



# CLASS TEACHER

## RECRUITMENT PACK

*You, Your School, Your World, Make the most of it!*



## ABOUT THE TENNYSON LEARNING COMMUNITY



Tennyson Road Primary is part of The Tennyson Learning Community, a small Multi Academy Trust that invests in teachers and leaders to carry out their roles effectively, in order to attain excellence in its schools.

Dedicated to improving standards, we believe strongly in the benefits of working collaboratively across the Trust to drive outcomes and standards.

We are proud to run one of the highest performing primary schools in the country – Tennyson Road Primary School, Luton – “Together, in strength and partnership” we are able to offer an outstanding school improvement model with a proven track record.

In return for your commitment and hard work we offer:

- A school team who will share your energy and enthusiasm.
- A brilliant community of professionals across the Trust, with great expertise
- A superb professional development programme and career opportunities within the Trust
- Wonderful children who love learning
- Competitive pay rate
- Private health care plan

We are driven by a moral purpose and a vision that ensures every child has the right to outstanding teaching and, every academy, exceptional leadership. It is our vision to work with our children, their parents and carers and our staff to create and to sustain excellent academies.

	<b>HIGH QUALITY AND INCLUSIVE EDUCATION FOR EVERY CHILD WITHIN THE TRUST</b>		<b>MEASURED AND MUTUALLY BENEFICIAL GROWTH</b>
	<b>HIGHLY EFFECTIVE PERSONAL AND PROFESSIONAL DEVELOPMENT</b>		<b>EFFECTIVE, WELL-INFORMED GOVERNANCE</b>
	<b>SAFE AND SECURE ESTATES THAT SUPPORT LEARNING</b>		<b>STRONG, CONTROLLED AND SUSTAINABLE FINANCIAL MANAGEMENT</b>





## WELCOME FROM THE HEAD OF SCHOOL



We pride ourselves on being a forward thinking, fully inclusive school. We strongly believe in supporting every child to reach their full potential and provide high quality support and interventions as part of a child's learning journey here.

Our school motto is *"You, your school, your world, make the most of it!"* and we firmly believe that working closely with pupils, parents and carers is key to positive outcomes for our pupils, helping them to leave our school equipped and ready for secondary education and the demands of modern life.

Children take part in engaging and exciting lessons and activities. Visitors and events such as drama workshops and artists are regularly welcomed to school to enhance and enrich our pupils' learning opportunities further.

We fully believe that children who are interested, challenged and engaged will learn more. We aim to provide an excellent education for our pupils together with parental support through a strong home school relationship. Children also learn about today's society and the importance of diversity and to respect others regardless of ability, gender, ethnicity, sexuality or religion.

It is a great privilege for us to have the opportunity to lead a team of talented, professional, and dedicated staff who aim to create a primary school in which every pupil flourishes in a caring, happy environment.

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### OFSTED – June 2024

*The school is aspirational for pupils' personal development. Leaders take care to think about the cultural and social experiences they want pupils to have."*

*"Pupils thrive at this inspirational school. They progress exceptionally well from their starting points."*

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*Carla Gotch*

**Head of School**

**Tennyson Road Primary School**



## JOB DESCRIPTION

<b>Job Title</b>	Class Teacher
<b>Status</b>	Permanent
<b>Working Hours</b>	1265 hours per annum - in line with the School Teachers Pay & Conditions
<b>Salary Grade</b>	£32,916.00 - £51,048.00 Annually (Actual) MPS – UPS + pension benefits
<b>Location</b>	Luton, LU1 3RS / LU1 3BZ
<b>Start Date</b>	As soon as possible
<b>Reporting To</b>	Head of school
<b>Disclosure Level</b>	Enhanced

## OVERALL RESPONSIBILITIES

The teacher will undertake all duties required of a qualified teacher identified in the School Teachers' Pay and Conditions Document and will undertake teaching in a designated area of the school.

1. To contribute to the development of the year group curriculum, which meets the needs of all pupils, maintaining high expectations and standards in all aspects of school life.
2. Monitor and assess pupil results and progress, ensuring appropriate records have been kept. Use performance data to inform individual pupil and class targets, ensuring that learning goals are ambitious for all pupils.
3. Support the school's culture and ethos that 'every child can' via an ambitious curriculum and a therapeutic behaviour approach. The school is a RISE Behaviour and Attendance Hub (DfE 2025)
4. Contribute to the effective deployment of support staff and resources.
5. Establish and maintain positive and productive relationships with pupils, parents/carers, colleagues and the wider community.
6. Actively participate in whole school and individualised CPD and sharing with others to enhance professional development and the experience of the children that you teach.
7. Comply with school policies and procedures in areas such as, but not limited to: safeguarding, feedback and behavioural approaches.
8. Play a full part in the life of the school community, supporting the ethos of the school, and encouraging staff, parents and pupils to do likewise.



## SAFEGUARDING CHILDREN AND YOUNG PEOPLE

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Identity
- Relevant work qualifications
- Right to work in the UK
- Enhanced DBS
- References

We are committed to ensuring a positive work environment and selecting candidates who align with our values and culture. As part of our thorough recruitment process, in accordance with DfE Keeping Children Safe in Education, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the recruitment process.

## EQUALITY, DIVERSITY AND INCLUSION

The Tennyson Learning Community values and cares about the lived experience and backgrounds our colleagues can bring to their roles. We believe a diverse team strengthens our organisation and encourages innovation.

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability to meet the requirements of the post.

Tennyson Road Primary is an inclusive employer and are committed to making reasonable adjustments where appropriate. The school holds the Inclusion Quality Mark, IQM, and has been recommended as a centre of excellence.

Any information we come across will be handled confidentially and considered in a professional manner. Our aim is to better understand your qualifications and suitability for the role. If you have any concerns or questions about this process, please contact us for more information.

## HEALTH AND SAFETY

- To be responsible for following Health and Safety requirements in line with school and trust policies and procedures

## GDPR – DATA PROTECTION

- To be responsible for following GDPR requirements in line with School policies and procedures
- Training and development
- To participate proactively in training and professional development including qualifications required for the job role



## OTHER

This job description will be supported by the school improvement plan which may identify key distinct tasks and responsibilities for this role in the school year. These will be derived from ongoing school self-evaluation and other local/national priorities. The postholder's duties must be carried out in compliance with the Trust/school's policies and procedures including child protection and safeguarding procedures.

These duties and responsibilities should be regarded as neither exhaustive nor exclusive as the post holder may be required to undertake other reasonably determined duties and responsibilities commensurate with the grading of the post.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

## NEXT STEPS

Please review the Person Specification carefully before applying for the role.

If you require these documents in any other format, or have any other accessibility requirements, please contact us on [hr@tennysonroad.school](mailto:hr@tennysonroad.school)

Our application process is accessed by applying through [Tennyson Learning Community, Luton, Bedfordshire | Teaching Jobs & Education Jobs | MyNewTerm](#)

Please do not hesitate to contact the school for an informal conversation about the role. Interviews will be held soon after closing date listed on the posting.



## PERSON SPECIFICATION – CLASS TEACHER

Job title: Class Teacher		Grade: Main Scale	
Requirements		Essential (E) Desirable (D)	Identified by: Application Form (AF), Reference (R), Observation (O), Interview (I)
Qualification and experience	Degree or equivalent	E	AF
	Qualified Teacher Status (QTS)	E	AF
	Recent successful teaching experience in a primary setting	E	AF
Skills and abilities	Outstanding classroom practitioner.	D	AF/I
	A strong understanding of planning, development and review to support high standards.	E	AF/I
	Ability to identify teaching and learning gaps and adapt teaching to meet pupils needs.	E	AF/I/O/R
	Good interpersonal and communication skills (both written and verbal)	E	AF/I
	Experience of working with children with a range of SEND	E	AF/I/R
	Experience and ability to take on responsibility for a curriculum area.	D	AF/I/R
Knowledge	Knowledge of the National Curriculum	E	AF/I/O/R
	Know of effective teaching and learning strategies	E	AF/I/O
	A strong understanding of how children learn	E	AF/I/O
	Plan sequences of lessons linked to prior attainment which meet the needs of all learners including SEND, EAL and disadvantaged	E	AF/I
	Knowledge of positive behaviour strategies	E	AF/I/O
	Understand therapeutic thinking approach	D	AF/I
Personal qualities	Develop good personal and working relationships within a team and wider team.	E	AF/ I
	Be presentable in appearance, following the dress code at all times.	E	AF/I
	Awareness of the professional code of conduct for teachers.	E	AF/I
	Be open and committed to CPD	E	AF/I
	Support the school ethos of ‘every child can’ and foster and develop approaches that encompass this.	E	AF/I
	A strong motivation to work with children and young people, forming appropriate relationships whilst maintaining personal boundaries.	E	AF/I/R

## OUR OFFER

The Tennyson Learning Community seek to appoint colleagues who share in our values and belief that **“Every Child Can”**.

We recognise that in order to offer the best outcomes for our children, our staff teams need the opportunity to be the very best they can be too. We do this by ensuring we have the following in place for all staff:

- Continuous professional learning
- Embedded initiatives to support with reducing staff workload.
- A strong supportive environment with dedicated line management structures and clear communication channels.
- Well-being assistance and support including a dedicated employee assistance helpline and occupational health.
- Opportunities to take part in exciting initiatives and projects that help shape the way our children will learn in the future.
- Wide range of family friendly policies in place for staff.
- Recognising national terms and conditions for staff.
- Teachers and Local Government pension schemes.

