



**Triumph
Learning Trust**

Applicant Information Pack



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Job Advert in Brief

Specialist Resource Provision
Teacher

Hours per week: 32.5 hours
Full Time

Salary: M1 - UPS3 £32,916 - £51,048 FTE
(Plus SEN - Depending on experience)

Cawston Grange Primary School

Scholars Drive, Cawston, Rugby CV22 7GU

01788 816820

admin3594@welearn365.com

www.cawstongrangeprimary.com

Cawston Grange Primary School is seeking a dedicated and proactive Specialist Resource Provision Teacher. In this role, you will play a key part in supporting our pupils with additional needs, ensuring they receive high-quality, tailored education. You will work closely with staff and school leadership to create a positive, inclusive learning environment, taking pride in your work, communicating effectively, and collaborating as part of a team.

We are committed to supporting professional development and providing opportunities for career progression, ensuring that staff can continuously enhance their skills and succeed in their roles.

The SRP Teacher application form and supporting documents for this post are available on My

New Term: [Cawston Grange Primary School - My New Term](#)

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: Monday 13th April 2026, 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

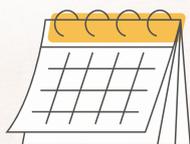




Family Friendly Leave
Enhanced Maternity,
Paternity, Adoption Leave



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,

We warmly welcome you to Cawston Grange Primary School — a school at the heart of its community, where positivity, teamwork and ambition shape everything we do.

At Cawston Grange, our vision of inspiring learning and building community is more than just words. It guides how we work together, support one another and provide every child with the opportunities they need to thrive. This is a place where children are known, valued and celebrated, and where staff are encouraged and supported to be the very best they can be.

Our curriculum is rich, creative and ambitious, designed to spark curiosity and prepare pupils for a world full of opportunity. We want children to discover their talents, think deeply, work collaboratively and enjoy the process of learning. Just as we nurture our pupils' potential, we are equally committed to investing in our staff. Professional development, teamwork and shared success are central to who we are, because we know that when staff flourish, our whole community flourishes too.

We are proud of the positivity and energy that defines our school. From classroom practice to community events, we work closely with families and colleagues to build strong partnerships and a culture of care and belonging.

If you are excited about making a difference, if you value teamwork and are eager to grow alongside a dedicated and supportive staff, we would love you to join our team at Cawston Grange.

Warm regards,



K. Worthington

Headteacher, Cawston Grange Primary School



Cawston Grange Primary School

At Cawston Grange, we believe that education should open doors, spark curiosity and give every child the confidence to shape their own future. Our vision of inspiring learning and building community runs through everything we do, brought to life through our core values of Excellence, Respect and Friendship.

This is a school where every child is known, valued and celebrated for who they are. We are proud to be an inclusive community, embracing the uniqueness of each journey and recognising that progress looks different for every child. Whether it's mastering a new skill, showing kindness to a friend or finding the courage to take on a challenge, every step forward matters.

Our curriculum is rich, varied and designed to prepare pupils for a world full of opportunity. From creative exploration to outdoor adventures, from problem-solving to teamwork, we want children to discover their talents, stretch their thinking and enjoy the process of learning. We work in partnership with families, knowing that together we create the strongest foundation for children to flourish.

Cawston Grange is more than a school — it's a community where ambition, care and belonging are part of everyday life. We hope you enjoy exploring our website and seeing for yourself the energy, commitment and joy that define our school.

Job Description



SPECIALIST RESOURCE PROVISION TEACHER

Salary	MPS/UPS	£32,916 - £51,048 FTE (plus SEN depending on experience)
Contract	Permanent	
Hours	32.5 hours per week, Fulltime	
Reporting to	Headteacher	
Responsible for	Professional support of Specialist Teaching Assistants, Teaching in SEND Resourced Provision supporting children with Communication and Interaction Needs	
Start Date	September 2026	

Main Purpose

SEND Specialist Teacher contributes to the following:

Every child and young person in Warwickshire will:

- Attend a good or outstanding school or setting;
- Achieve well whatever their starting point or circumstances; and
- Go on to positive destinations

This job description is framed by the National Professional Standards for Teachers. The framework for the standards is progressive, reflecting the progression expected of teachers. Post threshold teachers are able to act as role models for teaching and learning, make a distinctive contribution to raising standards, continue to develop expertise and provide regular coaching, mentoring and training to less experienced colleagues.

General Duties of the Role

- To carry out assessment for learning which includes dialogue, evidence and evaluation and informs future personalised teaching and learning.
- To develop and share teaching and learning strategies which enhance the ability of students to focus on their learning skills and take ownership of their own progress.
- To develop and share creative approaches which integrate individual student performance with well-being and inclusive approaches with attainment.
- To promote, develop and sustain strong partnerships beyond the classroom which include home, other agencies and community partnerships.
- To promote and support the shared values of continual improvement, accountability and high quality provision.



Safeguarding

- To ensure that all students have a safe environment in which they can learn, reporting any concern about the environment to a member of the site team or if appropriate to one of the Designated Safeguarding Leaders
- To be aware of systems which support safeguarding and following the procedures as highlighted in the Safeguarding Policy
- To identify students who may benefit from early help as soon as possible and discuss this with one of the Designated Safeguarding Leaders
- To consider at all times what is in the best interests of the child
- To protect students from maltreatment; preventing impairment of student's health or development; ensuring that students grow up in circumstances consistent with the provision of safe and effective care
- To take action to enable all students to have the best outcomes

Other Specific Duties

- To continue personal development as agreed
- To engage actively in the performance review process
- Establish and maintain effective relationships and communication with staff, parents and students
- Uphold the high standards of the school in all communications.
- Adhere to the schools policies.
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task to be undertaken may not be identified
- Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description
- Employees are expected to adhere to Cawston Grange Primary School agreed Code of Conduct
- 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 job applicants or continued employment for any employee who develops a disabling condition

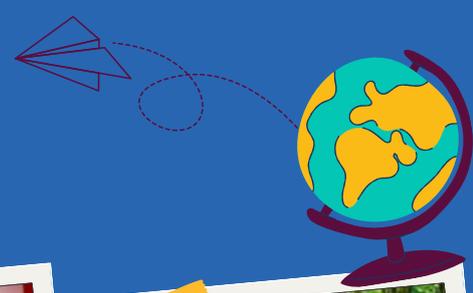
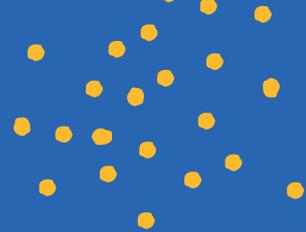
Generic Responsibilities of all Cawston Grange Primary School

- Individuals have a responsibility for promoting and safeguarding the welfare of children and young people they are responsible for or comes into contact with. Part of this responsibility involves the checking of visitor identification at the point of school entry and the issuing of relevant safeguarding information.
- Ensure all tasks are carried out with due regard to Health and Safety
- To remain confidential at all times
- To undertake appropriate professional development including adhering to the principle of appraisal
- To adhere to the ethos of the school
- To promote the agreed vision and aims of the school
- To set an example of personal integrity professionalism

Person Specification



Areas	Essential
Qualifications	<ul style="list-style-type: none"> • QTS • Post Graduate qualification in an area of SEND
Experience	<ul style="list-style-type: none"> • Effective communication skills • At least three yearsteaching expeirences in KS1 or KS2 • Experience of teachin in a specialist setting
Professional Knowledge and Understanding	<ul style="list-style-type: none"> • Must have a sound understanding of the SEND Code of Practice • Must have a sound understanding of the National Curriculum for both KS1 and KS2 • An excellent understanding of curriculum and pedagogical issues related to learning and teaching • Familiarity with assessment systems for children who are working below their Key Stage • Knowledge of effective strategies to meet the needs of pupils with communication and interaction needs • Familiarity with planning individual provision based on EHCP outcomes
Professional Skills and Abilities	<ul style="list-style-type: none"> • Must be able to plan lessons for a group of pupils with different needs, with clear learning intentions and differentiation • Must be able to keep records of pupil progress in line with school policy • Must be able to use assessments of pupils to inform next steps • Have the ability to lead a team to plan and work collaboratively
Personal Qualities	<ul style="list-style-type: none"> • Approachable and able to engage parent carers to encourage the close involvement in the education of their children • Flexibility and approachable • Good communication skills both orally and in writing • Manage own workload effectively and be able to meet deadlines • Must be able to enthuse and motivate others • Willingness to share expertise with and from others • To practice equal opportunities in all aspects of the role and around the work place in line with school policy • To maintain a personal commitment to professional development
Legal Requirements	<ul style="list-style-type: none"> • Enhanced DBS Clearance





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 816820](tel:01788816820)



admin3594@welearn365.com



www.cawstongrangeprimary.com

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.

All teachers are subject to the conditions of employment set out annually in the School Teachers' Pay and Conditions Document (STPCD). This job description reflects the National Standards for Teachers which are used by the school alongside our own agreed Career Stage Expectations.



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

 www.triumphlearning.org  facebook.com/TriumphLearningTrust  triumph-learning-trust  triumph_learning_trust
