



**CRANHAM**  
**Primary School**

Inspiring children for a lifetime of learning

# Application Pack

Teacher 0.6 FTE

Permanent Vacancy

An extraordinary education for every pupil



# Welcome

Thank you for your interest in joining our team here at Cranham Primary School. I am delighted that you are considering applying for a position here and I hope this application pack gives you a clear sense of who we are, what we stand for, and what we can offer you in return.

If you are passionate about education, share our values, and are excited by the opportunity to contribute to our school community, we would be delighted to receive your application.

## Overview

Cranham Primary School is a two-form entry primary school located in Worcester.

We have around 380 pupils at present ranging from 3 to 11 years old and around 80 staff members. Established in 1968, Cranham joined The Rivers CofE Academy Trust in 2016.

### **Ethos**

Our dedicated staff work hard to inspire every child to reach their full potential in a safe, nurturing, and inclusive environment.

Pupil behaviour is excellent, and our children are happy, confident, and enthusiastic about learning. Nurture is an area which is embedded in our ethos.

We are proud of our strong community links, supportive families, and governance that values the voices of both parents and pupils.


Our emblem, the Crane, reflects our aspiration for every child to “walk tall and fly high.” At Cranham, we are committed to providing an extraordinary education for every pupil

### **Performance**

At this school 60% of pupils meet expected standard and 19% of pupils are achieving at a higher standard at Key Stage 2.

Our latest Ofsted judgment is Good.

Inspectors said ‘The school is united in its ambition to do the best for every pupil both academically and personally.’



# About Us

The Rivers C of E Academy Trust is a multi-academy school trust, specialists in early years and primary provision, serving over 5250 pupils across three local authorities: Worcestershire, Dudley and Sandwell.

Established in 2014, The Rivers C of E Academy Trust now comprises of a respected teaching alliance, sixteen 'Good' and 'Outstanding' primary, first, and nursery settings and an alternative provision. We are a connected learning community with a shared aim to create **'an extraordinary education for every pupil'**.

We are a community of schools with a 'Christian ethos', welcoming families from all faiths and no faiths, but together we are guided by our shared mission, vision and values.

## Our Mission

- Extraordinary Education
- Extraordinary People
- Extraordinary Futures

## Our Vision

Through an **extraordinary education**, we empower pupils to be life-long learners and see their limitless potential. Respectful relationships and an unwavering focus on discovering talents and interests enable pupils to flourish and be **extraordinary people**. Together, we spark aspiration and drive achievement, so that pupils contribute positively to society and to their **extraordinary futures** in an ever-changing world.

## Our STARS Values



**Sharing**



**Trust**



**Achievement**



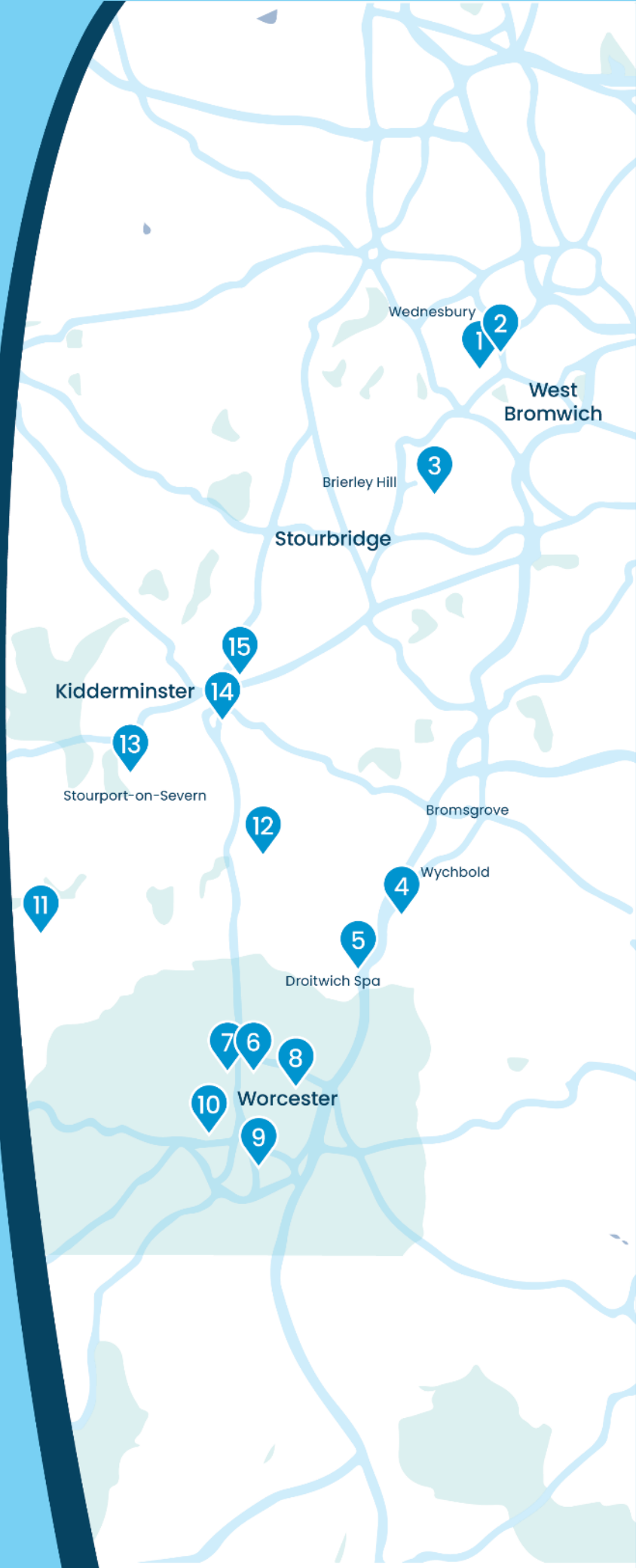
**Respect**



**Safety**

# Our Schools

- 1 Summerhill Primary Academy Summerhill's Little Treasures
- 2 Jubilee Park Academy
- 3 Dudley Wood Primary School
- 4 Wychbold First and Nursery School
- 5 St Peter's Droitwich CofE Academy
- 6 North Worcester Primary Academy
- 7 Northwick Manor Primary School
- 8 Cranham Primary School
- 9 Cherry Orchard Primary School
- 10 St Clement's CofE Primary School and Pre-School
- 11 Great Witley CE Primary School
- 12 Cutnall Green CofE Primary School
- 13 Burlish Park Primary School
- 14 Heronswood Primary School
- 15 Unity Academy



# Staff Benefits

We believe that collaboration and staff wellbeing are at the heart of our success.

Supported by our trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of our staff, including work-life balance.

## Education Mutual

Staff can access a comprehensive range of healthcare services through Education Mutual, including mental health support, 24/7 GP Healthline, physiotherapy, stress management resources, and occupational health services.

Find out more about Healthcare and Wellbeing Services here:

[www.educationmutual.co.uk/service/healthcare-and-wellbeing/](http://www.educationmutual.co.uk/service/healthcare-and-wellbeing/)

## Local Government Pension Scheme (LGPS)

The Local Government Pension Scheme (LGPS) is a defined benefit plan, meaning your pension is calculated based on your salary and length of service and adjusted for inflation. This ensures a secure and guaranteed income in retirement, unaffected by investment performance.

Find out more about LGPS here:

[www.lgpsmember.org/](http://www.lgpsmember.org/)

## Other staff benefits include:

- Competitive salary
- Six INSET days per year
- Protected CPL time
- Continued professional development pathway for every role
- No work communication outside working hours
- Excellent holiday entitlement for support staff: Bank holidays plus 25 days paid holiday (pro rata)
- 5 days extra paid holiday after 5 years' service (pro rata)
- Time for You' day
- Family-friendly policies including flexible working, occupational maternity and paternity pay
- Reasonable release time for significant personal events
- Length of service awards
- Resources for retirement and financial planning
- Cycle-to-work scheme
- Free tea, coffee and milk



# About the Role

**Job Title:** Teacher

**Salary:** Main Scale 1-6

**Contract Type:** Permanent. 19.5 hours per week. 0.6 FTE

**Reporting To:** Headteacher

**Location:** Cranham Primary School

**About:** We have an exciting opportunity to recruit a part-time teacher, who will initially work within the Early Years Foundation Stage.

Working days are expected to be Monday to Wednesday.

The closing date for applications is 9.00am on Monday 15<sup>th</sup> June. Interviews will take place on Wednesday 24<sup>th</sup> June.

Start date is 1<sup>st</sup> September 2026.

# Job Description

## Key Purpose:

Be responsible for the learning and achievement of all pupils in class ensuring equality of opportunity for all

Be responsible and accountable for achieving the highest possible standards in work and conduct

Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position

Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils

Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards

Take responsibility for promoting and safeguarding the welfare of children and young people within the school

## Main Activities: Teaching

Deliver the curriculum as relevant to the age and ability group/subject/s that you teach

Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate

Be accountable for the attainment, progress and outcomes of pupils' you teach

Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn

Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them

Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)

If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics

# Job Description

Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment

Make accurate and productive use of assessment to secure pupils' progress

Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study

Use relevant data to monitor progress, set targets, and plan subsequent lessons

Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate

Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document

Behaviour and Safety:

Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly

Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils

Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary

Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils

Have high expectations of behaviour, promoting self-control and independence of all learners

Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document

Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures



# Job Description

Team working and collaboration:

Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies

Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them

Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments

Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil

Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school

Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document

Fulfil wider professional responsibilities:

Work collaboratively with others to develop effective professional relationships

Deploy support staff effectively as appropriate

Communicate effectively with parents/carers with regard to pupils' achievements and wellbeing using school systems/processes as appropriate

Communicate and co-operate with relevant external bodies

Make a positive contribution to the wider life and ethos of the school

Administration

Register the attendance of and supervise learners, before, during or after school sessions as appropriate

Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document Professional development

Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues.

# Job Description

Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal

Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012

Other:

To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality

Perform any reasonable duties as requested by the Headteacher/Assistant

Heads Conditions of Employment

The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment

To be subject to all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions

Attention is also drawn to the requirements for planning, preparation and assessment time under which all teachers at a school with timetables teaching commitments have a contractual entitlement to guaranteed PPA time within the timetabled teaching day

Any other duties as directed by the Head teacher The School reserves the right to alter the content of this Job Description, after consultation, to reflect changes to the job or services provided, without altering the general character or level of responsibility.

The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the School's Equal Opportunities Policy and Code of Conduct.

# Person Specification

Criteria	Essential	Desirable
Qualifications and Experience	<ul style="list-style-type: none"><li>• Qualified teacher status</li><li>• Previous teaching experience or placements</li></ul>	<ul style="list-style-type: none"><li>• Experience of working in the Early Years Foundation Stage</li></ul>
Skills and Knowledge	<ul style="list-style-type: none"><li>• Knowledge of the National Curriculum</li><li>• Knowledge of effective teaching and learning strategies</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>• Knowledge of guidance and requirements around safeguarding children</li><li>• Knowledge of effective behaviour management strategies</li><li>• Good ICT skills, particularly using ICT to support learning</li></ul>	<ul style="list-style-type: none"><li>• Evidence of continuous professional development and commitment to further professional development</li><li>• Assessment and its implications for whole school assessment and measurement of pupil progress</li></ul>

# Person Specification

Criteria	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"><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 maintaining confidentiality at all times</li><li>• Commitment to safeguarding and equality</li><li>• Approachable, Committed, Empathetic, Enthusiastic, Organised, Patient, Resourceful, Team Player</li></ul>	

# How to Apply

Application forms are available to download here: [Teacher Application Form](#)

Please email completed application forms to Alison Davies  
[adavies@riverscofe.co.uk](mailto:adavies@riverscofe.co.uk)

Visits to the school are encouraged. To arrange a tour of the school, or if you have any queries in relation to this vacancy, please contact our office team on 01905 452437.

We are committed to safeguarding and promoting the well-being of children and expect everyone to share this commitment. The successful applicant will undergo a full enhanced DBS check.



**The Rivers**  
C.of E. Academy Trust

# Get in Touch

## **Cranham Primary School**

Tetbury Drive, Worcester, WR4 9LS

T: 01905 452437

E: [office@cranham](mailto:office@cranham)

## **The Rivers C of E Academy Trust**

School Lane, Cutnall Green, Droitwich, WR9 0PH

T: 01299 851178

E: [info@riverscofe.co.uk](mailto:info@riverscofe.co.uk)

W: [www.riverscofe.co.uk/](http://www.riverscofe.co.uk/)