



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

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 hrhub1@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 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 Stapleford Community Primary School



Stapleford Community Primary School is a warm, welcoming and ambitious school where children are always at the heart of what we do. Strong relationships – between children, staff, families and our wider community – create a nurturing environment where every child can flourish.

We are committed to doing what is right for our pupils: nurturing kindness, confidence and curiosity, while ensuring they are challenged to achieve the very best they can. Our curriculum is designed to provide rich, meaningful learning that lasts, equipping children with the knowledge, skills and values they need for the future.

At Stapleford, opportunities extend well beyond the classroom. We are proud of the many ways our children develop as learners, musicians, sportspeople and creative thinkers. From exciting enrichment experiences to a wide range of clubs, competitions and performances, our offer ensures every child has the chance to discover their strengths, pursue their interests and shine.

Located in the historic village of Stapleford, just south of Cambridge, our school combines a strong sense of community with an outward-looking ambition for excellence in all that we do.



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 hrhub1@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



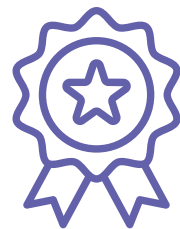
Employee Assistance Programme offering a range of services to staff and their families



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 team at Stapleford Community Primary School. This is an exciting opportunity to make a real difference in the lives of our children and to be part of a warm, supportive and values-driven school community.

At Stapleford, children are at the heart of everything we do. Our CARE values: Curiosity, Ambition, Resilience and Excellence and a culture of unconditional positive regard shape how we learn, how we work together and how we support one another every day. We are deeply committed to creating an inclusive, nurturing environment where every child feels safe, valued and able to thrive.

We are at an exciting point in our journey, with a relatively new leadership team who are ambitious about continuing on our strong pathway of progress and providing the very best for our children. This ambition is rooted in care - care for our pupils, our staff and our community and a shared belief that every child deserves an exceptional education.

We are fortunate to have a supportive parent community and, most importantly, wonderful children who are eager to learn, kind to one another and a joy to teach. We are looking for a teacher who shares these values; someone who genuinely cares about children and their development, who builds strong relationships, and who is committed to ensuring every child achieves their very best.

Job Description

Class Teacher

Stapleford Community Primary School



SALARY:	Main Teachers Pay Scale (MPS) point 1 £32,916 to point 6 £45,352
HOURS:	32.5 hours per week, 52 weeks per year.
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS plus Barred List Checks
LOCATION:	The post holder will be based at Stapleford Community Primary School.
RESPONSIBLE TO:	Headteacher

MAIN RESPONSIBILITIES

Teaching and Learning

- Plan and deliver high-quality, engaging lessons that meet the needs of all learners
- Provide a broad, balanced and inclusive curriculum that inspires curiosity and a love of learning
- Use a range of teaching strategies to support, challenge and extend all pupils
- Create meaningful learning experiences that reflect the school's CARE values and ethos of unconditional positive regard

Assessment and Progress

- Assess, monitor and track pupil progress using formative and summative approaches
- Use assessment effectively to inform planning and next steps
- Provide clear, constructive feedback to support pupil progress
- Ensure all pupils make strong progress from their starting points

Classroom Environment and Behaviour

- Create a safe, calm and purposeful classroom environment
- Establish positive, respectful relationships built on trust, consistency and unconditional positive regard
- Promote high expectations of behaviour through a relational and restorative approach
- Support children to develop independence, resilience and self-regulation

Inclusion and Pupil Support

- Know every child as an individual and respond to their needs
- Adapt teaching to support pupils with SEND, disadvantage or additional needs
- Work closely with the SENCo and other professionals to ensure appropriate support is in place
- Champion inclusion so that every child feels a sense of belonging

Collaboration and Teamwork

- Work collaboratively with colleagues, teaching assistants and leaders
- Contribute to a strong team culture where staff support and learn from one another
- Engage positively with whole-school priorities and development

Communication and Community

- Build strong, positive relationships with parents and carers
- Communicate effectively about children's learning, progress and wellbeing
- Contribute to the life of the school and wider community

Professional Development

- Take responsibility for your own professional development
- Engage in training, coaching and reflective practice
- Contribute to a culture of continuous improvement

Wider Contribution

- Contribute to the wider life of the school, including trips, events and enrichment opportunities
- Support opportunities that enhance children's personal development and experiences

Additional Duties

- Carry out duties in line with statutory guidance, including safeguarding and health and safety
- Undertake other responsibilities as reasonably directed by the Headteacher

Person Specification

Class Teacher
Stapleford Community Primary School



Qualifications

Essential:

- Qualified Teacher Status (QTS) (or expected completion)
- A recognised degree
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Desirable:

- Evidence of ongoing professional development
- Additional training in areas such as SEND, curriculum development, or pastoral care

Skills and Knowledge

Essential:

- Experience of teaching (or training to teach) in a primary setting
- Experience of working effectively with colleagues and supporting children's learning

Desirable:

- Experience across more than one key stage
- Experience working with a range of pupil needs, including SEND
- Interest in or experience of PSHE, mental health and wellbeing, reading for pleasure, and/or online safety
- Willingness to develop leadership responsibility in one or more of these areas, depending on strengths and interests

Skills and Knowledge

- Strong knowledge of the primary curriculum and effective teaching approaches
- Understanding of child development and how children learn
- Secure understanding of assessment for learning
- Commitment to safeguarding and promoting the welfare of children
- Awareness of inclusive practice and adaptive teaching
- Understanding of the importance of relationships in learning and behaviour
- Ability to plan and deliver engaging, high-quality learning
- Strong classroom management rooted in positive, respectful relationships
- Ability to use assessment effectively to support progress
- Excellent communication and interpersonal skills
- Ability to work collaboratively as part of a team
- Strong organisational skills and ability to manage workload effectively
- Ability to reflect, adapt and respond to the needs of learners

Personal Qualities

Essential:

- **Child-centred:** Keeps children at the heart of all decisions
- **Caring:** Builds strong, trusting relationships with children, families and colleagues
- **Committed:** Dedicated to ensuring the best outcomes for every child
- **Reflective:** Open to feedback and committed to continual improvement
- **Resilient:** Maintains high standards and positivity in a busy school environment
- **Inclusive:** Champions diversity, equity and belonging for all
- **Values-driven:** Embeds CARE (Care, Aspiration, Respect, Exploration) and unconditional positive regard in daily practice
- **Collaborative:** Works positively as part of a team and wider school community
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Other Requirements

- A high standard of professional conduct at all times
- A strong commitment to safeguarding and promoting the welfare of children
- The ability to form and maintain appropriate, professional relationships and boundaries with children and families
- A commitment to upholding the school's values and relational approach

How to apply

Dates

CLOSING DATE:	17 th May 2026
INTERVIEW DATES:	20 th May 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!

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.

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.



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