

Class Teacher Recruitment Pack





WELCOME

Are you looking to make a difference?

We are seeking to appoint a teacher to start in September 2026. You will join our vibrant and visionary learning community. The successful candidate will be confident, creative and caring, will share our high expectations and be able to engage and motivate our pupils to ensure progress for all.

We would encourage ECTs to apply. This is a full-time role to start 1 September 2026.

CRABTREE SCHOOLS

We offer every child a well-rounded education. We focus on the 'whole child' and love watching children grow, personally, socially and academically. We are very proud of our high-quality teaching and excellent pastoral care.

We are an inclusive school and, as such, see all children as having the right to succeed. Every child should have an opportunity to reach their own unique goals and follow their dreams.



“Pupils here have G.R.I.T in abundance. The values of growth, resilience, independence and teamwork are golden threads that run through the school. Pupils draw on their resilience when faced with challenges in class or on the sports field. A plethora of opportunities to be leaders are hungrily accepted by pupils, who want to make their school the best it can be.”

~ Ofsted, November 2023

Kindness
Gratitude
Integrity
Compassion
Courage

CRABTREE INFANTS'

Age range:

4 - 7

Location:

Harpenden, Hertfordshire

School type:

Academy converter
Ivy Learning Trust

Pupils on roll:

180

Children eligible for FSM:

2.2%

Ofsted:

Outstanding, February 2024



“Pupils arrive each day full of smiles and eager to start their learning. Behaviour is exemplary during lessons, around the school and in the playground. Pupils know and model the school values at all times. Pupils are overwhelmingly happy at school.”

~ Ofsted, February 2024

CRABTREE JUNIOR

Age range:

7 - 11

Location:

Harpenden, Hertfordshire

School type:

Academy converter
Ivy Learning Trust

Pupils on roll:

256

Children eligible for FSM:

0.4%

2025 KS2 results:

86% achieved expected
standard (combined)

Ofsted:

Outstanding, November 2023



“Pupils behave in an exemplary manner. They have strikingly positive attitudes to their learning. They love sharing talents, be they musical, sporting or teaching others how to speak another language. Pupils realise adults’ high expectations each day.”

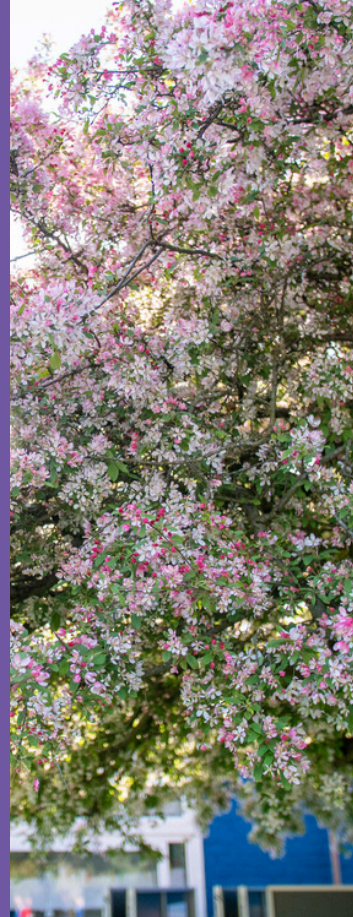
~ Ofsted, November 2023

Our Vision

Ivy is a charity and our purpose is to provide education for the public benefit.

We have four guiding principles:

- We are one family of schools.
- Good education is a birthright.
- We make it easy to make a difference.
- Local leaders know their communities best.



Ivy Learning Trust is a family of schools dedicated to giving children a great education. We formed our Trust in 2017 with two Enfield primary schools, Brimsdown and Lavender, in order to formalise the already close working relationship between them. We now have a network of 17 primary schools across North London and Hertfordshire.

This collaboration has enabled our community to benefit from the expertise and talents at each joining school, with leaders sharing successful techniques and innovations. Staff enjoy better access to CPD programmes and opportunities to develop their careers. We are a supportive community, dedicated to ensuring that no one is left behind and that everyone benefits from being part of our Trust.

OUR SCHOOLS



17

Schools

*All Good,
Outstanding or
Expected Standard+*

SCHOOL	LOCATION	JOINED	OFSTED
1. Lavender	Enfield	2017	Good (2025)
2. Brimsdown	Enfield	2017	Good (2023)
3. Churchfield	Enfield	2018	Good (2022)
4. Eastfield	Enfield	2018	Good (2022)
5. Larkspur	Hertfordshire	2018	Good (2023)
6. Walker	Enfield	2019	Good (2023)
7. The Wroxham	Hertfordshire	2019	Good (2024)
8. Woodside	Hertfordshire	2020	Good (2025)
9. Crabtree Infants	Hertfordshire	2021	Outstanding (2024)
10. Crabtree Junior	Hertfordshire	2021	Outstanding (2023)
11. Peartree	Hertfordshire	2022	Good (2025)
12. Martins Wood	Hertfordshire	2022	●●●●●● (2025)
13. Watchlytes	Hertfordshire	2022	●●●●●● (2025)
14. Round Diamond	Hertfordshire	2023	Outstanding (2025)
15. Windhill21	Hertfordshire	2024	Outstanding (2025)
16. Richard Whittington	Hertfordshire	2024	Good (2019)
17. De Bohun	Enfield	2025	Good (2020)

**Schools inspected since joining Ivy.*

WORKING AT IVY



“

Staff are overwhelmingly proud to be part of the school community. Regular training helps staff stay sharp and keep ahead of the game. Senior leaders do much to look after staff's wellbeing.

~ Ofsted, Crabtree Junior, 2023

”

When you join Ivy, you'll have access to a comprehensive range of benefits, designed to support your career progression and wellbeing. As a Trust, we offer an inclusive work environment, recognise and reward excellence, encourage creativity and support ongoing professional growth.



Employee Assistance Programme with access to free counselling, mental health and financial support



Professional development with defined careers pathways and paid study leave



Tax free childcare scheme and admissions priority for the children of school employees



Pension scheme



National pay in line with STPCD



Flexible working available



Cycle to work scheme



Discounted gym membership



Occupational health service

JOB DESCRIPTION

Overall Purpose of the Post

- To ensure a safe and enriching learning environment for the children.
- To plan, resource, mark and assess work as set out in the school curriculum policies and in line with statutory guidance.
- To observe and monitor pupil progress, maintain records, adapt provision and seek advice where needed.

Main Duties and Responsibilities

- To adhere to the DfE Teacher Standards and follow school policy and procedures.
- To promote and support teaching and learning as set out in the Teaching and Learning Policy and other school guidance and policy.
- Ensure a warm, welcoming and safe environment is created and maintained.
- To manage and direct additional adult support within the classroom in order to maximise children's development.
- To impact in a positive and enthusiastic way on the staff team, being a fully integrated member of the year team and whole school staff.
- To communicate effectively and positively with parents and the wider school community.
- To ensure effective transition to the next year group by maintaining good records and ensuring that they are passed onto the next teacher.
- To be committed to own professional development, attending courses and taking an active interest in educational research.
- Specific duties may change at the discretion of the Headteacher and within the conditions of your employment.
- To undertake any other reasonable duties as directed by the Headteacher.

JOB DESCRIPTION

All Staff Will:

- Promote equality of opportunity.
- Follow safeguarding guidelines and child protection policy / procedures.
- Keep their own performance under review, contributing to monitoring, evaluation and review and participate in performance management / appraisal.
- Promote positive attitudes and behaviour.
- Be committed to achieving the Trust values.
- Promote the Trust in the community.
- Work in partnership with all colleagues including the Trust Board / LGBs.
- Support Codes of Professional Ethics / Safe Practice in the Staff Handbook.
- Have regard for and act in accordance with Health and Safety policy / practice.
- Celebrate success of pupils and staff.

The post holder shall ensure that the duties of the post are undertaken with due regard of the Trust's policies and to their personal responsibilities under the provision of the Health and Safety at Work Act 1974 and all other relevant subordinate legislation.

The job description should not be viewed as a comprehensive description of the post. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to:

- Comply with any reasonable request from those in a position of authority to undertake work of a similar level that is not specified in this job description.
- Work with and alongside other staff to ensure that the Trust provides the best possible outcomes for all children.

PERSON SPECIFICATION

Criteria	Qualities
Qualifications	<ul style="list-style-type: none">• Degree and Qualified Teacher Status.• Demonstrate commitment to own further professional development.• Relevant further professional qualifications / CPD relevant to this post.• Knowledge of recent developments in education / a good understanding of the national picture in education.
Experience	<ul style="list-style-type: none">• Understanding of how children learn and aspirational expectations for their achievement.• Able to motivate others to close gaps in learning and achievement.• Experience of accelerating progress of all pupils in a classroom environment.• Demonstrate experience of reflecting on and improving their own teaching to increase achievement.• Experience and commitment to developing positive partnerships with parents, colleagues within the Trust and the wider community.
Skills and knowledge	<ul style="list-style-type: none">• Able to identify gaps in teaching and learning.• Able to write engaging and progressive curriculum plans.• Up to date knowledge of the primary curriculum.• Up to date knowledge of assessment for learning strategies.• Up to date knowledge of assessment at the end of each key stage.• Up to date knowledge of innovative teaching using IT to promote learning and accelerate progress.• Evidence of innovative practice to influence the engagement of children through curriculum topics.• Demonstrate how they have personalised and adapted the curriculum to ensure access for all.• Expect and promote high standards of behaviour.• Able to understand and use data to inform teaching and learning.

	<ul style="list-style-type: none"> • Good understanding / experience of inclusion issues as they affect a class teacher. • Able to plan and deliver good to outstanding lessons. • Knowledge and understanding of the factors and interventions which support high attainment for all pupils. • Understanding of the importance of and commitment to promoting Equal Opportunities for all children.
Personal qualities	<ul style="list-style-type: none"> • Excellent classroom practitioner. • Good communication, planning and organisational skills. • Flexible, innovative and creative. • Excellent subject knowledge, especially in English and Maths. • Self-motivation to drive own workload, continually improve standard and strive for excellence. • Genuine passion and belief in the potential of every pupil. • Able to motivate and inspire others. • Enthusiastic and positive. • Commitment to school and Trust ethos. • Ability to maintain a high standard of performance, professionalism and a sense of humour while working under pressure.



DETAILS AND TIMELINE

Contract Type:

Permanent, Full-Time

Salary:

£34,398 - £46,839

Closing Date:

8 May 2026

Start Date:

September 2026

Our Policies:



[Privacy Notice](#)



[Code of Conduct](#)



[Recruitment](#)



[Safeguarding](#)

This post has a minimum requirement of two references which must be your current or most recent employer.

Crabtree Schools are committed to safeguarding and promoting the welfare of children and young people. The post is subject to an enhanced disclosure and medical checks.

Visits to the school are welcome. Please get in touch to arrange a visit or speak with the Executive Headteacher.

Infants' School

01582 623597

admin@crabtreeinfants.herts.sch.uk

Junior School

01582 623501

admin@crabtreejm.herts.sch.uk