

# Class Teacher or Senior Teacher Wimbish Primary Academy

## Candidate Information Pack



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## Welcome from the Chief Executive Officer

Thank you for your interest in the position of Class Teacher **or** Senior Teacher at Wimbish Primary Academy, part of Anglian Learning.

We are an ambitious, outward looking school trust consisting of six secondary schools and ten primary schools, the latest to join our community being Wimbish Primary Academy in September 2023. 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 Nichola Pickford, Executive Headteacher [npickford@anglianlearning.org](mailto:npickford@anglianlearning.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 8000 pupils and employs over 1000 members of staff in 16 schools across three counties, with a 17<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

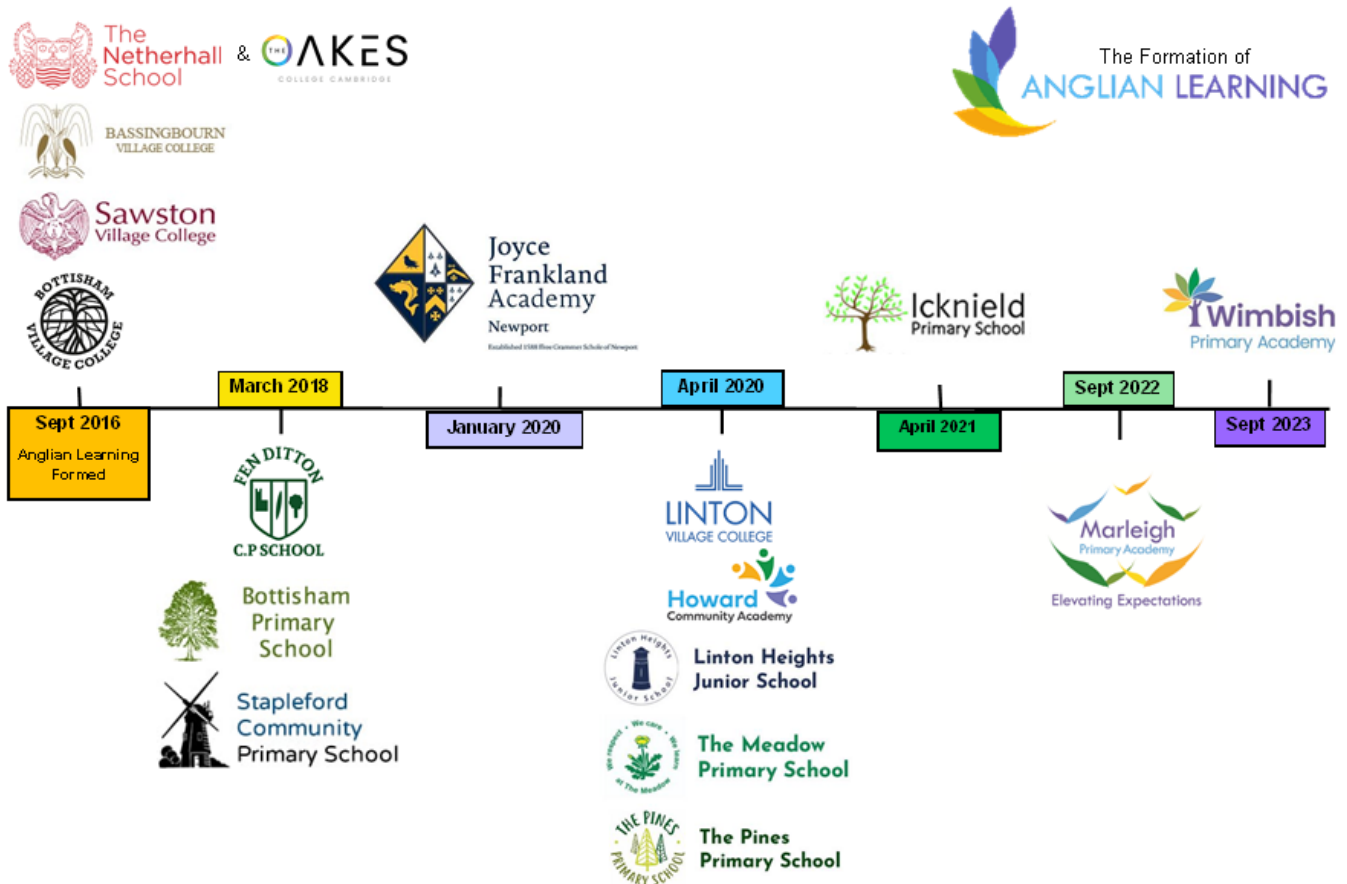
We enable our academies, staff and learners to embrace new ideas and think creatively



### 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 are committed to providing outstanding academies which are a source of pride for the communities that they serve.

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

## **Wimbish Primary Academy – About Our School**

Wimbish Primary Academy joined Anglian Learning in September 2023. We are located in the heart of the Essex countryside within a small but friendly community. Wimbish Primary connects the local villages by offering a safe learning environment that nurtures, enriches and inspires our pupils to do their best.

Wimbish has a shared leadership team with The Meadow Primary School in Cambridgeshire, and the staff in both schools have united to share workload, a curriculum, training, subject leadership and much more. Our pupils also enjoy a range of opportunities, meeting others from all the primaries in Anglian Learning through creative and sporting events and activities.

Having had a Good Ofsted outcome in 2022, it is a school which has all the right ingredients to succeed and to provide the very best for its pupils. Joining Anglian Learning has further enabled us to continue our journey to towards achieving our vision of 'Nurture, Enrich, Inspire'. We may be a small school, but we have big ambitions!

Building positive relationships with our colleagues, pupils, their families, and the wider community is at the heart of everything we do. This is heavily supported by our very small class sizes.

We currently have 3 classes and offer a part time nurture provision as part of our inclusive offer. We employ sports coaches to provide high quality PE sessions across the school. We also have weekly forest school sessions.

Alongside providing an engaging curriculum in the classrooms, our school sits within five acres of land and includes a pond and forest, providing the perfect setting for our Forest School lessons which teach the pupils to appreciate and learn about the surrounding natural environment.

We are a proud school that cares for each other and always shares best practice to ensure all pupils reach their full potential.





## About the role

**Hours:** Full Time in line with teachers pay and conditions

**Contract Type:** Permanent

**Salary:** Main Pay Scale or Upper Pay Scale.

*Note:* A TLR payment of £3,214 may be available for a successful applicant of the Senior Teacher role.

**Location:** Wimbish Primary Academy but may be expected to travel between sites for training or meetings.

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 making reasonable adjustments to ensure you thrive in your role.

## Class Teacher or Senior Teacher

***We want the very best for our children and community.***

***Are you the person to join our team?***

***Required for September 2024: Full-Time Class Teacher or Senior Teacher  
(Main Scale/Upper Scale/TLR for the right candidate)***

This post is suitable for both an experienced or newly qualified teacher.

Are you a teacher with strong leadership skills or has aspirations to develop?

Do you have a good understanding of the KS2 curriculum?

Are you looking for a fresh challenge and want to make a significant difference to pupils and to the development of our school?

We are looking for a teacher who wishes to be part of the catalyst to create a school that is an inspiration to both the local community and the pupils, someone who can make a difference through building high quality relationships with children, staff and parents.

We are looking for someone with relevant experience who will bring enthusiasm, creativity, and a commitment to children's learning. The right candidate will be adaptable, enthusiastic, and highly motivated with a full commitment to our school and its aim to create a happy,

successful learning environment for all pupils.

**We are looking for someone who:**

- Wants to be part of our journey and is excited by the challenges and rewards of Primary Teaching in 2024.
- Is enthusiastic, adaptable, resilient and consistent in their approach to teaching and working with children.
- Has high expectations of children's behaviour and a commitment to raising standards?
- Is not afraid to challenge us to ensure we achieve the very best for all our pupils.
- Has a good understanding of the primary curriculum, specifically KS2 and is confident to shape it to meet pupils' interests and needs.
- For the Senior Teacher, someone to grow their leadership skills, working alongside the leadership team and being a point of contact and having oversight if the SLT are not onsite

**In return you will receive:**

- A salary that reflects your experience
- An investment in personal development utilising programmes available through the Trust
- A supportive ethos with a shared commitment to planning and working in teams both within the Academy and across the partner school, The Meadow Primary School and other Primary Schools within the Trust
- iPad and laptop

**You will have the following opportunities:**

- to be part of a happy and professional team who share the same values of ensuring that the best interests of children are served.
- to research and develop practice in school improving provision and pupil outcomes
- to challenge current practices and to pro-actively develop future practices
- to make a significant impact and difference to a school, within a supportive environment and with the necessary resources.

**Employee Benefits**

Anglian Learning offers the following benefits to staff.

- Teachers Pension Scheme
- 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

**Application**

If you would like to arrange an informal discussion, please contact Nichola Pickford, Executive



Headteacher [npickford@anglianlearning.org](mailto:npickford@anglianlearning.org)

To apply for this vacancy please complete the application process via <https://mynewterm.com/jobs/114990/EDV-2024-WPS-80740> 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 [hr@anglianlearning.org](mailto:hr@anglianlearning.org)

**Closing Date:** Friday 3<sup>rd</sup> May 12 noon.

**Interview date:** WC 6<sup>th</sup> May

**Start date:** September 2024

*We encourage early applications as we do reserve the right to close the application window ahead of schedule and to conduct interviews earlier than the closing date stated.*

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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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## Primary Class Teacher or Senior Teacher– Job Description

<b>Salary</b>	Main/Upper Scale, possibility of TLR
<b>Hours</b>	FT/PT
<b>Pension</b>	Teacher Pensions
<b>Annual Leave</b>	Not applicable for Term Time Roles
<b>Disclosure Level</b>	Enhanced DBS
<b>Location</b>	The post holder will be based at Wimbish Primary Academy but will be expected to work across the Trust and to travel between sites.
<b>Responsible to</b>	Executive Headteacher
<b>Job Purpose</b>	The teacher will: Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document Meet the expectations set out in the Teachers' Standards

### 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 coordinated 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.
- 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 your own teaching.
- Take part in the appraisal and professional development of others, where appropriate

### Communication

- Communicate effectively with pupils, parents, and carers.

### Collaborating 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.

### Other areas of responsibility

- To actively participate in collaborative Trust Meetings as required.
- To maintain a safe and healthy environment for parents, visitors, and staff
- To maintain own professional development and to participate and actively take part in the appraisal process of the Trust.

*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. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.*

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*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.*

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## Primary Class Teacher– Person Specification

Criteria	Qualities
<b>Qualifications and experience</b>	<p>Qualified teacher status</p> <p>Degree</p> <p>Successful primary teaching experience</p>
<b>Skills and knowledge</b>	<p>Knowledge of the National Curriculum (specifically KS2)</p> <p>Knowledge of effective teaching and learning strategies</p> <p>A good understanding of how children learn.</p> <p>Ability to adapt teaching to meet pupils' needs.</p> <p>Ability to build effective working relationships with pupils.</p> <p>Knowledge of guidance and requirements around safeguarding children</p> <p>Knowledge of effective behaviour management strategies</p> <p>Good ICT skills, particularly using ICT to support learning</p>
<b>Personal qualities</b>	<p>A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school.</p> <p>High expectations for children's attainment and progress</p> <p>Ability to work under pressure and prioritise effectively.</p> <p>Commitment to maintaining confidentiality at all times.</p> <p>Commitment to safeguarding and equality</p>



## Anglian Learning

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