

Active  
Learning  
Trust

**Candidate Pack**  
Teacher Vacancies  
March 2026



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# Dear applicant



*Thank you for your interest in joining the Active Learning Trust. I know that choosing where to build your career is a big decision, and before I share the details of the role, I want to tell you why this is such a special place to work.*

*At ALT, we do things differently. We are a values-led organisation that believes our people are our greatest strength. We invest deeply in the adults who work with us, because when we help our colleagues grow, our pupils thrive. Ours is a community built on trust, care and ambition – where every member of staff is encouraged to discover their strengths, take opportunities, and know that their work is shaping brighter futures for the children in our care.*

*We don't see education as just a system; we see it as a moral mission. Every day, our staff bring energy, compassion and commitment to their roles, united by the belief that every child deserves the very best. We stand alongside you with high expectations, professional development, and unwavering support so that together we can achieve extraordinary things.*

*If you share our values and our passion for making a difference, we would be delighted to hear from you. I look forward to the possibility of welcoming you into our Trust – a place where people matter, potential is nurtured, and purpose drives everything we do.*

*With warm regards,*



**Lynsey Holzer**  
Chief Executive Officer

# Active Learning Trust

## Overview

Our multi-academy Trust was originally established in 2012 and is currently made up of 1,600 staff across 21 schools in East Anglia, serving over 8,600 young people and their families. Our shared Trust mission of delivering excellence to ensure our young people can thrive and prosper is at the heart of everything we do.

Our trustees fulfil their duties through our Trust Leadership Team, which includes our central team and school leadership teams, working together as one unified organisation with joint accountability. We have an established central team that is not only knowledgeable but also driven by an imperative to deliver the very best for the young people in our care.

At Active Learning Trust, we are restless for excellence and improvement so that our children can thrive and prosper. Deeply rooted in the heart of our communities, people choose to join our trust because we make a difference. We explore the art of the possible to find the right solutions for our children, our people and the wider education sector.

## Our Team

Our team is made up of experts across all specialist areas, including education, finance, HR, communications and marketing, estates, governance, procurement, data and IT. Their skills allow us to deliver shared savings and, more importantly, provide essential services to schools, enabling school-based leadership to focus on improving outcomes for pupils in the broadest sense.

- We know our schools exceptionally well and we offer both honest reflection and evaluation of our strengths and areas for improvement.
- We have clear and appropriate plans for continuing to improve the quality of education and pupil achievement.
- We encourage and celebrate the individual characteristics of each of our schools and provide them with a good balance of autonomy central oversight and accountability.

## Our Values

At the heart of our Trust are five core values that shape our culture and guide every aspect of our work. They influence our interactions, decisions and strategic direction, and they unite our school communities.



**I aspire, we achieve**



**We're curious, creative and bold**



**A family, not a house share**



**Comfortable being candid**



**Humour, humility, humanity**



“

*ALT creates environments where professionals can be bold and courageous in their practice, bringing about excellent outcomes for both students and staff. Our students receive the best standard of education from practitioners who are motivated to give their best as they are supported by a Trust that treats all with humanity, humility and humour!*

*More personally, I'm grateful for the CPD and career opportunities presented to me, that have allowed me to grow from an NQT into a Headteacher in 8 years.*

**Louise Creed**  
Headteacher, The Albert Pye  
and Ravensmere Schools Federation

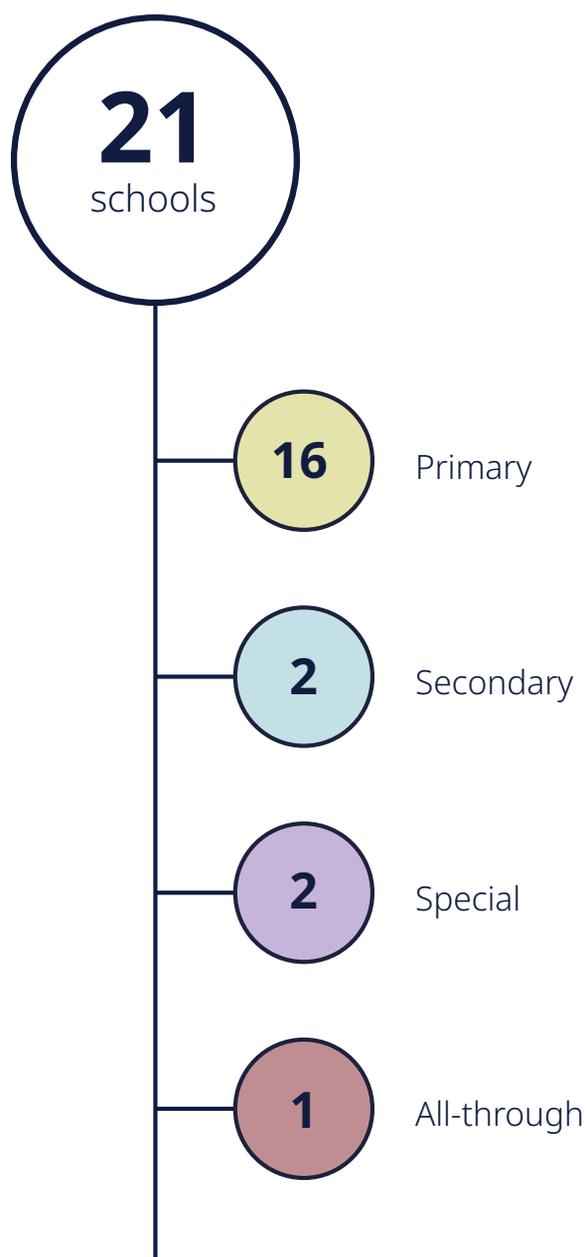
# Our Schools

Active Learning Trust encompasses 21 schools across East Anglia – eight in Cambridgeshire, 12 in Suffolk and two in Norfolk.

Our schools fall naturally into three designated geographical sub-regions – Ipswich, Norfolk & North Suffolk, and mid Cambridgeshire. This allows the Trust to apply 'hub' level school-to-school support and collaborative working along with other mutually supportive arrangements. The synergy this creates has become a key way of working for our teams and continues to develop further over time.

For more information on our schools, please visit our website.

[View our schools](#)



# Job Vacancy

## Subject Teachers

### Deliver excellence in teaching and learning

We are seeking committed English, Maths and Science teachers to join our team. These roles offer the opportunity to contribute to pupil progress and to support the ongoing development of the academy.

We will be hosting a tour day at Cromwell Community College and Neale-Wade Academy, which will include meeting our Director of Education and the Principals of both schools. If you are interested in attending, please contact us using the details below.

#### Science:

Our Science teachers contribute to developing pupils' scientific understanding through well-structured, purposeful lessons. We're looking for candidates with strong subject knowledge and a clear, consistent approach to teaching to help support pupils' confidence across Biology, Chemistry and Physics.

#### Maths

Our Maths teachers help pupils build fluency, problem-solving skills and mathematical reasoning. We're looking for candidates who can deliver carefully sequenced lessons to support progression, with a focus on clarity and consistency.

#### English

Our English teachers play a key part in strengthening reading, writing and communication skills. We're looking for candidates who can deliver consistently high-quality teaching, effective modelling and clear expectations that will help pupils engage confidently with a broad curriculum.

### Why Choose Active Learning Trust?

As a people-first organisation, we invest deeply in our staff to ensure they are supported to deliver the very best outcomes and learning experiences for our pupils. All staff benefit from:

- An inclusive, supportive working culture
- Strong leadership development and career-progression pathways
- Calm, orderly learning environments with high expectations
- Collaborative teams dedicated to improving pupil outcomes
- Access to VivUp benefits, Cycle to Work and the Teacher Pension Scheme

### Contact

If you wish to discover more about this exciting opportunity or wish to attend our tour day at one of our academies, please contact Rosie McKenzie, Recruitment Manager, [rosie.mckenzie@activelearningtrust.org](mailto:rosie.mckenzie@activelearningtrust.org) or 07443457877.



#### Location

Cambridgeshire

#### Contract

Full time, permanent

#### Salary

MPS - UPS

#### Closing Date

20 April 2026

#### Tour days:

18 March 2026 +

16 April 2026

# About our academies



**Cromwell  
Community  
College**

📍 **Chatteris, Cambridgeshire**

Cromwell Community College is a vibrant, modern and well-established all-through school (4-18 y/o), located in the heart of the Chatteris community. It offers a calm, purposeful and supportive learning environment where pupils are encouraged to aim high, behave well and engage positively with their studies.

In addition to being part of our wider trust network, the staff at Cromwell benefit from strong, visible leadership, well-structured routines and a shared commitment to ensuring every child becomes a successful, respectful and confident learner.

The culture is one of collaboration, care and consistency, with a clear focus on high-quality teaching and providing opportunities for pupils to thrive academically and socially.



**Neale-Wade  
Academy**

📍 **March, Cambridgeshire**

Neale-Wade is a large secondary school serving the town of March and the surrounding villages. Recent improvements have further strengthened the academy's culture, creating a calm, orderly and purposeful environment in which pupils approach their learning with confidence.

Staff feel valued, supported and encouraged to maintain consistently high expectations, with professional development and leadership opportunities available across the Trust.

It's warm, community-focused ethos and is proud of its strong behaviour culture, which allows teachers to focus on delivering high-quality lessons and supporting pupils to achieve their best

# Job description

## Class Teacher

<b>Salary:</b>	MPS / UPS
<b>Academy Site:</b>	Neale-Wade Academy / Cromwell Community College
<b>Reporting to:</b>	Headteacher

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### Main purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher
- Meet the expectations set out in the Teachers' Standards

### Duties and responsibilities

#### Teaching

- Plan and teach well-structured lessons to assigned classes, following the academy'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-academy organisation, strategy and development

- Contribute to the development, implementation and evaluation of the academy's policies, practices and procedures, so as to support the academy's vision and values
- Make a positive contribution to the wider life and ethos of the academy
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach
- To undertake professional development through keeping abreast of the latest developments and thinking, coaching and mentoring, self-evaluation and peer review
- To act as coach/mentor/trainer for staff below Leadership team level in their personal development and in the cascade of good practice within and across the school
- To take a proactive and constructive part in delegated Trust-wide partnerships, project, meetings or other activities at senior leadership level

#### 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 Trust's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Take part in the appraisal and professional development of others, where appropriate

### **Communication**

- Communicate effectively with pupils, parents and carers

### **Working with colleagues and other relevant professionals**

- Collaborate and work with colleagues and other relevant professionals within and beyond the academy and Trust
- 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 the academy
- Have proper and professional regard for the ethos, policies and practices of the academy, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

### **Management of staff and resources**

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

### **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 academy and the Trust

### **Generic responsibilities of all Active Learning Trust employees**

- To consistently uphold the Trust's Aims, Visions and Values.
- To work in a co-operative and polite manner with all stakeholders and visitors to promote and enhance the reputation of the academies and Trust.
- To work with children and young people within the framework of the academy in a courteous, positive, caring, and responsive manner.
- To take an active and positive role in the Trust's commitment to the development of staff and review procedures, undertaking training as required.
- To act in a professional way that is consistent with the values and expectations of the Trust.
- To be responsible for promoting and safeguarding the welfare of children and young persons.

The Active Learning Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be

subject to pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance (via the Disclosure and Barring Service) in line with the need to create and maintain a safe culture.

*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 expected to be carried out. It will be reviewed annually in conjunction with the appraisal process and planning for the next academic year. It will be reviewed, and it may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Trust at the reasonable discretion of the Reports to Manager.*

# Person Specification

## Class Teacher

E = Essential / D = Desirable

Qualifications & Training		
Qualified Teacher Status (QTS)	E	
Degree	E	
Skills and Knowledge		
Knowledge of the National Curriculum	E	
Knowledge of effective teaching and learning strategies	E	
A good understanding of how children learn	E	
Ability to adapt teaching to meet pupils' needs	E	
Ability to build effective working relationships with pupils	E	
Knowledge of guidance and requirements around safeguarding children	E	
Knowledge of effective behaviour management strategies	E	
Good ICT skills, particularly using ICT to support learning	E	

<b>Personal Qualities</b>		
Embodies of the Active Learning Trust's values: <ul style="list-style-type: none"> <li>- I aspire, we achieve</li> <li>- We're curious, creative and bold</li> <li>- A family, not a house share</li> <li>- Comfortable being candid</li> <li>- Humour, humility, humanity</li> </ul>	E	
Commitment to uphold the seven principles of public life (the <a href="#">Nolan principles</a> ) at all times	E	
Commitment to maintaining confidentiality at all times	E	
Demonstrate initiative and self-motivation	E	
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the academy and Trust	E	
High expectations for children's attainment and progress	E	
Ability to work under pressure and prioritise effectively	E	
Ability to manage change sensitively	E	
<b>Equal Opportunities</b>		
Commitment to inclusion, equality and diversity	E	
<b>Safeguarding</b>		
Commitment to safeguarding and promoting the welfare of children and young people.	E	

# Application Process

## How to Apply

You can browse and apply for all Active Learning Trust vacancies by clicking the link below to access our recruitment platform. Once you have found the corresponding vacancy, click on the 'Apply Now' button to begin your application. You can save your application and return to it at any time. Please ensure you have completed and submitted your application before the deadline shown on the job advert.

[View current vacancies](#)

## Hints and Tips

To increase the chance of your application being considered for the role, please follow these steps:

- Use the Person Specification document to write your application. Consider using the headings and give examples where possible.
- Check for punctuation and grammar errors.
- Ensure your first referee is from your current or most recent employer. If you are employed within a school or academy, ensure you list your Headteacher as your first referee.
- All gaps in employment history must be explained. This should start from the date you left full-time education, including the summer holiday.



## Useful Information

As an equal opportunities employer, we welcome applications irrespective of race, gender, religion, disability, sexual orientation and/or age. We value the individuality and creativity that every worker potentially brings to the workforce.

No CVs are accepted in line with requirements of Keeping Children Safe in Education, therefore all applications are required to be completed using the MyNewTerm platform.

The Active Learning Trust reserves the right to interview and appoint prior to the advert closing date. With this in mind, we encourage you to apply as soon as possible.

The Active Learning Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject to pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance in line with the need to create and maintain a safe culture. Please be advised that references may be requested prior to interview for roles within our academies, where permission has been given to do so via MyNewTerm.

Candidates are advised that, if shortlisted for interview, they will be subject to an online search of information in the public domain.

This post will come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations.

