



# **KS1 Class Teacher (Maternity Cover)**

## **The Icknield Primary School and Pippins Preschool**



### **Candidate Information Pack**





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## Welcome from the Chief Executive Officer

Thank you for your interest in the position of Key Stage 1 Class Teacher Maternity Cover at The Ickniel Primary School and Pippins Preschool, part of Anglian Learning.

We are an ambitious, outward looking school trust consisting of seven secondary schools and eleven primary schools, the latest to join our community being Stour Valley Community School and Clare Community Primary School in March 2025. While each of our academies retains very clearly their own identity and ethos, we are collectively passionate in our belief that all young people deserve to have access to an outstanding education, and which crucially enables them to thrive in the local, national, and global communities in which they live.

Anglian Learning 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 providing a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Mrs Sarah Jelliman, Office Manager: [sjelliman@icknielprimary.org](mailto:sjelliman@icknielprimary.org)

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see contact information within.

We look forward to hearing from you.

Yours sincerely

Jonathan Culpin  
Chief Executive Officer





## Anglian Learning

Our mission is to build an innovative partnership of academies that excites, inspires, and empowers our people – pupils, staff, and the community in which we work - to be the absolute best they can be, to have the confidence to think creatively, and embrace new challenges. Through this we will seek to support and inspire our young people to be dynamic learners who will live, grow, and thrive in the local, national, and global community in which they live and will work.

Currently, the Trust educates more than 9000 pupils and employs over 1200 members of staff in 18 schools across three counties, with a 19<sup>th</sup> school due to open in the near future. Several of our schools provide adult education opportunities, reflecting our commitment to lifelong learning and we also operate our own sport centres, under the banner of Anglian Leisure.

We are recent winners of the NGA Outstanding Governance Award; have a unique partnership with Arts Council England, reflecting our commitment to arts education; and are one of the eight National Creativity Collaborative pilot hubs. We are strategic partners in the local teaching school hub, working closely with other trusts to provide professional qualifications in addition to our own very extensive professional learning programmes.

We provide school improvement support to our schools, alongside finance, human resources, ICT, and estates support. Many of our leaders, teachers, and professional services staff are involved in networks across the Trust to share best practice and build skills and knowledge, with some taking on cross-trust leadership positions.

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 a team within their school and can rely on colleagues for support when needed.

**Our four core values and principles guide our work to achieve our vision:**



### 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

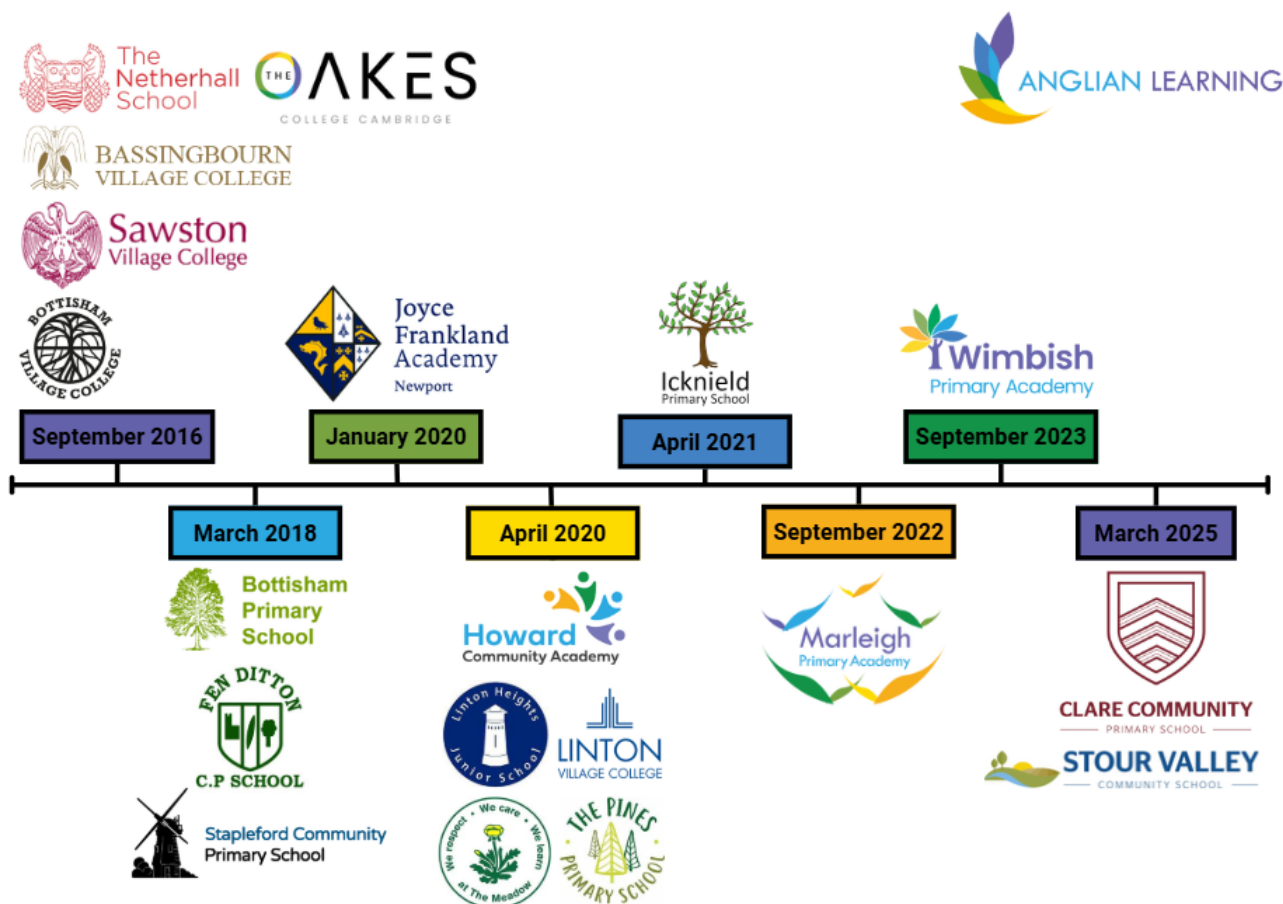
We enable our academies, staff and learners to embrace new ideas and think creatively



### Inclusivity

We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds

It is an exciting time to join our growing community of schools.



We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils, and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally, and internationally.
- Promoting, enabling, and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high quality professional learning opportunities for staff at all levels in the Trust



## **The Icknield Primary School and Pippins Preschool – About The School**

The Icknield Primary School and Pippins Preschool is a small, one form primary school on the northeastern 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 team**

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.

Anglian Learning is a high-performing multi-academy trust responsible for 15 schools in West Suffolk, Cambridgeshire, and Essex, educating over 8,000 pupils and employing more than 1000 staff.

Our vision is for dynamic, empowered learners who thrive and lead in their communities: locally, nationally, and globally. Our schools are at the heart of their communities and as well as providing a broad, rich, and vibrant curriculum to pupils they also provide sporting, community education and other facilities and opportunities to their local community.

We are committed to making Anglian Learning a place where everyone feels valued and has equal access to the opportunities our Trust offers. We are always open to discussing flexible working opportunities or adjusting ensure you thrive in your role with us.

As a result of the changes to the UK immigration rules which came into effect on 1 January 2021, Anglian Learning will offer sponsorship for a skilled worker visa under the points-based system, where a role has been deemed to be business critical'. Do contact us to discuss further.





## KS1 Class Teacher (Maternity Cover) – About the role

**Hours:** Full-time

**Contract Type:** One-year fixed-term contract (maternity leave cover), starting from April 2026

**Working Pattern:** Monday to Friday

**Salary:** MPS

**Location:** The Icknield Primary School and Pippins Preschool but may be expected to work across the Trust and to travel between sites.

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 202 pupils in school. 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.

## Application

If you would like to arrange an informal discussion or a visit to school, please contact Sarah Jelliman, Office Manager: [sjelliman@icknieldprimary.org](mailto:sjelliman@icknieldprimary.org)

To apply for this vacancy please complete the application process via our website outlining how your skills and experience will enable you to be successful in this role.

*Please note that CVs will not be accepted.*

If for any reason you need to apply via an alternative accessible format, please do contact us on [hrhub2@anglianlearning.org](mailto:hrhub2@anglianlearning.org)

**Closing Date:** 9:00 am, Wednesday 21<sup>st</sup> January 2026

**Interview Date:** Wednesday 28th January 2026.

**Start Date:** April 2026, subject to safeguarding checks

## Employee Benefits

Anglian Learning offers the following benefits to staff.

- Career Average Revalued Earnings Pension Scheme (CARE)
- Free membership to all [Anglian Leisure](#)'s Sports Centres - Bassingbourn, Bottisham, Sawston, Joyce Frankland, Linton and Netherhall
- 20% Discount on Adult Education Classes run by Anglian Learning School's
- Employee Assistance Programme via Health Assured
- Cycle To Work Salary Sacrifice Scheme
- Discounted Eye Care Vouchers
- Annual Flu Jab Vouchers
- Perkbox
- Investment in Personal Development

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*Anglian Learning is committed to safeguarding and promoting the welfare of young people and vulnerable adults. We expect all staff to share this commitment and those in regulated activity will be subject to an Enhanced DBS Check and online checks. Certificate of Good Conduct and other applicable checks may be requested.*

*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](http://www.anglianlearning.org)*

*We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Flexible working will be considered for all roles deemed suitable.*

*As a result of the changes to the UK immigration rules which came into effect on 1 January 2021, Anglian Learning will offer sponsorship for a skilled worker visa under the points-based system, where a role has been deemed to be business critical'. Do contact us to discuss further.*

*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 school*

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## KS1 Class Teacher – Job Description

<b>Salary</b>	MPS
<b>Hours</b>	Full-time, Monday to Friday
<b>Pension</b>	Teacher's pension scheme
<b>Benefits</b>	<ul style="list-style-type: none"> <li>• Free membership to all of Anglian Learning's Sports Centres</li> <li>• Employee Assistance Programme</li> <li>• Cycle To Work Salary Sacrifice Scheme</li> <li>• Annual Flu vaccines</li> <li>• Discounted Eye Care Vouchers</li> <li>• Perkbox platform</li> <li>• Personal development training</li> </ul>
<b>Disclosure Level</b>	Enhanced DBS with children's barred list check
<b>Location</b>	The post holder will be based at The Icknield Primary School but may be expected to work across the Trust and to travel between sites.
<b>Responsible to</b>	Headteacher
<b>Job Purpose</b>	<ul style="list-style-type: none"> <li>• Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document</li> <li>• Meet the expectations set out in the Teachers' Standards</li> </ul>

### 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

### **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.*

## Class Teacher – Person Specification

Attributes	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Successful primary teaching experience in Key Stage 1</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further Professional Development and training</li> </ul>
<b>Teaching Experience</b>	<ul style="list-style-type: none"> <li>• Enthusiastic and excellent practitioner</li> <li>• Teacher who has experience of working in Key Stage 1</li> <li>• Working with pupils with Special Educational Needs</li> <li>• A good understanding of how children learn</li> <li>• Ability to adapt teaching to meet pupils' needs</li> <li>• Ability to build effective working relationships with pupils</li> <li>• Good ICT skills, particularly using ICT to support learning</li> <li>• High expectations</li> </ul>	<ul style="list-style-type: none"> <li>• Experience teaching a range of year groups</li> <li>• Teaching pupils who have behavioural needs</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Key Stage 1 Curriculum and assessment procedures</li> <li>• Letters and Sounds/Synthetic Phonics</li> <li>• A clear understanding of how children learn</li> <li>• Equal Opportunities</li> <li>• SEN Code of Practice</li> <li>• Inclusive Teaching Strategies</li> <li>• Knowledge of effective teaching and learning strategies</li> <li>• Knowledge of guidance and requirements around safeguarding children</li> <li>• Knowledge of effective behaviour management strategies</li> </ul>	<ul style="list-style-type: none"> <li>• An area of expertise or interest</li> <li>• Little Wandle phonics programme</li> <li>• Leading a subject area</li> </ul>
<b>Skills/Abilities</b>	<ul style="list-style-type: none"> <li>• Competent and current ICT Skills</li> <li>• Work collaboratively with Teaching Assistants</li> <li>• A team player</li> <li>• Strong communication skills with parents and children</li> <li>• Creative approach to teaching</li> </ul>	<ul style="list-style-type: none"> <li>• Creative background</li> <li>• Leadership skills and experience</li> </ul>

<b>Philosophy, Beliefs, Values</b>	<ul style="list-style-type: none"> <li>• High expectations of children's attainment and behaviour</li> <li>• Respect for and tolerance of difference and an understanding of the individuality of the child</li> <li>• A genuine commitment to the principles of inclusion and the success of every child</li> <li>• Willing to involve themselves in the life of the school</li> <li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li> <li>• High expectations for children's attainment and progress</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Commitment to always maintaining confidentiality</li> <li>• Commitment to safeguarding and equality</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Positive and proactive attitude</li> <li>• Cheerful, enthusiastic and energetic</li> <li>• Reliable, approachable</li> <li>• Hard-working and a good team player</li> <li>• Sense of humour</li> </ul>	

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