



## Classroom Teacher

### **Pear Tree Primary School**

Full time – temporary – to cover maternity leave

£32,916 to £45,352 p.a.

32.5 hours

- + Teachers Pension Scheme (TPS)
- + The Cornovii Trust Employee Assistance Programme
- + Priority admission for children of staff
- + Comprehensive induction programme & continued support

**Required for: After the October half term 2026**

Closing date 30th September



**Pear Tree**  
Primary School

September 2026

**Letter from the Head  
Classroom Teacher**

Salary within the range: £32,916 to £45,352 p.a.

Dear Applicant

Thank you for your interest in joining our wonderful team at Pear Tree Primary School. We are delighted that you are considering applying for the role of Classroom Teacher, and I'd like to take this opportunity to share a little more about our school and the vital part this role plays in our community.

At Pear Tree we believe that true education means developing the whole child: nurturing curiosity, creativity and resilience alongside academic excellence. Our staff are passionate, dedicated, and work collaboratively to create a safe and inspiring learning environment. As a Teaching Assistant, you would be joining a team that truly values the contribution of every member.

This role is central to supporting our pupils' development and learning. You'll be working closely with our teaching staff and other support colleagues to deliver engaging learning activities, help shape lesson plans, and provide thoughtful input into the progress and wellbeing of our children. Whether it's supporting pupils in the classroom, accompanying them on educational visits, or helping to prepare resources and displays, your work will make a real difference every single day.

We are looking for someone who is caring, proactive, and enthusiastic—someone who can build strong relationships with pupils, staff, and families alike. Your ability to support children's emotional and physical needs, monitor their progress, and celebrate their achievements will be key to helping them thrive.

You will be joining a school where every member of staff is valued and supported. We believe in investing in our team, and you will have access to ongoing professional development opportunities, regular staff meetings, and a collaborative environment where your ideas and contributions are welcomed.

Our children are at the heart of everything we do. They are curious, kind, and full of potential. We are proud of the respectful and inclusive culture we have built, and we are looking for someone who shares our commitment to helping every child feel safe, happy, and ready to learn.

In return, we offer a warm and welcoming school environment, opportunities for professional development, and the chance to be part of a team that genuinely cares about making a positive impact.

If you share our commitment to nurturing young minds and believe in the power of education to transform lives, we would love to hear from you.

Warm regards,



**Mrs N Casey**  
Headteacher

## Job Description: **Classroom Teacher**

### **Our Values and Vision for Our School**

Our Visions and Values statement has been decided by staff and children and it is something we are all very proud of. Pear Tree School nurtures every child to enable them to achieve beyond expectations, develop into confident individuals with a lifelong love of learning and equipped with the skills they need to thrive in a rapidly changing world.

### **Job Purpose**

The classroom teacher will be responsible for delivering learning in accordance with the curriculum, national guidelines and the school's strategy. The successful candidate must also carry out other duties to support pupils' learning while operating in accordance with the school's policies and procedures

### **Main Areas of Responsibility**

- To undertake your duties, as required by the Teachers' Standards.
- To be committed to the ethos and success of the school.
- To keep up-to-date with, and remain knowledgeable of, the requirements of the national curriculum.
- To have regard for continuing professional development (CPD) and contribute to the school's process of self-evaluation and development.
- To be familiar with the school's systems, structures, policies and procedures.
- To effectively plan a varied, balanced and appropriate curriculum which emphasises raising standards and achieving excellence.
- To adapt teaching styles to suit all learners and provide a supportive learning environment.
- To differentiate resources and equipment so lessons may be accessed appropriately by all pupils.
- To work as part of a team to evaluate and develop pupils' learning needs.
- To enforce the school's Behaviour Policy through excellent classroom management.
- To encourage pupils to develop and use their creativity, initiative, independence and responsibilities.
- To be familiar with the 0-25 Special Educational Needs (SEN) Code of Practices and support and plan for pupils accordingly.
- To self-evaluate your teaching in order to improve effectiveness.
- To be committed to the school's target and monitoring system for pupil progress.
- To systematically assess and record pupils' academic and social progress and use the results to inform lesson planning decisions.
- To monitor both class work and homework, provide constructive feedback, and set informed targets for pupil progress.

# Job Vacancy Information

## Rewards and Benefits

Our people are at the heart of our success. We recognise that every school and every individual is of equal importance, we respect and have tolerance of all, and we ensure that everyone feels known, appreciated and valued.

We have developed a strong culture of collaboration and best practice, investing in our staff with support, coaching, mentoring and a wide range of top-quality training programmes at every level.

You will have opportunities to learn from colleagues who are highly experienced, knowledgeable, and committed education practitioners to support your development and career with the trust.

You will have the autonomy to evolve your school's vision, values, performance and culture, but you will never be alone, you will have continuous support from the wider trust.

## You will also have full access to our rewards package:

### Learning and development

We offer a wide range of training and development opportunities including structured qualifications, and you will be able to access support, coaching and mentoring by senior members of staff from across the trust.

### Competitive pension scheme

Support staff are part of Cheshire pension fund (LGPS) You receive a guaranteed pension through the Local Government Pension Scheme. The fund provides you with a guaranteed future income.

The LGPS is provided by your employer who pay a large part of the cost for providing the excellent range of benefits. It is a valuable part of the pay and reward package for employees working in local government or working for other employers participating in the scheme.

### Employee Assistance Programme

We have partnered with Legal and General to offer free and confidential advice to our staff. This is available 24 hours, 7 days per week for you and your immediate family. Some of the services include support with family, financial information, legal advice, stress and anxiety, and bereavement. You will also have access to structured counselling sessions.

### Discounts on shopping, leisure, and travel

Through our Legal and General EAP our staff have access to a wide range of offers and discounts on high street and supermarket shopping, leisure facilities such as cinema and gym, and travel options such as holidays and hotel stays. Reduced gym membership at 'The Barony' fitness centre in Nantwich.

### Flu vaccinations

All staff have the option to access their annual flu vaccination via a local pharmacy.

Pear Tree Primary School  
Pear Tree Field  
Stapeley,  
Nantwich CW5 7GZ  
[www.peartreeprimary.co.uk](http://www.peartreeprimary.co.uk)  
01270 906120

Any Questions?  
[admin@peartree.cheshire.sch.uk](mailto:admin@peartree.cheshire.sch.uk)



The Cornovii Trust



Pear Tree  
Primary School

## Important The Rehabilitation of Offender Act

All posts involving direct contact with children are exempt from the Rehabilitation of Offenders Act 1974. The successful applicant will be required to apply for an enhanced DBS certificate. As the post will involve regulated activity with children, it is a criminal offence to apply for this post if you are included on the children's barred list held by the DBS.

Amendments to the Exceptions Order 1975 (2013, 2020 & 2023) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website or visit <https://unlock.org.uk/advice/what-will-be-filtered-by-dbs/>.

Shortlisted candidates will be asked to provide details of all unspent convictions and those that would not be filtered, prior to the date of the interview. You may be asked for further information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure & Barring Service before your appointment is confirmed.

Any data processed as part of the DBS check will be processed in accordance with data protection regulations and the trust's privacy statement.

## Person Specification: **Teaching Assistant**

**Note:** This job description is not exhaustive and will be subject to periodic review. It may be amended to meet the changing needs of the school. The post-holder will be expected to participate in this process and we would aim to reach agreement on any changes.

### **Qualifications and Experience – Essential**

- Qualifies Teacher Status
- Degree level qualification
- Willingness to undertake CPD
- Previous experience working in a school

### **Qualifications and Experience – Desirable**

- Relevant postgraduate professional qualification
- Previous experience teaching in Key Stage 1 & Key Stage 2
- Previous experience working in partnership with parents

### **Knowledge and Skills – Essential**

- Sound understanding of the primary curriculum
- Excellent behaviour management skills
- Excellent inter-personal skills
- Ability to work as part of a team
- Excellent planning and organisational skills
- Effective oral and written communication skills
- Knowledge of key performance indicators and the ability to use them to monitor progress
- Awareness of the needs of all children, especially those who are Pupil Premium or have SEND
- An understanding of how a pupil's learning is affected by their intellectual, emotional and social development, and the stages of child development

### **Knowledge and Skills – Desirable**

- Experience of working as part of a team
- First aid skills
- An understanding of the importance of parental involvement
- Experience working with children who have SEN and/or disabilities
- Experience working with children who have behavioural difficulties

### **Personal Qualities – Essential**

- Committed to teaching
- Supportive of colleagues
- Good attendance and punctuality
- Pro-active in the working environment
- Enthusiastic and positive attitude
- Ability to accommodate changes in work priorities
- Ability to anticipate workload and plan ahead
- Ability to develop effective relationships with parents
- Ability to encourage and enable others to reach their full potential

### **Personal Qualities – Desirable**

- Self-confidence
- Ability to relate well to other professionals
- A flexible approach



## Information for Applicants

### About the School

Pear Tree Primary School is proud to be part of the Cornovii Trust.

Pear Tree Primary School is located in Nantwich, South Cheshire, caters to students aged 4-11 and has approximately 210 pupils enrolled

We are proud to set the highest expectations for every child, inspiring them to achieve their very best in all areas of learning and life. We believe that true education means developing the whole child: nurturing curiosity, creativity and resilience alongside academic excellence.

Pear Tree Primary School is proud to be part of a close-knit community where every child and family is known, valued and supported. Our pupils are at the heart of everything we do, and this ethos is strengthened through the positive relationships we develop between staff, pupils and families, creating a caring environment where pupils feel a sense of belonging. Together, we celebrate achievements, support one another through challenges, and ensure that every child thrives both personally and academically.

### Our Vision

Pear Tree School nurtures every child to enable them to achieve beyond expectations, develop into confident individuals with a lifelong love of learning and equipped with the skills they need to thrive in a rapidly changing world.

### PEAR TREE SCHOOL LEAVERS WILL BE:

Caring, respectful, with good social skills underpinned with honesty and integrity,  
Imaginative individuals, thinking critically and reflectively,  
Masters of the basic skills in all areas of learning,  
Confident, independent and resilient learners for life,  
Respectful of diversity and value all communities,  
Secure in their own set of personal values and guiding principles.



### The Cornovii Trust

The Trust currently consists of 8 local schools; Alsager Highfields Primary; Alsager School; Audlem St James CofE Primary; Brine Leas School; Pear Tree Primary; Malbank School; Stapeley Broad Lane CofE Primary and Weston Village Primary. We are a local trust providing support for local schools, children and families.

The Cornovii Trust is built on 6 core principles: Collaboration, Excellence, Child Centered, Inclusivity, Equality & Community.

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