

# Recruitment Pack

**Class Teacher EYFS/KS1**  
Town Field Primary



## Introduction by the Chief Executive Officer

Thank you for your interest in this exciting opportunity to develop your career with The Rose Learning Trust. We hope that by reading this pack and the information available on the [website](#) you will get a good overview of the exciting opportunities and support you can expect as a member of staff at our trust.

We are a collaborative organisation focussed on high standards and opportunities for all. As a trust, we seek to support and challenge each other to improve the outcomes and life chances of all our pupils across all our communities. We will continue to learn from each other: transforming futures collaboratively. In this way we believe that the changes we make, the developments and strategies we put in place will have purpose, be embedded and effective.

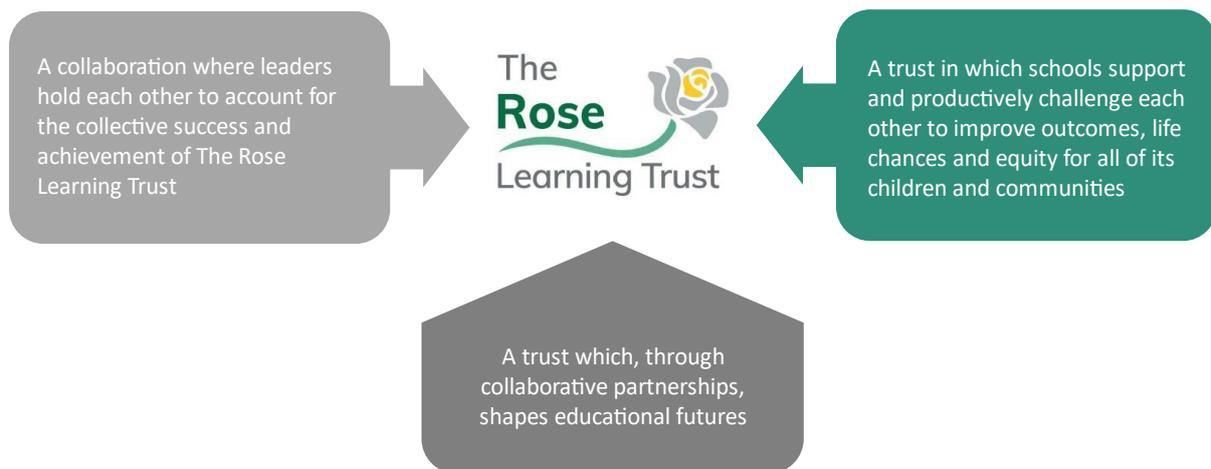
Our aim is not only to grow our trust successfully, but also sustainably. We believe that through quality, not quantity, we can facilitate opportunities that can be invested back into the people who will secure our future: our pupils and staff. Our aim at The Rose Learning Trust is to provide all pupils with the best possible start in life within communities of promise.

**Jeremy Harris**  
Chief Executive Officer



## Vision

### Transforming Futures Collaboratively



## Overview of the trust

The strategic plan combines our vision and values with our strategic objectives and developing excellence priorities. Each school will use the developing excellence priorities as the base for their school developing excellence plans. This ensures that, although each school has their own priorities and development areas, they are within a clear unified structure that aligns with the trust strategic plan. Please see the [website](#) for more information.

## Our vision: Transforming Futures Collaboratively

We will achieve our vision by:

- Every child having the best start to their education
- Every child having the best tools and support to learn and grow in a safe, secure environment
- Every child having access to excellent teaching and an excellent curriculum
- Every child being encouraged and inspired to believe in themselves
- Every child learning how to make and sustain great relationships
- Creating an enjoyment of learning through collaboration with all partners
- Creating equitable lifelong learning opportunities and academic success for all children





# THE ROSE LEARNING TRUST STRATEGIC PLAN 2023-2026

<b>Vision</b>	<b>TRANSFORMING FUTURES COLLABORATIVELY</b>				
<b>Values Statement</b>	The Rose Learning Trust aims to create and foster a culture of high aspiration, enjoyment for learning, academic success and lifelong skills for all our pupils, within communities of promise.				
<b>Strategic Objectives</b>	<b>Developing Pupils</b>	<b>Developing People</b>	<b>Developing Governance</b>	<b>Developing Growth, Business Facilities and Resources</b>	<b>Developing Communities and Partnerships</b>
<b>Developing Excellence Priorities</b>	Excellent teaching for every child	Excellent curriculum for every child	Excellent standards of behaviour, attitudes, attendance and safeguarding	Excellent targeted support for every child that needs it	

## Town Field Primary

Town Field Primary School is a large and lively, culturally diverse school close to the centre of Doncaster. It caters for approx 460 pupils aged 3-11, including provision for 52 pupils in FS1. The school is proud of its high standards, inclusive ethos and of its commitment to meeting the needs of all its pupils. Our central aim is to enable all children and staff to achieve their full potential.

The context of our school is changing with growing numbers of children entering Town Field with English as an additional language. Currently our school population speak over 40 different languages which adds to our rich and diverse learning community.

The school is highly regarded, being a popular choice with parents, and is over-subscribed. We have a strong reputation for excellence both within and beyond our school and embrace opportunities for our staff to work across the system.



## Class Teacher EYFS/KS1

### Advert Information

<b>Post</b>	<b>Class Teacher EYFS/KS1</b>
<b>Contract type</b>	Permanent
<b>Grade</b>	MPS
<b>Hours</b>	32.5 hours per week
<b>Reporting to</b>	Head Teacher
<b>Location</b>	Town Field Primary School
<b>Commencement date</b>	September 2026
<b>Closing date</b>	12pm on 20.3.26
<b>Shortlisting date</b>	20.3.26
<b>Interviews</b>	w/c 23-27 <sup>th</sup> March 2026

The Rose Learning Trust is a successful medium sized trust based in Doncaster and North Lincolnshire. We have grown from two schools to nine over the last seven years with a central trust office based in Balby. We are a trust that lives our vision of **transforming futures collaboratively** in all our work to ensure we develop and grow sustainably and embed best practice for the benefit of our pupils.

Town Field Primary is looking to appoint a highly motivated and organised professional to play a key role in our school. A vacancy exists for a hardworking and dedicated Class Teacher to join the school.

As a member of staff, you also benefit from greater opportunities for professional development and promotion as we encourage movement between our academies to give you broader work experience.

The class teacher should always comply with the trust's code of conduct, safeguarding policies and practices and have:

- Personal integrity and a commitment to the Nolan Principles of Public Service
- A commitment to diversity, equal opportunities and anti-discriminatory practices
- A commitment to ensuring children learn in a safe environment
- A commitment to professional development and training
- An affinity with The Rose Learning Trust culture and purpose



**The successful candidate will:**

- Be committed to the strong inclusive ethos of the school
- Demonstrate the ability to liaise closely with class teachers, parents and other professionals
- Use their initiative to work independently and flexibly
- Have proven ability to support, develop and motivate pupils
- Demonstrate good levels of literacy and numeracy, including GCSE or equivalent in maths & English
- Be willing to undertake further training if required

**We can offer in return:**

- A warm, caring and inclusive ethos with enthusiastic and motivated learners
- A dedicated, highly-skilled, hard-working and friendly team of staff who have close working relationships with other schools, networks and agencies
- A commitment to ensuring a healthy work/life balance
- Full training and many opportunities for further CPD

Visits to the school are warmly welcomed and encouraged. They can be made by appointment with the headteacher [admin@townfield.doncaster.sch.uk](mailto:admin@townfield.doncaster.sch.uk)

To apply use the link below: <https://mynewterm.com/jobs/149582/EDV-2026-TFPS-20470>

***This post involves working with children and therefore if successful you will be required to apply for a Disclosure and Barring Service records check at an enhanced level. Further information about the Disclosure Scheme can be found at [www.gov.uk/disclosure-barringservice-check](http://www.gov.uk/disclosure-barringservice-check).***

***In line with our safer recruitment policy two references will be sought before we interview.***

***We are committed to the equality of opportunity in the services provided to customers and all aspects of employment. We warmly welcome applications from all sectors of the community. Our recruitment policies, procedures and practices enable all applicants to be considered on merit and ability to do the job. We will make reasonable adjustments, in line with the Equality Act, for disabled applicants if these are needed.***



## Class Teacher EYFS/KS1 Job Description

As a member of staff in The Rose Learning Trust, you will benefit from greater opportunities for professional development, collaboration and career development.

### Employment details

Job title:	Class Teacher EYFS/KS1
Reports to (job title):	Headteacher
Grade and Salary	MPS
Contract Type	Permanent

### Job Purpose:

#### Main purpose of the post

To teach pupils in EYFS/KS1, in order to ensure the highest possible standards of pupil achievement, personal development and well-being.

### Duties and Responsibilities:

#### Duties may include

**Teach allocated pupils by planning their teaching to achieve progression of learning through:**

- Identifying clear teaching objectives and specifying how they will be taught and assessed
- Setting tasks which challenge pupils and ensure high levels of interest
- Setting appropriate and demanding expectations



- Setting clear targets, building on prior attainment
- Identifying pupils with special educational needs or very able pupils
- Provide clear structures for lessons maintaining pace, motivation and challenge
- Make effective use of assessment and ensure coverage of programmes of study
- Ensure effective teaching and best use of available time
- Monitor and intervene to ensure best use of available time
- Monitor and intervene to ensure sound learning and discipline
- Use a variety of teaching methods
- Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
- Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
- Select appropriate learning resources and develop study skills through library, use of technology and other sources
- Ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught
- Evaluate their own teaching critically to improve effectiveness
- Manage teaching assistants, parents and other adults assigned to the class so that they impact positively on pupils' learning and behaviour

These duties and responsibilities should not be regarded as exhaustive or exclusive as the post holder may be required to undertake other reasonably determined duties within the school, commensurate with the grading of the post, without changing the general character of the post. The Job Description and allocation of particular responsibilities will be reviewed on a yearly basis and may be amended by the Head Teacher at any time after consultation.

**The post holder must always comply with the trust's staff code of conduct.**

The post holder's duties must be carried out in compliance with the trust's:

- Safeguarding policies
- Equality policies
- Information Security policies
- Financial Regulations
- Health & Safety at Work Act
- and all other trust policies

**The Rose Learning Trust takes its duty to safeguard the young people with which it works seriously and is committed to safeguarding and promoting the welfare of children. Applicants will undergo child protection screening appropriate to the post, including checks with past employers.**

**All Rose Learning Trust staff members are required to undertake an Enhanced Disclosure and Barring Service check (EDBS)**



**The role is exempt from the Rehabilitation of Offenders Act 1974 and therefore candidates will be subject to an enhanced DBS certificate, the role is engaged in regulated activity and will therefore require a children's barred list check.**



# Class Teacher EYFS/KS1

## Person Specification

<b>PERSON SPECIFICATION</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
AF – Application Form    CQ – Certificate of Qualification    I – Interview			
<b>Qualifications and Training</b>			
Qualified Teacher Status First degree GCSE/O level maths, science & English grade C/4 or above Evidence of ongoing training & development & its impact Masters degree Other professional qualifications including postgraduate certificates	X X X x	   X x	   AF/CQ
<b>Relevant Experience</b>			
Recent teacher experience (1+ years) across the age range	x		AF
Experience in a EYFS/KS1 year group		x	AF
Experience of Thrive / pastoral approaches		x	AF
Experience of supporting pupils with SEND		x	AF/I



<b>Knowledge and Skills</b>			
Thorough knowledge of the National Curriculum and its application	x		AF/I/ C
Knowledge & understanding of effective formative assessment and its application	x		AF/I/ C
An understanding of the importance of a tailored curriculum which best serves an Individual school community	x		AF/I/ C
An interest in current educational issues	x		AF/I/
Knowledge of issues surrounding the education of pupils from diverse ethnic backgrounds		x	AF/I/
Understanding of how to use a mastery approach in the teaching of mathematics		x	AF/I/
Ability to analyse data to inform improvements		x	AF/I/
<b>Curriculum</b>			
Strong subject knowledge across the primary curriculum	X		AF/I
An understanding of the importance of a cross curricular approach in developing meaningful learning experiences	x		AF/I
An understanding of the importance of pupil personal development in the curriculum	X		AF/I
Experience as a primary subject leader		X	AF/I
Experience of involvement in before/after school clubs or other enrichment activities eg sport, music, residential opportunities		x	AF/I
<b>Teaching &amp; Learning</b>			
To demonstrate highly effective teaching	X		AF/I
To have a clear understanding of what constitutes effective teaching and learning	X		AF/I



The ability to teach creatively and effectively to meet the needs of all learners.	X		AF/I
Ability to use both summative and formative assessment effectively.	X		AF/I
Knowledge and experience of developing a purposeful learning environment.	X		AF/I
Effective in the use of IT to enhance learning.	X		AF/I
An ability to disseminate good practice and support the development of others.	X		AF/I
Ability to set high standards and provide a role model for both pupils and staff.	X		AF/I
Ability to motivate and inspire pupils.	X		AF/I
An outstanding classroom practitioner with proven impact on outstanding achievement and attainment.		X	AF/I
Experience of and an interest in, using a range of new technologies to enhance learning.		X	AF/I
<b>Parents &amp; the wider community</b>			
Evidence of establishing positive relationships with parents/carers.	X		AF/I
An understanding of the importance of the school within a local, national and international context.	X		AF/I
An understanding of the need to work closely with a range of agencies.	X		AF/I
Evidence of promoting parental involvement and working with other agencies.		X	AF/I
Experience of developing community links at local, national or international level.		X	AF/I
<b>Equal opportunities</b>			
A strong commitment to the inclusive ethos of the school.	X		AF/I
Ability to establish purposeful learning experiences in which diversity is valued and where pupils feel secure, confident and are able to feel successful.	X		AF/I
Experience of working with children for whom English is an additional language or with a range of Special Educational Needs.		X	AF/I



<b>Interpersonal skills</b>			
Resilience, energy and enthusiasm.	X		AF/I
Effective communication skills	X		AF/I
The ability to work as part of a team.	X		AF/I
Highly effective organizational skills.	X		AF/I
Flexibility and the ability to embrace new initiatives.	X		AF/I
Self-reflective with a commitment to learning from, with and alongside others	X		AF/I
A willingness to ask for support/guidance when needed.	X		AF/I
Growth mind set, self-evaluative and adaptable to change	X		AF/I
A cheerful disposition and sense of humour.	X		AF/I

