to their educational needs, including the setting and marking of work to be carried out by the students in school.



To use a variety of a delivery methods appropriate to students' learning styles and the varying demands of the curriculum.

To provide a positive, conducive and safe learning environment, encouraging high standards in punctuality, presentation of work and relationships.

To support the school special needs policy on inclusion and to assist in the identification and teaching of children with special needs within the class.

To set high expectations for pupils' behaviour and maintain a good standard of discipline through well focused teaching, fostering positive relationships and implementing the school's behaviour policy.

To play a full part in the life of the school and LAAT community, and promote its Christian ethos.

To follow and actively promote the school's policies.

### Other

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during their work.

**The LAAT Trust promotes diversity and wants a workforce which reflects Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.**



# Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

## Training/Qualifications/Experience

|                                                                                                 | Essential | Desirable |
|-------------------------------------------------------------------------------------------------|-----------|-----------|
| Qualified Teacher Status                                                                        | *         |           |
| Have good subject knowledge of English and Mathematics curriculum appropriate to the age range. | *         |           |
| Experience of teaching in KS2, or experience of teaching across the whole primary age range     | *         |           |
| Quality of teaching is consistently good/outstanding                                            | *         |           |

## Professional knowledge and understanding

|                                                                                                                       |   |  |
|-----------------------------------------------------------------------------------------------------------------------|---|--|
| A range of strategies which contribute to excellent teaching and learning                                             | * |  |
| The theory and practise of providing effectively for the needs of all children                                        | * |  |
| Statutory National Curriculum requirements                                                                            | * |  |
| How to effectively monitor, assess and record pupil progress                                                          | * |  |
| The Statutory requirements of legislation concerning Equal Opportunities, health and safety, SEN and Child Protection | * |  |
| Current safeguarding requirements                                                                                     | * |  |

## Safeguarding Children

|                                                                                               |   |   |
|-----------------------------------------------------------------------------------------------|---|---|
| Current Safeguarding Training                                                                 |   | * |
| Enhanced DBS Clearance                                                                        | * |   |
| Awareness of the importance of safeguarding and promoting the welfare of children             | * |   |
| A commitment to maintaining up to date knowledge of child protection legislation and guidance | * |   |

### Personal and Professional Skills and Attributes

|                                                                                                              |   |  |
|--------------------------------------------------------------------------------------------------------------|---|--|
| Promote the Christian ethos of the school                                                                    | * |  |
| Inspire, challenge, motivate and empower others to carry the vision forward to improve outcomes for children | * |  |
| Demonstrate effective teamwork skills                                                                        | * |  |
| Willing to go the extra mile and be flexible                                                                 | * |  |
| Plan effectively to meet children's interests                                                                | * |  |

### Approach to work - Candidates should

|                                                                                                                                 |   |  |
|---------------------------------------------------------------------------------------------------------------------------------|---|--|
| Have a commitment to work effectively with other professionals to plan and deliver activities to meet the needs of the children | * |  |
| Show a commitment to working in partnership with parents, governors, colleagues both inside and outside of the LAAT             | * |  |
| Be an outstanding role model                                                                                                    | * |  |

### Behaviour Competencies - Candidates should

|                                                                                            |   |  |
|--------------------------------------------------------------------------------------------|---|--|
| Be respectful and able to act with tact and diplomacy                                      | * |  |
| Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils | * |  |

### Other – Candidates should:

|                          |   |  |
|--------------------------|---|--|
| Be a positive role model | * |  |
|--------------------------|---|--|

## THE LAAT VALUES

These are not values we aspire to, they are the words that members of our tribe have used to describe our Trust. They are our DNA. They inform every action and decision we take. To our staff they are the standards by which we operate, to our leaders they are our code of conduct.



# Our commitment to you

We believe that all our Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:



**Transparency** – we will treat you with respect, honesty, and fairness.

**Protecting your privacy** – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

**Showcasing talent** – we'll provide a good opportunity for you to share your skills, experience, and potential.

**Feedback** – we will provide constructive feedback professionally.

**Listening** – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

- Providing you with clear, accurate and timely information.
- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process

Please see link to our privacy notice for prospective candidates:

[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk)

To apply, register interest or get live updates of all our current vacancies please visit

[My Trust Careers](#) and create an account.

**In line with Keeping Children Safe in Education, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.**

