

# Recruitment Pack

**Class Teacher**

Owston Park Primary Academy



## 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





## 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

| Vision                           | TRANSFORMING FUTURES COLLABORATIVELY                                                                                                                                                            |                                      |                                                                          |                                                          |                                         |
|----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------|
| Values Statement                 | 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. |                                      |                                                                          |                                                          |                                         |
| Strategic Objectives             | Developing Pupils                                                                                                                                                                               | Developing People                    | Developing Governance                                                    | Developing Growth, Business Facilities and Resources     | Developing Communities and Partnerships |
| Developing Excellence Priorities | 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 |                                         |

## Owston Park Primary Academy

Owston Park Primary Academy is a large, two-form entry primary school in Skellow, Doncaster. We are a happy, safe and fun academy and are incredibly proud of our children and the successes they achieve.

We have a highly inclusive ethos and believe that every child can achieve great things. Our staff are kind, caring and highly skilled: they go the 'extra mile' to ensure that all children have the opportunity to develop academically, socially and emotionally to be the best that they can be.

As proud members of the [Rose Learning Trust](#), we work closely with our partner schools and have strong links within the community of Skellow and beyond.

*Curious minds, kind hearts, bright future*





## Class Teacher

### Advert Information

|                          |                                                 |
|--------------------------|-------------------------------------------------|
| <b>Post</b>              | Class Teacher – Key Stage 2                     |
| <b>Contract type</b>     | Fixed term until 31st August 2026               |
| <b>Grade</b>             | MPS                                             |
| <b>Hours</b>             | 32.5 hrs per week                               |
| <b>Reporting to</b>      | Senior Leadership Team                          |
| <b>Location</b>          | Owston Park Primary Academy                     |
| <b>Commencement date</b> | As soon as possible                             |
| <b>Closing date</b>      | Monday 15 <sup>th</sup> December 2025 at 9:00am |
| <b>Shortlisting date</b> | Monday 15 <sup>th</sup> December 2025           |
| <b>Interviews</b>        | Friday 19 <sup>th</sup> December 2025           |

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.

Owston Park Primary Academy 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 an excellent classroom practitioner and is committed to achieving the highest standards
- Have experience and passion for delivering literacy
- Is confident, with excellent interpersonal and communication skills
- Has high expectations of children, colleagues and themselves
- Has a passion for education and raising the achievement of all children
- Has a commitment to wider school and community priorities
- Is able to contribute towards the development of the school

We can offer in return:

- A friendly, caring school which is central to the community.
- An inclusive ethos with enthusiastic and motivated learners.
- A happy and welcoming school where children, parents, staff and visitors feel valued for who they are.
- A dedicated and supportive team who create an ethos of success for both staff and pupils
- Supporting hard working staff with shared expectations
- Forward thinking, collaborative team
- Leadership with a strong emphasis on the support and well-being of staff
- Excellent professional development opportunities in school and across a growing Multi Academy Trust.
- Wonderful pupils and parents who support the school in all that it does.

Visits to the school are warmly welcomed and encouraged. They can be made by appointment with the School Business Manager, Mrs Andrea Robinson [admin@owstonpark.co.uk](mailto:admin@owstonpark.co.uk). Tel: 01302 722271.

For further information about this role please contact the School Business Manager, Mrs Andrea Robinson [admin@owstonpark.co.uk](mailto:admin@owstonpark.co.uk). Tel: 01302 722271.

To apply use the link below:

<https://mynewterm.com/jobs/146583/EDV-2025-OPPA-34568>

***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

### 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                     |
| Reports to (job title): | Senior Leadership Team            |
| Grade and Salary        | MPS                               |
| Contract Type           | Fixed term until 31st August 2026 |

### Job Purpose:

#### Main purpose of the post

To undertake duties of a teacher as specified within the school, including the provision of remote learning where applicable.

### Duties and Responsibilities:

#### Main purpose of the post

- To work as a member of the team to ensure a high standard of education provision for all pupils.
- To be an excellent classroom practitioner and lead by example at all times, continually promoting a love of learning
- To be responsible for promoting and safeguarding the welfare of children and young people within the school.



- To prioritise the welfare of pupils through upholding practices in school.
- To be familiar with and follow all school policies including Safeguarding, Child Protection and SEN Code of Practice.
- To promote and embrace the strategies, systems and structures which support the mental health and well-being of both pupils and staff.
- To actively participate in whole school self-evaluation and school improvement planning.
- To work with colleagues to monitor pupil progress and attainment and continue to raise standards.
- To produce long, medium- and short-term plans and contribute to the overall curriculum planning in line with the school's planning policy.
- To manage the work of support professionals in the class to ensure they are effective practitioners.
- To attend regular team, curriculum, and staff meetings in line with school procedures and to carry out duties which form part of the school's daily organisation.
- To participate in out of school activities, completing relevant risk assessment documentation and in line with school procedures.
- To maintain good order and discipline in line with Health & Safety both on the school premises and when engaged in out of school activities.
- To ensure that deadlines are met on a timely basis.
- To make a positive contribution to the wider life and ethos of the school.
- To develop effective professional relationships with all key stakeholders including colleagues/parents/partners/external bodies and the wider community.
- To demonstrate consistent high standards of personal and professional conduct, acting within the statutory frameworks which set out their professional duties and responsibilities.
- To take part in and take responsibility for own appraisal.
- To engage in professional development and research, focused on developing areas of practice with clear intentions for impact on pupil outcomes.





- To manage workload and wellbeing, using systems and routines to support efficient time and task management to protect time to rest and recover.
- To take responsibility for the leadership of a curriculum area or other whole school initiative after first year of teaching.

### Quality of education – specific responsibilities

- To consistently provide a high standard of education to extend and build on pupils' prior knowledge.
- To provide a teaching and learning environment that is appropriate to the tasks and in line with the school's teaching and learning policy.
- To be responsible for the teaching of pupils in a positive, predictable, and safe environment with effective routines and expectations.
- To plan and teach well-structured lessons considering different pupil needs, including the setting, and marking of work to be carried out by pupils in school and at home.
- To have excellent subject knowledge and use a range of teaching strategies that match individual needs and engage pupils in challenging tasks.
- To deliver a carefully sequenced and coherent curriculum that meets the needs, aptitudes, and interest of all pupils, promoting successful progression.
- To work with all staff to provide high quality learning, setting high expectations and establishing a stimulating environment for pupils.
- To participate in the planning, development and differentiation of teaching and learning which will allow all pupils to have maximum access to high quality provision.
- To know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements, making accurate and productive use of both formative and summative assessment.
- To formulate a clear view of the capabilities of each pupil, being responsive to their needs and providing opportunities for them to reach their full potential



- To undertake rigorous and focused assessments, update records and tracking documents and produce assessment reports when required.
- To demonstrate a good understanding of behaviour through the deployment of positive behaviour strategies, including a consideration of the social and emotional development of pupils, whilst creating a safe place for all pupils to learn.
- To create a culture of respect and trust in the classroom that supports all pupils to succeed.

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 Person Specification

| PERSON SPECIFICATION                                                                                      | Essential | Desirable | How Identified |
|-----------------------------------------------------------------------------------------------------------|-----------|-----------|----------------|
| AF – Application Form      CQ – Certificate of Qualification      I – Interview                           |           |           |                |
| <b>Qualifications and Training</b>                                                                        |           |           |                |
| Willingness and ability to obtain and/or enhance qualifications and training for development in the post. | ✓         |           | AF<br>I        |
| GCSE English and Maths at grade C or above, or equivalent                                                 | ✓         |           | AF<br>CQ       |
| DfE Teacher Assistant Induction course.                                                                   |           | ✓         | AF<br>CQ       |
| NVQ Level 2 or better/equivalent relevant qualification.                                                  |           | ✓         | AF<br>CQ       |
| First Aid Certificate.                                                                                    |           | ✓         | AF<br>CQ       |
| <b>Relevant Experience</b>                                                                                |           |           |                |
| Working with/or caring for children.                                                                      | ✓         |           | AF<br>I        |
| Experience of working with children with special needs and/or in a school environment.                    |           | ✓         | AF<br>I        |
| <b>Knowledge and Skills</b>                                                                               |           |           |                |
| Good numeracy/literacy skills                                                                             | ✓         |           | AF<br>I        |
| Basic understanding of child development and learning                                                     | ✓         |           | AF<br>I        |
| Good communication and interpersonal skills                                                               | ✓         |           | AF<br>I        |



| <b>PERSON SPECIFICATION</b>                                                         |                 |                  |               |
|-------------------------------------------------------------------------------------|-----------------|------------------|---------------|
| AF – Application Form      CQ – Certificate of Qualification      I – Interview     | Es<br>se<br>nti | De<br>sir<br>abl | Ho<br>w<br>Id |
| General understanding of national curriculum and other basic learning programmes    |                 | ✓                | AF<br>I       |
| Knowledge of Health and Safety Regulations.                                         |                 | ✓                | AF<br>I       |
|                                                                                     |                 |                  |               |
| <b>Personal Qualities</b>                                                           |                 |                  |               |
| Ability to relate well to children and adults.                                      | ✓               |                  | AF<br>I       |
| Ability to self-evaluate own practice and learning needs                            | ✓               |                  | AF<br>I       |
| Ability to work as part of a team                                                   | ✓               |                  | AF<br>I       |
| Ability to be organised                                                             | ✓               |                  | AF<br>I       |
| A calm, pleasant and sympathetic manner.                                            | ✓               |                  | AF<br>I       |
| Flexible.                                                                           |                 | ✓                | AF<br>I       |
|                                                                                     |                 |                  |               |
| <b>Safeguarding</b>                                                                 |                 |                  |               |
| Understanding and commitment to safeguarding procedures within a school environment | ✓               |                  | AF<br>I       |
| Understanding of Data Protection                                                    | ✓               |                  | AF<br>I       |

