

Active  
Learning  
Trust

**Candidate Pack**  
Teacher of Science with TLR  
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

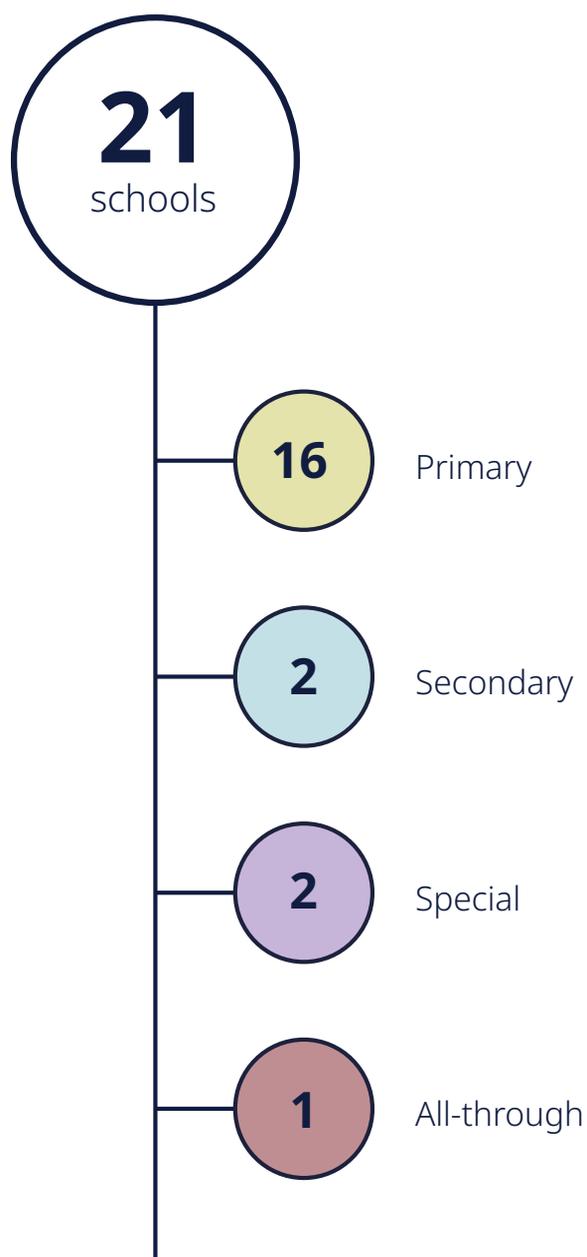
# Our Schools

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

## Teacher of Science (with additional Teaching and Learning Responsibility)

**We are seeking a dedicated practitioner to join our dynamic, supportive Science department.**

If you are you passionate about Science and committed to delivering excellent, ambitious teaching, we would love to hear from you!

### Summary of Key Responsibilities

- Deliver high-quality, engaging lessons
- In conjunction with the Head of Department provide strategic subject and Key Stage leadership, demonstrating an up-to-date knowledge of sector trends and developments
- Review the curriculum as required, highlighting areas where teaching and attainment can be improved and providing data to the Head of Department

### Our People-First Philosophy

At Active Learning Trust, we invest in you from day one. We love working with specialists who are united by their skills and passion for shaping the future of education. We provide tailored coaching, leadership training and clear progression pathways that turn roles into fulfilling, lifelong careers. Guided by our values of open dialogue, bold thinking and supportive teamwork, we put your growth and well-being at the heart of everything we do - so that you can focus on making a real difference in our schools and beyond.

### Why Join Our Trust?

- Belong to a compassionate and inclusive trust that values you and the role you play.
- Work as part of an experienced and supportive team who will empower you to develop further.
- Gain access to our VivUp employee benefit system, Cycle to Work scheme and Teacher pension scheme.

### Contact

If you would like an informal discussion about the role, or for more information, please contact Vicki Walpole, HR and Recruitment Officer at: [VWalpole@cromwell.cambs.sch.uk](mailto:VWalpole@cromwell.cambs.sch.uk)



### Location

Chatteris, Cambridgeshire

### Contract

Permanent, Full-time

### Salary

MPR / UPR + TLR2  
£32,916 to £51,048 +  
£3,527 to £8,611

# Job description

## Teacher with a Teaching and Learning Responsibility (TLR)

**Salary:** Main Pay Range / Upper Pay Range + TLR2

**Academy Site:** Cromwell Community College

**Reporting to:** Head of Science

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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
- Take specific responsibility and accountability for the day-to-day management and organisation of science lessons in conjunction with the Head of Science
- Provide departmental support
- Always assist in the smooth running of the academy

### 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
- Demonstrate best teaching practice across all key stages using engaging strategies to boost classroom engagement
- Demonstrate knowledge of the sciences across key stages, including the latest requirements and pedagogical research
- Lead by example, with the highest professional and personal standards, and classroom management
- Offer practical support and advice to classroom teachers and staff within the subject

## **Teaching and learning responsibility**

- Use professional skills and judgements to provide strategic and practical leadership in TLR area
- Lead, manage and develop their TLR area, and provide guidance for other teachers, including training, support and advice to improve school practices
- Improve standards within their TLR area across the academy, with demonstrable changes for pupils outside of their own classroom or group of pupils
- In conjunction with the Head of Department provide strategic subject and Key Stage leadership, demonstrating an up-to-date knowledge of sector trends and developments
- Review the curriculum as required, highlighting areas where teaching and attainment can be improved and providing data to the Head of Department
- Provide line management for teachers within the department, providing feedback and additional support as needed
- Be the voice for your department ensuring classroom teachers' experiences and opinions are represented within the academy, including dealing with any issues on a day-to-day basis

## **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
- Ensure teaching and learning within science is aligned with the school ethos, identifying any procedural issues and providing workable solutions
- Lead by example, with the highest professional and personal standards and classroom management
- Provide additional leadership within the Science department and ensure whole school values are represented and understood

## **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
- Take part in professional development within your subject, sharing ways to improve subject teaching with others
- Lead other teachers in maintaining subject knowledge and latest pedagogical developments

## **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

### **Additional areas of responsibility for the upper pay range (UPR)**

- Contribute significantly to the development, implementation and evaluation of the academy's policies, practices and procedures, so as to support the academy's vision and values
- Have extensive knowledge of designated subject/curriculum areas, related pedagogy and assessment
- Provide a critical role in the life of the academy/trust
- Be a role model for teaching and learning
- Make a distinctive contribution to the raising of pupil standards
- Take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning
- Lead on teaching and learning, pedagogy or curriculum initiatives as directed
- Provide pastoral care as required and being aware of mental health and wellbeing needs
- Provide advice, coaching and mentoring to other teachers in order to help them develop and meet the relevant standards

### **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

## Teacher with a Teaching and Learning Responsibility (TLR)

**E** = Essential / **D** = Desirable

<b>Qualifications &amp; Training</b>		
Qualified teacher status	E	
Degree	E	
Evidence of professional development relevant to this role	E	
<b>Experience</b>		
Successful teaching experience	E	
For upper pay range - six years successful teaching experience on the main pay range	E	
<b>Skills and Knowledge</b>		
Able to meet the teachers' standards, consistently and effectively	E	
Outstanding classroom practice, constantly showing a positive and resilient approach to pupils and staff	E	
Good ICT skills, particularly using ICT to support learning	E	
Ability to build effective working relationships with pupils	E	

<b>For Main Pay Range</b>		
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	
Knowledge of guidance and requirements around safeguarding children	E	
Knowledge of effective behaviour management strategies	E	
<b>For Upper Pay Range</b>		
Highly competent in all elements of the Teachers' Standards	E	
Achievements and contribution to educational settings are substantial and sustained	E	
An excellent knowledge of the National Curriculum	E	
An excellent knowledge of effective teaching and learning strategies	E	
An excellent understanding of how children learn	E	
Extensive knowledge of how adapt teaching to meet pupils' needs	E	
An excellent knowledge of guidance and requirements around safeguarding children	E	
Extensive knowledge of effective behaviour management strategies	E	
Extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subject/curriculum area you teach	E	
A more developed knowledge and understanding of your subject/curriculum area and related pedagogy, including how learning should progress	E	
Flexible, creative and adept at designing learning sequencing within and across lessons as part of the curriculum	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	
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the academy and Trust	E	
Commitment to uphold the seven principles of public life (the <u>Nolan principles</u> ) at all times	E	
Commitment to maintaining confidentiality at all times	E	
High expectations for children's attainment and progress	E	
Ability to work under pressure and prioritise effectively	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.

