



RECEPTION TEACHER

RECRUITMENT PACK

GROWING TOGETHER, STRIVING FOR SUCCESS



**Lime
Tree**
Primary
Academy



INTRODUCTION TO THE ROLE

We are seeking to appoint an inspirational Reception Teacher who shares our belief that every child deserves an exceptional start to their educational journey. The Early Years Foundation Stage is a vital phase of education and plays a significant role in shaping children's attitudes towards learning, wellbeing and future success.

You will find yourself joining a close-knit team within the school as well as the Multi Academy Trust wider community.

We are interested to hear from teachers who want to support pupils to achieve their best in a safe learning environment, and who will approach their role in line with our ambition of offering an exceptional quality of education to pupils of all backgrounds and prior attainment.

Our recent £3 million rebuild and refurbishment project has provided outstanding learning environments both indoors and outdoors, creating a wonderful place for children and staff to learn and grow.

Joining Lime Tree Primary Academy now is a fantastic opportunity to be part of something really special.

OUR SCHOOL VISION, AIMS AND VALUES

OUR VISION

We believe a happy and well regulated child is ready to learn.

We promote an aspirational, positive, inclusive learning environment, that develops resilience, confidence and enthusiasm, in a setting that ensures holistic progress and listens to the voice of all our stakeholders.

We have invested in a creative curriculum, with high quality, adaptive teaching, grounded in what the children need. We understand the importance of a solid foundation for childhood learning and development.

At Lime Tree, we want our community to widen their cultural capital, empowering them to explore their world and discover opportunities.

We aim to foster, a community love of learning, by working together for individual success.

OUR AIM



We are committed to providing a nurturing, safe environment where children can learn to be the best they can be.

Inspirational leadership facilitates every young person to have access to a great education, enabling life long learning in an ever changing world.

OUR VALUES

Lime Tree Primary Academy values the central role of the child in their own development and individuality.

We are an inclusive school that values equality, accessibility for all and everyone's well-being.

We appreciate that a safe, stable and inviting environment allows our children to thrive.

We expect our community to all share the values of being polite, mutually respectful and to take pride in what they do.

Resilience is valued, so that no-one gives up at the first hurdle, but strives to problem solve.

Trust and honesty allow for collaborative learning for staff and pupils alike.

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STRIVING FOR SUCCESS**

ABOUT THE TENYSON LEARNING COMMUNITY



The Tennyson Learning Community is 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.

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

In return of 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.

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MESSAGE FROM THE HEAD OF SCHOOL

Dear Applicant,

Thank you for your interest in joining Lime Tree Primary Academy.

We are seeking to appoint an inspirational Reception Teacher who shares our belief that every child deserves an exceptional start to their educational journey. The Early Years Foundation Stage is a vital phase of education and plays a significant role in shaping children's attitudes towards learning, wellbeing and future success.

At Lime Tree Primary Academy, we are proud of our nurturing and inclusive ethos. Our Reception team creates an engaging, language-rich environment where children develop confidence, independence and a genuine love of learning. We place great emphasis on communication and language development, early reading, strong relationships with families and high-quality continuous provision.

Following our successful Ofsted inspection and significant investment in our school environment, this is an exciting opportunity to join a dedicated team committed to continuous improvement and excellence.

We are looking for someone who is passionate about Early Years education, has high expectations for every child and can create a stimulating environment where children thrive.

We look forward to receiving your application.



OFSED - "In lessons, pupils behave well and are attentive. They know their teachers want them to do well. Pupils behave sensibly in lessons and around the school."

"Children learn the behaviour routines from the early years. For example, they cheerfully share their bikes and toys. They learn to concentrate and persevere."

Ms Clare Lewis – Head of School

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SAFEGUARDING CHILDREN AND YOUNG PEOPLE

The Tennyson Learning community and the academy schools are committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to the following satisfactory pre-employment checks:

- Health
- Online searches in line with KCSIE
- Identity
- Verification of relevant work qualifications
- Right to work in the UK
- Barred List Check (previously List 99)
- Enhanced Disclosure & Barring Service Check (for all staff and volunteers)
- Satisfactory 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 2024, 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.

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.

NEXT STEPS

Please review the Job Description and Person Specification, if you require these documents in any other format, or have any other accessibility requirements, please contact us on hr@tennysonroad.school

Applications should be submitted through MyNewTerm. Shortlisted candidates will be invited to (including but not limited to and not necessarily in this order) a school tour, teach an observed Reception lesson, complete a pupil interaction activity, attend a formal interview.

Our application process is accessed by applying through [My new Term Tennyson Learning Community, Luton | 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.

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We are committed to safeguarding and promoting the welfare of children and young people. All staff will be subject to appropriate checks, including enhanced DBS checks and referencing.

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 welcome applications from all backgrounds and ensure our colleagues feel respected and valued for being themselves.

We are committed to ensuring that employees who have a disability are given every possible assistance in the workplace. All disabled applicants that meet the minimum criteria for the job will be given the opportunity to be interviewed.

We have a commitment to make reasonable adjustments to our recruitment and selection processes, where appropriate, this is to ensure that no candidate, whether or not that have a disability, is unfairly prevented from demonstrating their true abilities.





RECEPTION TEACHER

Salary range: MPR/UPR Teachers Pay and Conditions

Contract: Full time/Permanent

Location: Dunstable, LU5 5QN

Closing Date: Thursday, 18th June 2026

Start date: September 2026

Interview Date – Tuesday, 23rd June 2026

We value diversity and are committed to safeguarding. The successful candidate will be subject to an enhanced Disclosure and Barring Service check and any other relevant employment checks.

We are interested to hear from highly motivated individuals whose values are aligned with ours and who possesses the knowledge and abilities to work as a successful teacher as part of a cohesive team.

The successful applicant will have the chance to join a highly ambitious, successful and innovative Multi Academy Trust, and the opportunity to work alongside some of the country's most experienced, knowledgeable and committed educational leaders.

We invest in and develop staff at all levels of their careers, and we know our track record of performance rests on the impact our teachers have.

Overall Purpose:

To teach a Reception class and deliver high-quality Early Years provision which enables all children to achieve their potential and develop a lifelong love of learning.

Overall responsibilities:

The Successful candidate will -

- Inspire children through engaging and meaningful learning experiences.
- Deliver high-quality provision in line with the EYFS Framework.
- Create a language-rich environment promoting communication and vocabulary.
- Develop strong foundations in reading, writing and mathematics.
- Foster children's confidence, independence and resilience.
- Work collaboratively with colleagues, parents and external agencies.

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Key Responsibilities:

Teaching and Learning

- Plan and deliver high-quality learning opportunities in line with the EYFS Framework.
- Create stimulating indoor and outdoor learning environments.
- Ensure an appropriate balance of adult-led and child-initiated learning.
- Deliver high-quality systematic synthetic phonics teaching.
- Promote communication and language development across all areas of provision.
- Support children in achieving a Good Level of Development.

Assessment

- Observe, assess and record children's learning accurately.
- Use assessment information to inform planning and next steps.
- Complete EYFS Profile assessments and statutory requirements.
- Monitor progress and implement interventions where appropriate.

Inclusion

- Identify and support children with SEND.
- Work closely with the SENDCo and external agencies.
- Ensure all children access an ambitious and inclusive curriculum.

Leadership of Learning Environment

- Develop an engaging and enabling learning environment.
- Ensure resources promote independence and challenge.
- Maintain high-quality displays which celebrate learning.

Partnership with Parents

- Build positive relationships with parents and carers.
- Share information about children's progress regularly.
- Lead workshops and events which support parental engagement.

Safeguarding

- Maintain the highest standards of safeguarding practice.
- Report concerns immediately following school procedures.
- Promote children's wellbeing and welfare at all times.

Other professional requirements:

- To report any safeguarding concerns immediately to a Designated Safeguarding Lead
- To consistently implement all trust and school policies, including the promotion of equality and diversity
- Have a working knowledge of teachers' professional duties and legal liabilities. Operate at all times within agreed practices of the school with close attention to the school's Staff Handbook and Code of Conduct
- Establish effective working relationships and set a good example through presentation
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and personal and professional conduct

- Endeavour to give every child the opportunity to reach their potential and meet very high expectations
- Take responsibility for your own professional development and duties in relation to school policies and practices
- Liaise effectively with parents and governors as necessary
- Liaise with other schools regarding transition as necessary

Health and Safety

To be responsible for following Health and Safety requirements in line with school 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



PERSON SPECIFICATION – RECEPTION TEACHER

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status (QTS); Degree qualification; GCSE English and Mathematics 	<ul style="list-style-type: none"> NPQ qualification; Master's Degree; Paediatric First Aid
EYFS Knowledge	<ul style="list-style-type: none"> Strong knowledge of EYFS Framework; Understanding of child development; Knowledge of EYFS assessment requirements 	<ul style="list-style-type: none"> Knowledge of current EYFS research and best practice
Experience	<ul style="list-style-type: none"> Successful teaching experience within EYFS; Experience of assessment and observation; Experience of phonics teaching 	<ul style="list-style-type: none"> Experience leading an EYFS initiative; Experience of WellComm, NELI or language interventions
Teaching and Learning	<ul style="list-style-type: none"> Ability to deliver high-quality teaching; Create engaging provision; Effective behaviour management 	<ul style="list-style-type: none"> Experience supporting colleagues or leading staff development
Inclusion	<ul style="list-style-type: none"> Understanding of SEND and inclusive practice 	<ul style="list-style-type: none"> Experience working with external agencies
Communication	<ul style="list-style-type: none"> Strong communication skills; Positive relationships with families and colleagues 	<ul style="list-style-type: none"> Experience delivering parent workshops
Personal Qualities	<ul style="list-style-type: none"> Passionate about Early Years; High expectations; Reflective practitioner; Organised; Team player; Commitment to safeguarding 	<ul style="list-style-type: none"> Contribution to wider school life and enrichment activities

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 in place for all staff:

- High-quality CPD and coaching
- Career progression opportunities across the Trust
- Collaborative professional networks
- Family-friendly policies
- Employee Assistance Programme
- Occupational Health support
- Teachers’ Pension Scheme
- Private Healthcare Scheme
- A supportive and caring team
- Wonderful children who love learning

