



**Triumph
Learning Trust**

Applicant Information Pack



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Job Advert in Brief

ERP Specialist Teacher - (Cognition & Learning)

Hours per week: 32.5 hours

Fulltime

Salary: M1 - UPS (£32,916 - £51,048 FTE) plus SEN, possible TLR (Salary depending on experience)

Courthouse Green Primary School

7 Sewall Hwy, Coventry, West Midlands, CV6 7JJ

02476 688022

cgadmin@triumphtrust.co.uk

www.courthousegreen.org

Courthouse Green Primary School is seeking to appoint an ERP Specialist Teacher (Cognition and Learning) to join our outstanding school. The successful candidate will play a key role in supporting pupils with cognition and learning needs across the school, working collaboratively with staff to ensure our children receive the very best possible start to their education.

The ideal candidate will:

- Be an enthusiastic and highly skilled practitioner with experience of supporting pupils with cognition and learning needs, and a commitment to developing their own practice while supporting others.
- Have the expertise to plan and deliver tailored, engaging, and accessible learning experiences that meet a range of additional needs.
- Be passionate about helping all children achieve their full potential, regardless of barriers to learning.
- Work collaboratively and effectively as part of a wider school team, including teachers, LSAs, and HLSAs.
- Build and maintain positive, professional relationships with pupils, parents, carers, and external agencies where appropriate.

There is a strong commitment to support professional development and opportunities for employees to advance their careers ensuring staff can continuously enhance their skills and succeed in their roles.

The application form and supporting documents for this post are available on the school

website: <https://www.courthousegreen.org/contact/>

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: 14th May 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.

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





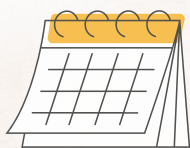
Family Friendly Leave

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 Courthouse Green Primary School—a place where children are at the heart of everything we do! We encourage you to explore our website to learn more about our school.

At Courthouse Green, our priority is to provide every child with exceptional learning experiences. Working in partnership with families, we create an inclusive and supportive environment where every child feels valued, inspired, and determined to succeed. Our curriculum nurtures curiosity, creativity, and perseverance, empowering students to become confident, resourceful learners who embrace challenges and collaborate effectively.

One of our aims are to provide all learners with clear, high quality, engaging opportunities that enable them to make rapid gains in their learning and develop the skills, knowledge and attitudes that will ensure they are successful throughout their schooling.

Our high expectations extend to both staff and pupils, fostering an ambitious vision in which everyone strives to reach their full potential. We take pride in being a happy, inclusive, and nurturing school community. Our engaging curriculum encourages children to express their views, develop a strong sense of respect and tolerance.

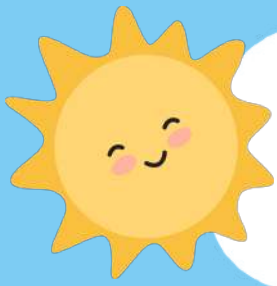
Students are active participants in their learning, reflecting on their progress and setting goals for improvement. We cultivate a growth mindset, helping children embrace mistakes as valuable learning opportunities while developing the resilience to persevere and succeed. If you are passionate about making a difference in children's lives and shaping their future, we would love for you to join our team!

Warm regards,



J. Burbidge

Headteacher, Courthouse Green Primary School



COURTHOUSE GREEN PRIMARY SCHOOL

Courthouse Green Primary School

aims to provide all learners with clear, high quality, engaging opportunities that enable them to make rapid gains in their learning and develop the skills, knowledge and attitudes that will ensure they are successful throughout their schooling.

To provide all staff with the skills, knowledge, confidence and strategies to create innovative learning opportunities that enable the children they teach to make rapid gains in their learning.

At the heart of our principles for effective learning are a clear understanding of what our children can do, what they need to learn and the power of explicit feedback to enable them to improve.

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Job Description



ERP SPECIALIST TEACHER(COGNITION & LEARNING)

Salary	MPS - UPS SEN TLR	£32,916 - £51,048 FTE £2787 - £5497 FTE (possible TLR) (Salary depending on experience)
Contract	Permanent	
Hours	32.5 hours per week, Full time	
Start Date	01st September 2026	

Specific Areas of Responsibility

Teaching and Learning - To contribute to raising the standard of teaching and learning through:

- Promoting the school's ethos and aims and encouraging a positive attitude to learning
- Use all school-based curriculum documentation to inform long, medium and short term planning.
- Using a range of Teaching and Learning strategies to engage and challenge children
- Appropriately adapting activities to meet the needs of all children
- Effectively implementing the school's Teaching and Learning Policy
- Improving the quality of teaching & learning for area of responsibility.
- Ensuring all pupils are working towards achieving the necessary progress in line with national standards.
- Providing a secure and engaging learning environment.
- Delivering learning that is appropriate to children's needs and the relevant curriculum
- Promoting a stimulating and inspiring learning environment that ensures the engagement of all pupils in class.
- Reporting to Year Group Leader/Leadership on pupil performance within the year group.
- Reporting to the Headteacher on the impact of implemented teaching and learning strategies.
- Monitoring the progress of pupils.
- Attending meetings and cascading information to the pupils.
- Attending meetings and acting upon information provided.
- Work collaboratively and sharing good practice with staff.

As a Specialist Teacher -

- To plan and deliver the maths and literacy curriculum in a withdrawal or class setting. This may include other mainstream pupils with similar special educational needs;
- Deliver a withdrawal programme of specific work to meet the pupils' special educational needs;
- To assess pupils' progress for their Annual review, write annual review reports, attend the Annual Review meeting and set new targets for pupils and to be the first point of contact for parents/carers;
- To support other staff through the provision of documentation, differentiated learning materials and CPD;
- To work collaboratively with external agencies;
- To plan, direct and monitor the work of Learning Support Assistants;
- To attend planning and CPD meetings within the agreed school pattern;
- To complete specialist courses when offered.
- A specialist qualification will bring a further SEN point on teachers' salaries.



Classroom Management - To establish a safe and secure environment which supports learning through:

- Setting high expectations for children's behaviour and following the school's relational behaviour policy
- Building positive and productive relationships with children and staff
- Ensuring that the classroom environment is bright, stimulating and orderly
- Organising resources to encourage children to become independent learners

Assessment - To monitor and track the progress and achievement of all children by:

- Effectively employing assessment for learning strategies to ensure all children's needs are met
- Conducting assessments of the children and using them to monitor and track their progress
- Developing and reviewing My Support Plans

In addition all teachers are required by STPCD to be involved in:

- Advising and co-operating with the Headteacher and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements
- Taking any such part as may be required by Courthouse Green Primary in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school
- Co-ordinating or managing the work of other staff

Wider contribution to school:

- To support extra curricular activities, school visits and fundraising events
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and pupils to follow this example.
- To actively support school policies.
- Any other duties as directed by the Headteacher.

Role of the Subject Leader will include:

- Reviewing and developing the curriculum policy in the subject;
 - Monitoring and evaluating the quality of planning in the subject by other teachers;
 - Observing teaching in the subject in order to evaluate strengths and areas for further development, or the impact of school improvement work;
 - Evaluating relevant assessment information for individuals, groups or cohorts;
 - Suggesting issues in the subject for further development;
 - Reviewing and co-ordinating the usage of resources in the subject;
 - Providing advice and supporting new staff in the subject;
 - Reporting on progress, achievement and standards in the subject to staff, governors or parents;
- Arranging and promoting relevant subject activities to promote pupils' enthusiasm and interest



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 Courthouse Green's 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

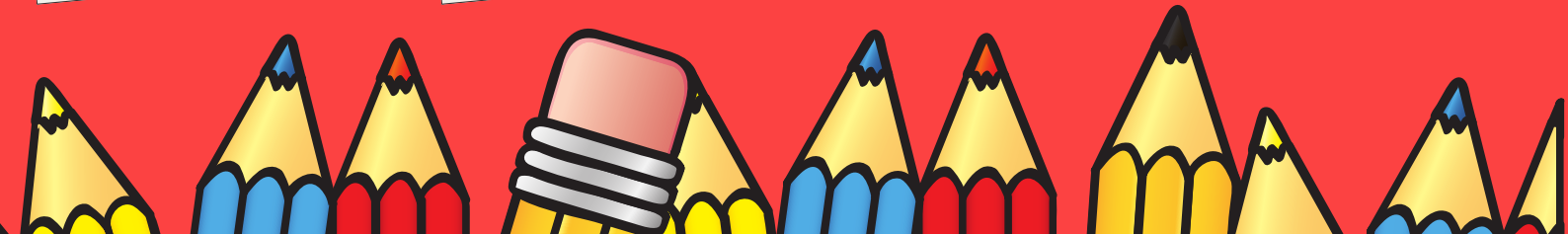
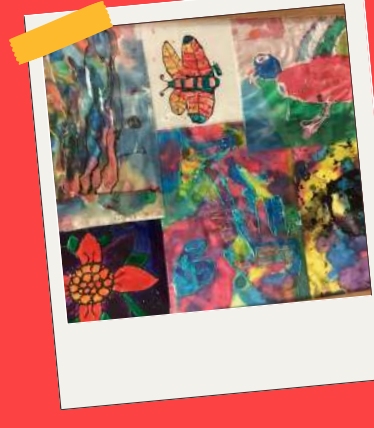
Generic Responsibilities of all Courthouse Green Primary School

- 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



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;">Qualifications and Skills</p>	<ul style="list-style-type: none"> • Qualified Teacher Status • Able to demonstrate high quality, effective classroom practice • Evidence of CPD relating to the National Curriculum
<p style="text-align: center;">Knowledge and Understanding</p>	<ul style="list-style-type: none"> • The National Curriculum • The application of Technology to support Teaching and Learning • Understanding of the use of assessment strategies to inform teaching including Assessment for Learning • What is effective teaching and learning • In depth understanding of the Code of Practice • Understanding of specific programmes to support specific language difficulties • Ability to use relevant information to inform reports for Annual Reviews.
<p style="text-align: center;">Personal Skills and Attributes</p>	<ul style="list-style-type: none"> • Ability to effectively liaise with a wide range of specialists • Motivation • Able to make a contribution to the extra curricular provision • Able to work collaboratively within a team • Professionalism • Commitment • Ability to act as a positive role model to children • Ability to communicate clearly and effectively with children • Wish to learn and develop skill set and understanding
<p style="text-align: center;">Experience</p>	<ul style="list-style-type: none"> • Recent experience with KS1 and KS2 children with significant SEND • Ability to teach the NC and/or relevant curriculums to achieve 'good' outcomes • Experience of working in a team to plan and teach
<p style="text-align: center;">Relationships</p>	<ul style="list-style-type: none"> • Appreciation of the need to establish close relationships with children, staff, parents and governors • Evidence of commitment to the involvement of parents in the work of the school
<p style="text-align: center;">Application & References</p>	<ul style="list-style-type: none"> • Clear, well presented application • Able to demonstrate effective classroom practice • Two unreserved references regarding their classroom practice • Shows enthusiasm at interview • Is articulate and persuasive at interview





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



02476 688022



fbegum@triumphlearning.org



www.courthousegreen.org

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
