



**Triumph
Learning Trust**

Applicant Information Pack



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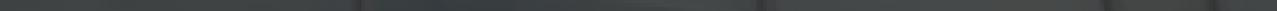
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Job Advert in Brief

Class Teacher

Hours per week: 32.5 hours, Full Time

Salary: M3 - M6 £37,101 - £45,352 FTE

Rugby Free Primary School

1 Bailey Road, Rugby, Warwickshire, CV23 0PD
01788 222088

Email: office@rugbyfreeprimary.co.uk

Website: www.rugbyfreeprimary.co.uk

Rugby Free Primary School are looking to extend their team of professionals who bring interest, humour, ideas and enthusiasm to match that of our wonderful staff team!

The role is for a class teacher and is suited to either someone at the beginning of their career or someone with experience. We encourage candidates to state their individual interests in their application noting their key stage preference and the area of the curriculum they would be interested in leading or supporting in. We ensure we fully support all subject leaders and give them dedicated time to lead their subject.

The successful candidate will be supported by a senior leadership team who have the highest ambitions for the school, its children and its staff. We will support the successful candidate in their professional development and progression will be fully nurtured. We have a coaching style model in our school and believe that we all can improve and fully support staff with this aim.

The Class Teacher application form and supporting documents for this post are available on the School website: www.rugbyfreeprimary.co.uk/working-for-us

Curriculum Vitae (CV) are not accepted.

The school is committed to safeguarding, promoting the welfare of children and to equality of opportunities. **An enhanced DBS will be required for the post.**

Closing Date: Thursday 19th March, 9am



“Coming together is a beginning; staying together is progress; working together is success”

Dear Applicant,

We invite you to come and join Triumph Learning Trust, a community where everyone will flourish and succeed through collaboration, innovation and aspiration. Creating together a place where all belong whilst celebrating the unique identity of each individual.

We're incredibly proud of the work that we do for our pupils and we're proud of how we do it. Our 5 exceptional schools have their own unique identity underpinned by the principle that relationships are at the heart of everything we do. We exist to transform the life chances of our children and young people. Every decision we make is about the children and young people we serve, their learning experience and their personal development.

Our strength lies in our commitment to collaborate and share excellent practice between all our schools. We believe that the best schools are those that offer the best development opportunities to staff. We believe in the retention of our staff, of developing them through high quality CPD and sustaining them through a wide range of opportunities.

Triumph Learning Trust provides an efficient, effective shared services team who are able to be highly responsive to the needs of our schools. School Improvement is key and we endeavour to ensure the highest proportion of our expenditure is focused on providing highly effective CPD for all of our staff.

We believe that accessing the best training, the best coaching, the latest research, the best practice, locally, nationally and internationally... gives us the best opportunity to succeed now and everyday.

We hope that you will take the opportunity to find out why working for Triumph Learning Trust is a positive career decision for you.



Sarah Malam

Chief Executive Officer, Triumph Learning Trust

About Triumph Learning Trust

Triumph Learning Trust came into existence on 1st September 2024. We uphold the principles of collaboration, innovation and aspiration. We believe that everyone is welcome in our schools with a 'no limits' culture. We are committed and determined to enable all of our learners to be ambitious and optimistic for their future.

Our success is driven by a commitment to relentlessly working to improve standards. The Trust has two partner primary schools in Coventry and two primary and a secondary school in Rugby. We look forward to working with other schools who share our values and ambition.

We believe that an aspirational and inspirational education is the right of every child.

Our Trust was created with one sole aim. For member schools to deliver, through partnership and collaboration, an outstanding learning experience for all children so they flourish and thrive enabling them to achieve their own individual excellence.

We have a strong board of committed and passionate Trustees and Members who work closely with schools and their Local Accountability Boards to challenge and support leaders in all that they do.

We strive to maintain schools which will retain their own independent culture and ethos whilst operating within a strategic partnership to improve quality, share best practice and operate effectively and efficiently.



- Rugby Free Primary School
- Rugby Free Secondary School
- Courthouse Green Primary School
- Alderman's Green Primary School
- Cawston Grange Primary School

Triumph Learning Trust: Working with Partners who share our ambition to innovate in an inclusive environment

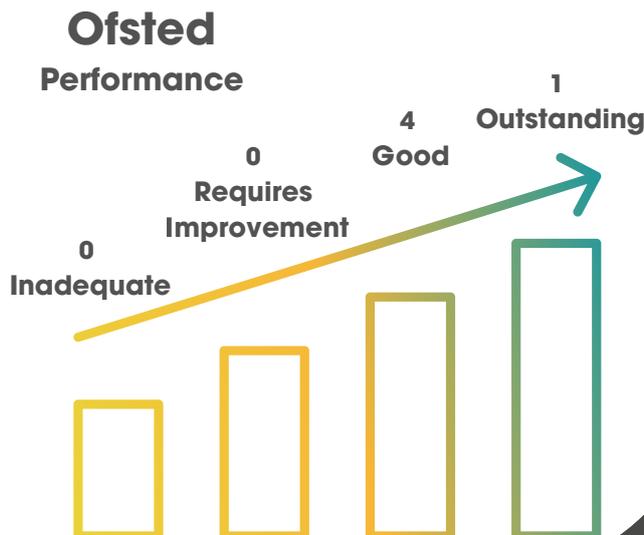
454+
Employees

5
Schools and
Counting

3,171
Students

16
Trustees /
Members

4
Resource
Provisions for SEND



“ Leaders take action to ensure that pupils who need help, get the support they need. ”

“ All pupils, including those with special educational needs and/or disabilities (SEND), achieve exceptionally well. ”

“ Pupils develop an informed understanding of global issues and show high levels of respect and consideration for others. ”

[Click here for Ofsted Reports to Triumph Learning Trust Schools](#)



Strategic Framework

The Vision, Mission and Values ensure the Trust are aligned and working toward long-term goals and objectives.

Aspiration

Innovation

Collaboration



Mission

Achieving quality and resilience in all that we do.



Vision

Triumph Learning Trust, a community where everyone will flourish and succeed through collaboration, innovation and aspiration. Creating together a place where all belong whilst celebrating the unique identity of our schools.



Values

Aspiration



Innovation



Collaboration





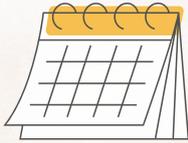
Family Friendly Leave

Enhanced Maternity, Paternity, Adoption Leave



Lifestyle Discounts

e-vouchers, gift cards, top up cards, discount codes, local discounts



Annual Leave

Support Staff, 25 days per year, plus bank holidays



Home and Electronics Scheme

Salary sacrifice scheme: Buy up to 1000s of items fulfilled by Currys, Decathlon, John Lewis & Partners etc.



Cycle to Work Scheme

Salary Sacrifice scheme: Savings on bike/bike equipment



Gym Membership

Salary sacrifice scheme: Save and spread the cost of annual health club memberships.



Discounted EV Charging

Savings on electricity charging rates to employees whilst at the school with these facilities.



Discounted Use of School Facilities

We work with Community Lettings UK to manage community use of facilities at its schools.



Refer a Friend Scheme

Our scheme entitles you to receive £250.00 per referral



Private GP Services

24/7 online private GP services, available to employees and dependents. (not partners or spouses)



Outstanding Pension Scheme

Auto enrolment into either the Local Government or Teacher Pension Schemes.



Employee Assistance Program

24/7 in the moment support via telephone helpline.



Eye Tests

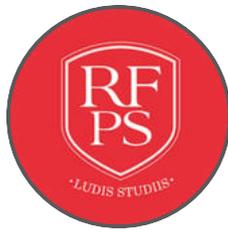
Free eye tests for all employees through Specsavers Corporate Voucher Scheme, with £50 credit towards glasses.



Continuous Professional Development

Enhancing employees skills and knowledge through regular training, education and learning opportunities.





Dear Applicant,

Thank you so much for your interested in a position at Rugby Free Primary School.

We opened in 2015 and are now full with 420 pupils from Reception to Year 6. We are a very happy, inclusive and successful school. Relationships are at the heart of what we do and ensure that these are strong amongst different stake holders. We are popular within the local community due to our high levels of care, support and education that we provide our pupils.

Our staff team are phenomenal and put the pupils happiness and well-being first. We have a supportive and team approach and all staff members are valued and cared for. We encourage staff to have specialist interests within their role and nurture these specialisms with an excellent professional development offer. Many of our staff have successfully gained additional qualifications with us and have gained promotions internally and externally.

Please do come and visit us and see our school in action!

Warm regards,



Rebecca Butters

Headteacher, Rugby Free Primary School

RUGBY FREE PRIMARY SCHOOL



Rugby Free Primary School aims to give all pupils the correct support, teaching and curriculum opportunities they need to achieve their full potential academically, emotionally and socially.

We want our pupils to be inspired by their learning and to enjoy school. We also want them to think about others, learn about the world around them and become respectful citizens of society. We want them to leave our school in Year 6 as confident, enthusiastic and motivated learners, ready to take on challenges in secondary education and make the most of opportunities in their lives.

Our approach to education not only supports academic success, but promotes the development of strong character within our students, enabling them to be critical thinkers who can communicate effectively.

We are a non-selective and non-denomination school and welcome pupils of all genders, religions, faiths and backgrounds.



Job Description



CLASS TEACHER

Salary (Depending on experience)	M3 - M6	£37,101 - £45,352
Hours	32.5, Full Time	
Reporting to:	Headteacher	
Start Date	1st September 2026	

Main Purpose

- Teaching, learning and assessment of children in both own individual class and overall cohort as required
- To assist Governors and SLT with developing outstanding practice in EYFS, KS1 and KS2 curriculum as applicable to pupils in a 4-11 setting
- To contribute to the wider development of the school via support for enrichment activities and other events
- To support high expectations and high standards in all aspects of school life in keeping with the Trust's vision for the school
- To uphold all school policies and procedures and promote the good name of the school
- To ensure all pupils are safeguarded
- Foster strong team-working and collaboration with all stakeholders including, pupils, staff, parents, Governors and Trust

Specific Duties

Plan teaching to achieve progression in pupils' learning through:

- Exciting and engaging sequences of lessons and topics
- Setting tasks which challenge pupils and ensure a high level of interest, attention, participation and well-being

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- Exciting and engaging sequences of lessons and topics
- Setting tasks which challenge pupils and ensure a high level of interest, attention, participation and well-being
- Setting appropriately high expectations
- Setting clear targets building on prior attainment/needs
- Identifying the needs of individuals and groups within the cohort, writing/ taking note of individual education plans and liaising with the Inclusion Leader/ SENDCO as required
- Making effective use of assessment data and information when planning lessons
- Planning opportunities to contribute to pupils' literacy and numeracy, and to their personal, spiritual, moral, social and cultural development
- Making full use of the additional teaching resources in the school to personalise learning
- The effective use of Teaching Assistant, HLTA, Volunteer Assistant time as appropriate
- The effective use of resources including ICT resources
- Create an productive, inspiring and stimulating environment in your classroom

Class Management

- Liaise effectively with SLT in pursuing teaching and learning excellence with all pupils
- Establish and maintain a safe environment and purposeful working atmosphere which supports learning and in which pupils feel secure, safe and confident
- Manage pupils' behaviour effectively and positively, establishing and maintaining excellent relationships with pupils.
- Ensure any unsafe behaviour is challenged and supported to be improved
- Use a variety of teaching methods to:
 - (i) structure information well, including outlining content and aims and summarising key points as the lesson progresses

- (ii) instruct, demonstrate and give accurate, well-paced explanations using appropriate vocabulary
- (iii) use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
- Select appropriate learning resources for pupils and develop study skills through library, ICT and other sources
- Ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the age of pupils that you teach
- Critically evaluate own teaching to improve effectiveness

Monitoring, assessment, recording, reporting

- Assess how well learning objectives have been achieved in terms of the National Curriculum or EYFS Early learning Goals
- Monitor and assess pupils' work and set targets for progress
- Keep up-to-date and accurate records detailing pupil achievement, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving
- Prepare and present informative reports to SLT, governors and parents / carers as required

Other Professional Requirements

- Have a working knowledge of teachers' professional duties and legal liabilities
- Operate at all times within the stated policies and practices of the school
- To ensure that your classroom and surrounding areas that you teach in are free and safe from harm
- Establish effective working relationships and set a good example through their timekeeping, presentation and personal and professional conduct
- Ensure all safeguarding concerns are reported promptly and carefully to a DSL
- To work with outside agencies to support pupils in your class
- Endeavour to give every child the opportunity to reach their potential and meet high expectations

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- Contribute to the life of the school through effective participation in meetings and management systems necessary to co-ordinate the management of the school
- Contribute to the wider life of the school through running after school/lunchtime clubs, being involved in the PTA and outside of school events
- Take responsibility for their own professional development and duties in relation to school policies and practices and in particular to development of relevant ICT skills
- Actively and positively collaborate with the Trust’s other schools, local Consortium and other partnership schools
- Liaise effectively and sensitively with parents
- Liaise with previous teacher, pre-school or previous school settings to gain an accurate picture of your pupils
- In addition, to carry out other duties as reasonably required by the Headteacher

Safeguarding

School staff are accountable for the way in which they exercise authority, manage risk, use resources and protect students from discrimination and avoidable harm. All staff, whether paid or voluntary, have a duty to keep young people safe and to protect them from physical harm. When an individual accepts a role that involves working with children and young people they need to understand and acknowledge that the responsibilities and trust are inherent in that role.

- The jobholder is expected to observe their obligations in accordance with the School’s Child Protection policy and procedures, and to report any concerns that they may have regarding a child or young person’s welfare to the appropriate person.
- **The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

Rehabilitation of Offenders Act 1974

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions and reprimands being considered. Any convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Headteacher by the jobholder. Failure to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with Trust Disciplinary Procedures.

Health and Safety

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in the school Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

Confidentiality and Data Protection

The jobholder is expected to comply with the provisions of the Data Protection Act 1998. Any information they have access to, or are responsible for, must be managed appropriately and any requirements for confidentiality and security observed. Information must not be disclosed to any person or Authority, for example a parent or the Police, without observing the correct procedure for disclosure as set out in school policy.

Equality and Diversity

Rugby Free Primary School is committed to equality and values diversity. As such the school is committed to fulfilling its Equality Duty obligations, and expects all staff and volunteers to share this commitment. The Duty requires the school to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they come into contact with, with dignity and respect, and are entitled to expect this in return.

Training and Development

Rugby Free Primary School has a shared responsibility with the jobholder for identifying and satisfying training and development needs. We expect active contribution to one's own continuous professional development, and the job holder to attend and participate in any training or development activities required to assist them in undertaking their role, meeting their safeguarding and general obligations.

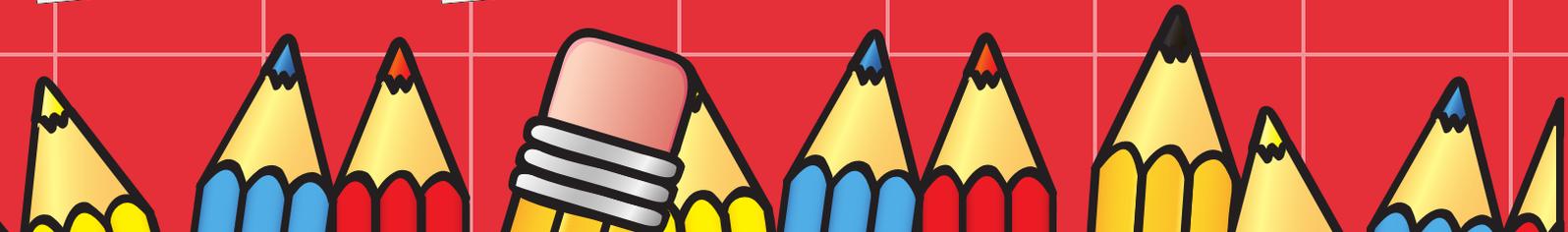
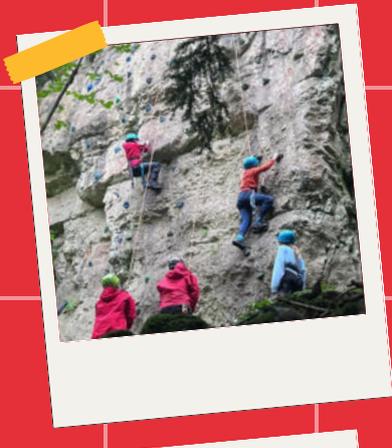
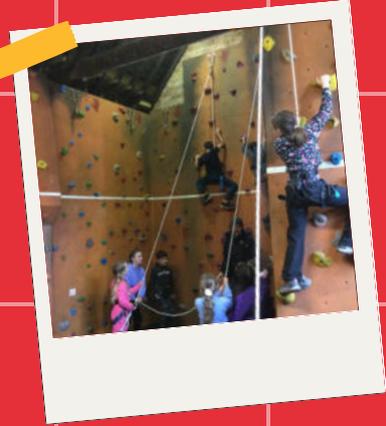
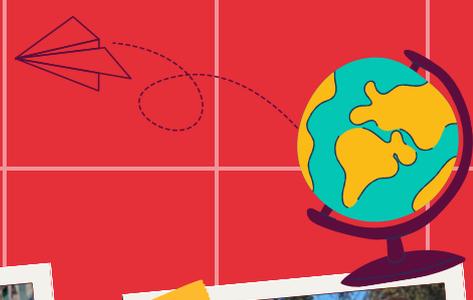
All employees of Rugby Free Primary School are required to comply with the Equal Opportunities Policy when undertaking the duties of their job and to promote the policies, aims and vision of the school positively.

Person Specification



Attributes	Essential It is essential candidates can provide evidence of:	Desirable It is desirable candidates can provide evidence of:
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree 2:2 or above 	<ul style="list-style-type: none"> • Evidence of further professional study and CPD
Experience	<ul style="list-style-type: none"> • Experiences in a range of schools and in a range of Year groups from teaching practice/previous roles 	<ul style="list-style-type: none"> • Recent experience of teaching of pupils in a Good or Outstanding school would be an advantage
Knowledge and Understanding	<ul style="list-style-type: none"> • To have a clear understanding of the National Curriculum and EYFS and its application • A knowledge of strategies that enable the teacher to teach mixed ability pupils within the same class and provide work which is differentiated to cater for the entire ability range • To understand the importance of the depth and breadth of the curriculum • To be able to develop a creative and engaging curriculum • To motivate and inspire pupils • An understanding of effective team work strategies • To have a good understanding what pupils with significant SEND need in order to progress and thrive • To have an excellent understanding of safeguarding and child protection issues and protocols and an excellent understanding of the key parts of KCSIE. 	<ul style="list-style-type: none"> • A good understanding of the barriers disadvantaged and SEND pupils face and how to address these in school • A good understanding on strategies to overcome barriers for pupils with English as an additional language.
Skills and Abilities	<ul style="list-style-type: none"> • The willingness and ability to teach a wide range of subjects across the primary age range • To be able to effectively use a variety of teaching and organisational styles and resources including ICT • To have the ability to develop and maintain good professional relationships and contribute positively to curriculum development 	<ul style="list-style-type: none"> • The ability to contribute to a specific curriculum area or areas. • The ability to support other teaching professionals, sharing good practice. • Mentor or coach teachers or teaching assistants in areas which you are more experienced in or have a particular strength in.

Attributes	<p style="text-align: center;">Essential</p> <p style="text-align: center;">It is essential candidates can provide evidence of:</p>
<p style="text-align: center;">Skills and Abilities</p>	<ul style="list-style-type: none"> • Ability to set high standards and provide a role model for staff and pupils • Ability to deal sensitively with people and resolve conflicts • Ability to deal with behavioural issues effectively • Ability to work with parents effectively • Ability to work with and deploy staff and resources effectively
<p style="text-align: center;">Communication</p>	<p>The ability to communicate effectively in a verbal and written form to a range of audiences</p>
<p style="text-align: center;">Personal Qualities</p>	<ul style="list-style-type: none"> • Passionate about Learning and Teaching • Displays warmth, care and sensitivity in dealing with children • Open minded, self-evaluative and adaptable to changing circumstances and new ideas • Able to enthuse and reflect upon experience • Willingness to be involved in the wider life of the school • Ability to prioritise • Good interpersonal/communication skills • When all the above fail, to maintain good sense of humour, a willingness to learn and the will to continue to strive for excellence
<p style="text-align: center;">Special Requirements</p>	<ul style="list-style-type: none"> • An Enhanced DBS clearance is essential • A good health and attendance record • Two good references which have no major concerns regarding the ability to do the job well.





If you feel that you could bring further impetus to our drive to improve the provision for our students and have the necessary energy, enthusiasm and sense of humour to take us forward at this exciting time, then please get in touch.

To arrange an informal discussion or visit to the school, please contact:

School Enquiries



01788 222088



cnelson@triumphlearning.org



www.rugbyfreeprimary.co.uk/working-for-us

Feel free to contact HR if you have any questions regarding the recruitment process, require further information about the position, or need assistance with your application.

HR Enquires



02476 688918



hr@triumphlearning.org



triumphlearning.org

This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing paragraphs.

The job description will be reviewed at least once a year and it may be subjected to modification or amendment at any time after consultation with the holder of the post.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled applicants or continued employment for any employee who develops a disabling condition. This job description is current at the date shown but in consultation with the post holder may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

We reserve the right to withdraw this vacancy at any time.

Triumph Learning Trust is committed to safeguarding children; successful candidates will be subject to an enhanced Disclosure and Barring Service check. Triumph Learning Trust are always happy to receive speculative applications from excellent teachers and support staff.



Anderson Avenue | Rugby | Warwickshire | CV22 5PE | 02476 688918

 www.triumphlearning.org  facebook.com/TriumphLearningTrust  [triumph-learning-trust](https://linkedin.com/company/triumph-learning-trust)  [triumph_learning_trust](https://instagram.com/triumph_learning_trust)
