

# Class Teacher Recruitment Pack



Peartree Primary



# WELCOME

We are looking for committed, enthusiastic teachers to join our team and help us to continue to develop our already strong teaching and learning offer.

The leadership team are looking for an excellent teacher who will help us to make great strides in our teaching and learning and be a model of high-quality practice for others across our school.

We have a strong ethos of pupil and staff wellbeing, and are creating an inclusive, happy environment where all children are given the tools they need to succeed.

Visits to the school are welcome, please get in touch if you would like to arrange this.

# PEARTREE PRIMARY SCHOOL

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Peartree is a friendly and inclusive school, with a strong family feel.

Our whole community works together to ensure that children grow into confident, happy and curious learners who enjoy coming to school each day. Children love our extensive grounds and Forest School sessions, where they can learn and have fun in the great outdoors.



*“Pupils are enthusiastic about their experiences at this school. They appreciate how staff care, want them to succeed and have high standards for them. Pupils demonstrate positive attitudes to their learning.”*

~ Ofsted, April 2025

## Inspiring Ambition

# KEY INFORMATION

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**Age range:**

4 to 11

**Location:**

Welwyn Garden City, Herts

**School type:**

Academy converter  
Ivy Learning Trust

**Pupils on roll:**

187

**Children eligible for FSM:**

36.9%

**2025 KS2 results:**

75% achieved expected  
standard (combined)

**Ofsted:**

Good, April 2025



*“Pupils are safe and happy here. They find lessons interesting, enjoy all the different trips they go on and the range of sports activities available at breaktime. The school is calm and welcoming.”*

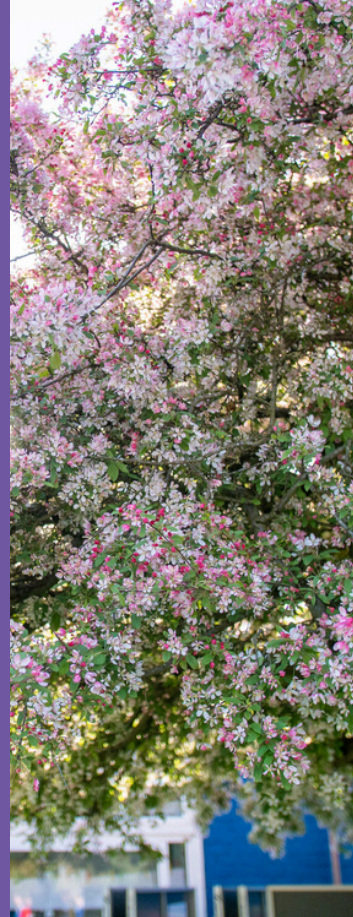
*~ Ofsted, April 2025*

## Our Vision

Ivy is a charity and our purpose is to provide education for the public benefit.

### We have four guiding principles:

- We are one family of schools.
- Good education is a birthright.
- We make it easy to make a difference.
- Local leaders know their communities best.



Ivy Learning Trust is a family of schools dedicated to giving children a great education. We formed our Trust in 2017 with two Enfield primary schools, Brimsdown and Lavender, in order to formalise the already close working relationship between them. We now have a network of 17 primary schools across North London and Hertfordshire.

This collaboration has enabled our community to benefit from the expertise and talents at each joining school, with leaders sharing successful techniques and innovations. Staff enjoy better access to CPD programmes and opportunities to develop their careers. We are a supportive community, dedicated to ensuring that no one is left behind and that everyone benefits from being part of our Trust.

# OUR SCHOOLS



# 17

*Schools*

*All Good,  
Outstanding or  
Expected Standard+*

SCHOOL	LOCATION	JOINED	OFSTED
1. Lavender	Enfield	2017	Good (2025)
2. Brimsdown	Enfield	2017	Good (2023)
3. Churchfield	Enfield	2018	Good (2022)
4. Eastfield	Enfield	2018	Good (2022)
5. Larkspur	Hertfordshire	2018	Good (2023)
6. Walker	Enfield	2019	Good (2023)
7. The Wroxham	Hertfordshire	2019	Good (2024)
8. Woodside	Hertfordshire	2020	Good (2025)
9. Crabtree Infants	Hertfordshire	2021	Outstanding (2024)
10. Crabtree Junior	Hertfordshire	2021	Outstanding (2023)
11. Peartree	Hertfordshire	2022	Good (2025)
12. Martins Wood	Hertfordshire	2022	●●●●●●●● (2025)
13. Watchlytes	Hertfordshire	2022	●●●●●●●● (2025)
14. Round Diamond	Hertfordshire	2023	Outstanding (2025)
15. Windhill21	Hertfordshire	2024	Outstanding (2025)
16. Richard Whittington	Hertfordshire	2024	Good (2019)
17. De Bohun	Enfield	2025	Good (2020)

*\*Schools inspected since joining Ivy.*

# WORKING AT IVY



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*Staff are overwhelmingly proud to be part of the school community. Regular training helps staff stay sharp and keep ahead of the game. Senior leaders do much to look after staff's wellbeing.*

*~ Ofsted, Crabtree Junior, 2023*

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When you join Ivy, you'll have access to a comprehensive range of benefits, designed to support your career progression and wellbeing. As a Trust, we offer an inclusive work environment, recognise and reward excellence, encourage creativity and support ongoing professional growth.



Employee Assistance Programme with access to free counselling, mental health and financial support



Professional development with defined careers pathways and paid study leave



Tax free childcare scheme and admissions priority for the children of school employees



Pension scheme



National pay in line with STPCD



Flexible working available



Cycle to work scheme



Discounted gym membership



Occupational health service

# JOB DESCRIPTION

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## Overall Purpose of the Post

- To plan, resource, assess learning as set out in the school curriculum policies and in line with statutory guidance.
- To observe and monitor pupil progress, maintain records, adapt provision and seek advice where needed.

## Main Duties and Responsibilities

- To adhere to the DfE Teacher Standards and follow school policy and procedures.
- To promote and support teaching and learning as set out in the Teaching and Learning Policy and other school guidance and policy.
- Ensure a warm, welcoming and safe environment is created and maintained.
- To report regularly to other Curriculum Leaders.
- To manage and direct additional adult support within the classroom in order to maximise children's development.
- To impact in a positive and enthusiastic way on the staff team, being a fully integrated member of the whole school staff.
- To communicate effectively and positively with families and the wider school community.
- To ensure effective transition to the next year group by maintaining good records and ensuring that they are passed onto the next teacher.
- For Main Pay Scale teachers: to contribute to an area of whole school development in line with the school's strategic vision.
- To be committed to own professional development.
- Specific duties may change at the discretion of the Headship Team and within the conditions of your employment.
- To manage Google Classrooms / remote learning where necessary (training can be given).
- To undertake any other reasonable duties as directed by the Headship Team.

# JOB DESCRIPTION

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## All Staff Will

- Promote equality of opportunity.
- Follow Safeguarding Guidelines and Child Protection policy / procedures.
- Keep their own performance under review, contributing to monitoring, evaluation and review and participate in performance management / appraisal.
- Promote positive attitudes and behaviour.
- Be committed to achieving the school values.
- Promote the school in the community.
- Work in partnership with all colleagues including the Governing Body.
- Support Codes of Professional Ethics / Safe Practice in the Staff Handbook.
- Have regard for and act in accordance with Health and Safety policy / practice.
- Celebrate success of pupils and staff.

The post holder shall ensure that the duties of the post are undertaken with due regard of the Trust's policies and to their personal responsibilities under the provision of the Health and Safety at Work Act 1974 and all other relevant subordinate legislation. This job description should not be viewed as a comprehensive description of the post. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected:

- To comply with any reasonable request from those in a position of responsibility to undertake work of a similar level that is not specified in this job description.
- To work with and alongside other staff to ensure that the Trust provides the best possible outcomes for all children.

# PERSON SPECIFICATION

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Criteria	Qualities
<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Degree and Qualified Teacher Status.</li><li>• Demonstrate commitment to own further professional development.</li><li>• Relevant further professional qualifications / CPD relevant to this post,</li><li>• NPQ qualification or commitment to undertake a relevant NPQ within the first 3 years.</li><li>• Knowledge of recent developments in education / a good understanding of the national picture in education.</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Understanding of how children learn and aspirational expectations for their achievement.</li><li>• Able to motivate others to close gaps in learning and achievement.</li><li>• Experience of accelerating progress of all pupils in a classroom environment.</li><li>• Experience of leading a key area / subject with evidence of improved outcomes for pupils.</li><li>• Demonstrate experience of reflecting on and improving their own teaching to increase achievement.</li><li>• Experience and commitment to developing positive partnerships with parents, colleagues within the Trust and the wider community</li></ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"><li>• Able to identify gaps in teaching and learning.</li><li>• Ability to support and guide quality first teaching through effective professional development.</li><li>• Able to write engaging and progressive curriculum plans.</li><li>• Up to date knowledge of the primary curriculum.</li><li>• Up to date knowledge of assessment for learning strategies.</li><li>• Up to date knowledge of assessment at the end of each key stage.</li></ul>

Criteria	Qualities
	<ul style="list-style-type: none"> <li>• Knowledge of effective monitoring and evaluation strategies for curriculum leadership.</li> <li>• Up to date knowledge of innovative teaching using IT to promote learning and accelerate progress.</li> <li>• Evidence of innovative practice to influence the engagement of children through curriculum topics.</li> <li>• Demonstrate how they have personalised and adapted the curriculum to ensure access for all.</li> <li>• Expect and promote high standards of behaviour.</li> <li>• Able to understand and use data to inform teaching and learning.</li> <li>• Good understanding / experience of inclusion issues as they affect a class teacher.</li> <li>• Able to plan and deliver good to outstanding lessons.</li> <li>• Knowledge and understanding of the factors and interventions which support high attainment for all pupils.</li> <li>• Understanding of the importance of and commitment to promoting Equal Opportunities for all children</li> </ul>
<p><b>Personal qualities</b></p>	<ul style="list-style-type: none"> <li>• Excellent classroom practitioner.</li> <li>• Good communication, planning and organisational skills.</li> <li>• Flexible, innovative and creative.</li> <li>• Excellent subject knowledge, especially in Literacy and Maths &amp; Early Years curriculum.</li> <li>• Act as a role model to staff and pupils.</li> <li>• Self-motivation to drive own workload, continually improve standard and strive for excellence.</li> <li>• Genuine passion and belief in the potential of every pupil.</li> <li>• Able to motivate and inspire others.</li> <li>• Enthusiastic and positive.</li> <li>• Commitment to school and Trust ethos.</li> <li>• Ability to maintain a high standard of performance, professionalism and a sense of humour while working under pressure.</li> </ul>

# DETAILS AND TIMELINE

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## Contract Type:

Permanent, Full-Time

## Salary:

£34,398 - £52,490

## Closing Date:

17 April 2026

## Interview Date:

22 April 2026

## Our Policies:

 [Privacy Notice](#)

 [Code of Conduct](#)

 [Recruitment](#)

 [Safeguarding](#)

Peartree Primary School is committed to safeguarding and promoting the welfare of children and young people. The post is subject to an enhanced disclosure and medical checks.

Visits are warmly encouraged.  
Please contact 01707 881033 or  
email [admin@peartreeprimary.org](mailto:admin@peartreeprimary.org)

