

# Recruitment Pack

**Class Teacher**  
Balby Central 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.

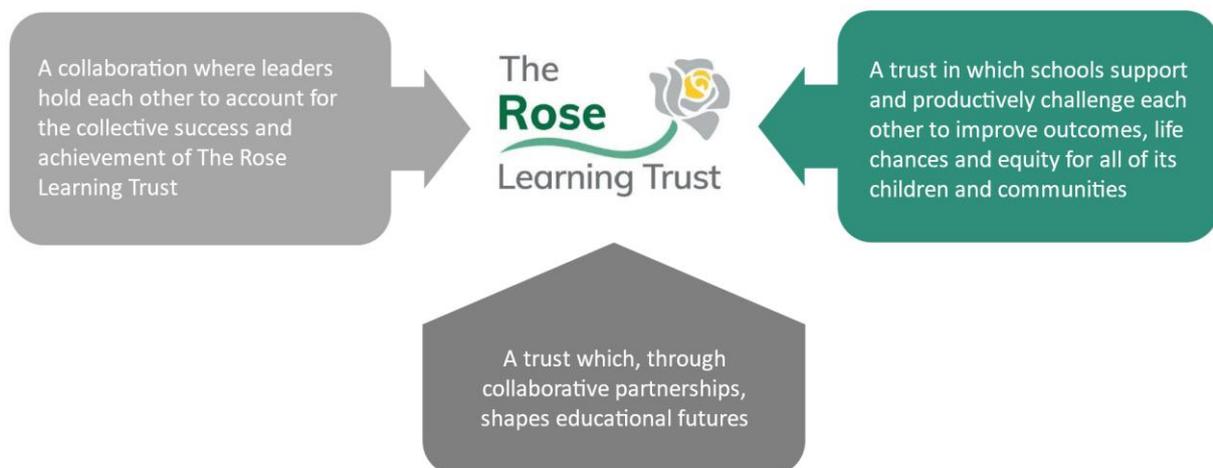
Our aim is not only to grow our trust successfully, but also sustainably. We believe that through quality, not quantity, we can facilitate opportunities that can be invested back into the people who will secure our future: our pupils and staff. Our aim at The Rose Learning Trust is to provide all pupils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

**Jeremy Harris**  
Chief Executive Officer



## 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

Vision	<b>TRANSFORMING FUTURES COLLABORATIVELY</b>				
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

## Balby Central Primary Academy



‘Shaping lives, building futures to be the best you can be’

At Balby Central we aim to unlock each individual child’s potential to succeed, thrive and to be happy on their own journey with us. We endeavour to create unforgettable learning experiences and immerse children in an environment where they feel confident to challenge themselves. We are constantly adapting to meet the needs of all as learners in this ever-changing society, ensuring that they are ready for the next stage in their lives. During their time at Balby Central, children are taught the skills of collaboration and the power of talk, confidence, resilience and effort, determination and reflection to support their academic successes as our school learning powers

We strongly believe in a team approach, to utilise each others’ strengths, work together and to ensure that we increase our own expertise, knowledge and skill as professionals. We see every member of the team playing a key part in our school approach to improve outcomes and life chances for our children and their futures.





## Class Teacher Advert Information

<b>Post</b>	Class Teacher
<b>Contract type</b>	Full Time, Maternity Cover, Fixed Term, 01/09/2026 – 31/08/2027
<b>Grade</b>	MPS
<b>Hours</b>	32.5 hours per week
<b>Reporting to</b>	Headteacher, Deputy Headteacher, Phase Leader
<b>Location</b>	Balby Central Primary Academy
<b>Commencement date</b>	01/09/2026
<b>Closing date</b>	12 <sup>th</sup> April 2026
<b>Shortlisting date</b>	13 <sup>th</sup> April 2026
<b>Interviews</b>	20 <sup>th</sup> April 2026

The Rose Learning Trust is a successful medium sized trust based in Doncaster and North Lincolnshire. We have grown from two schools to eleven over the last ten 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.

Balby Central 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 outstanding classroom practitioner, demonstrating a clear passion for teaching and learning
- Have a thorough understanding of the principles and pedagogy which enable learning
- Have the ability to teach creatively and engage all learners
- Build positive relationships with children, parents and staff
- Be a positive role model and have a desire for children to thrive and flourish
- Share like-minded values with the school and its ethos
- Be able to work well as part of a team and individually

We can offer in return:

- A dedicated and supportive team that demonstrates cohesion and a sense of belonging across the school
- A school that values its community
- An inclusive, welcoming environment
- Opportunities to develop subject knowledge through subject leader networks
- Year group partner PPA
- Professional development opportunities, such as The Great Teaching Toolkit
- Enrolment into a staff wellbeing package, offering confidential wellbeing services

Visits to the school are warmly welcomed and encouraged. They can be made by appointment with Mrs Stephanie Bradley, the Office Manager, by contacting the school on 01302 321914 or emailing [stephanie.bradley@balbycentralprimary.co.uk](mailto:stephanie.bradley@balbycentralprimary.co.uk)

For further information about this role please call the school and a relevant member of the team will call you back to answer your queries. School can be reached on 01302 321914.

To apply, please use the link below:

<https://mynewterm.com/jobs/143962/EDV-2026-BCPA-80107>

***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):	Headteacher/Deputy Headteacher/Phase Leader
Grade and Salary	Main Pay Scale M1 £32,916 to M6 £45,352
Contract Type	Fixed Term for 1 year – Maternity Cover

### Job Purpose:

#### Main purpose of the post

This job description is to be performed in accordance with the provisions of the current School Teachers Pay and Conditions Document. The performance of these duties is under the reasonable direction of the Senior Leadership Team. Teachers are expected to meet the Core Standards as set out in the Professional Standards for Teachers, 2012.

### Duties and Responsibilities:

#### Main Duties and Responsibilities

- To undertake duties of a teacher as specified within the school, including the provision of remote learning where applicable.
- 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 (Maternity Cover)

## 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	X		AF/CQ
First degree	X		AF/CQ
Evidence of personal commitment to CPD		X	AF/CQ
<b>Relevant Experience</b>			
Evidence of understanding of requirements for outstanding practice	X		AF/I
Working alongside other practitioners, including outside agencies, to support the wider needs of children	X		AF/I
Evidence of child-led approaches to learning which is engaging and creative	X		AF/I
Supporting children with additional needs		X	AF/I
<b>Knowledge and Skills</b>			
Must have a sound knowledge of the National Curriculum for all subjects	X		AF/I
An understanding of curriculum and pedagogical issues relating to learning and teaching	X		AF/I
Knowledge of effective strategies to include, and meet the needs of, all pupils in particular underachieving groups of pupils, pupils with EAL and SEND	X		AF/I
Ability to plan lessons for all the children in a class, setting clear learning intentions and adapted tasks	X		AF/I
Commitment to children’s social, emotional and mental health	X		AF/I
Be able to use assessments of children’s learning to inform future planning	X		AF/I
<b>Personal Qualities</b>			
Commitment to professional development linked to own and school priorities and the needs of the children	X		AF/I
Be a good team member, able to work cooperatively and constructively with colleagues	X		AF/I



Inspire trust and confidence and motivate children to do their best	X		AF/I
Be a positive role model and encourage children to flourish and thrive	X		AF/I
Demonstrate ready, respectful and safe behaviours to model expectations from the children	X		AF/I
Ability to stay calm and focused in challenging situations	X		AF/I
Desire to form positive relationships with parents and promote home/school expectations	X		AF/I
<b>Safeguarding</b>			
Understanding and commitment to safeguarding procedures within a school environment	X		AF/I
Understanding of Data Protection	X		AF/I

