

iet

isle
education trust

Candidate Information Pack

Teacher

Epworth Primary Academy

klpa kilton lincolnton
primary
Academy

bspa burton upon stather
primary
Academy

apa alkborough
primary
Academy

ca coritani
Academy

epa epworth
primary
Academy

sa south
axholme
Academy



About IET

The Isle was created when local ancient settlers in North Lincolnshire combined their communities enabling individual inhabitants to live safely and thrive. Isle Education Trust is proud to have built itself on these foundations and is a community of schools who grew from the mutual recognition that by working together to build communities we can inspire each other to be excellent.

Isle Education Trust (IET) was formed when South Axholme Academy and Epworth Primary Academy became partners to support and develop excellence in the local education community. Soon after, the benefits of belonging to a wider community all working together with a common purpose attracted Coritani Academy to join the Trust.

Isle Education Trust is an education community, driven by the belief that individuals and communities flourish together when they

- are **respectful** of their communities and the individuals within them.
- work together to **inspire excellence** in one another in order to thrive.
- are **resilient** to challenges and dare to be excellent.

At Isle Education Trust each academy has its own mind-set which underpins all that they do. Our students are at the heart of everything we

do, and we aim to ensure every single one of them has the support and guidance they need in order to reach their full potential.

We believe that every individual matters – learners, staff, parents and governors. The Trust places equal emphasis on enjoying learning inside and outside of the classroom. We feel passionately that all students should have the opportunity to be involved in a broad range of activities, regardless of gender, background or religion. In this way students gain a breadth of experience to enable them to develop into highly sought after individuals in whatever route they take upon leaving the Trust.

IET is committed to supporting academies to achieve this goal by celebrating what is unique about each setting, whilst providing structures and mechanisms to reduce pressures on Principals and leaders by absorbing roles such as finance, HR, Estates Management, IT and other statutory obligations in to the IET Centralised Services team. As a result, Principals are able to devote their time and energy to managing teaching, learning and the quality of education within their academy so that it is the very best that it can be.

- We believe that we can **inspire excellence together** and are a place where **communities matter** and **individuals thrive**.





Welcome from the CEO

Dear Prospective Colleague

Thank you for considering joining Isle Education Trust as Principal of Epworth Primary Academy.

This is a wonderful opportunity to lead a warm, ambitious and proudly local school at an exciting point in its journey, after the appointment of the current Principal to the role of Director of Education with the Trust.

At IET, our vision — *Inspiring Excellence Together* — drives everything we do. Across our academies, we cultivate environments where children are nurtured, challenged and empowered to achieve their very best. Our Trust is built on collaboration, respect and a shared belief that great education strengthens entire communities.

Epworth Primary Academy exemplifies these values. Rooted in its rural town setting, it is a place where relationships matter, where children are known as individuals, and where community engagement contributes meaningfully to school life. As Principal, you will have the opportunity to build on these strengths, leading with clarity, compassion and ambition.

You will work closely with our Director of Primary Education, benefiting from Trust-wide networks, high-quality professional development and a team of leaders who are committed to supporting your success. At the same time, you will have the autonomy to shape the school's ethos, culture and strategic direction — ensuring it continues to flourish at the heart of its community.

If you share our belief that every child deserves the highest standards of care, challenge and opportunity, I warmly encourage you to explore this role further. We look forward to the possibility of welcoming you to our team.

Warm regards,

A handwritten signature in black ink that reads "S Sprack".

Sarah Sprack
CEO
Isle Education Trust



Welcome from the Principal

Dear Candidate,

Thank you for your interest in becoming part of the team at Epworth Primary Academy. We are thrilled that you are considering a role within our supportive and inclusive school community — a place where every member of staff plays a vital role in shaping the experience and wellbeing of our children and families.

At Epworth, our ethos is grounded in aspiration, kindness, and integrity. Whether in the classroom, behind the scenes, or across our wider school environment, we are united by a shared commitment to fostering a culture of warmth, curiosity, and mutual respect. We recognise that it's the collective effort of all staff - teaching and non-teaching alike - that enables our children to flourish and our school to thrive.

As part of Isle Education Trust, we benefit from being within a forward-thinking family of schools that values collaboration, professional growth, and innovation. The Trust offers a wealth of opportunities for development and connection, ensuring that every colleague feels valued and supported. Joining us means becoming part of a wider network that celebrates ambition, wellbeing, and community.

Whether you're new to working in education or bringing a wealth of experience, we invite you to discover how your skills and strengths could make a meaningful difference here at Epworth.

Warm regards,

Sean Woolley
Principal and Director of Primary Education IET



About the Academy

Nestled in the historic town of Epworth, North Lincolnshire - famously known as the birthplace of John Wesley, founder of Methodism - Epworth Primary Academy stands as a proud and purposeful part of its community. Surrounded by characterful architecture and a rich cultural heritage, the school is steeped in local history while remaining firmly focused on the future.

As a member of Isle Education Trust, the Academy benefits from being part of a family of schools that prioritises excellence, collaboration, and community spirit. This partnership strengthens our professional development offer and ensures we remain ambitious in shaping opportunities for every child and colleague.

History and Heritage

Epworth Primary Academy has long served as a cornerstone of education in the region. The school's origins reflect a deep-rooted commitment to inclusive learning, community engagement, and nurturing each child's potential. Over the years, it has evolved to meet modern educational challenges while honouring the legacy of its setting — continuing to uphold values of kindness, aspiration, and integrity.

Location

Located in the heart of Epworth, the Academy enjoys close ties with local organisations, cultural sites, and families who have trusted the school for generations. Our picturesque surroundings, welcoming atmosphere, and strong community involvement make Epworth an inspiring place to work, learn, and grow.

Academic Success

The school is proud of its track record for fostering high achievement and personal development. Children here excel not only in core subjects, but in developing the skills and confidence needed for lifelong success. Our curriculum is rich, creative, and rooted in real-world relevance — preparing pupils to be thoughtful, capable, and compassionate citizens. Regular assessments and external validations reflect a culture of continuous improvement and reflective practice.

The Epworth Mindset

Central to our philosophy is the Epworth Mindset — a shared belief in the power of positive learning behaviours, resilience, and character development. We encourage every child to:

- Be curious, courageous, and considerate
- Embrace challenges with determination
- Take pride in their progress and celebrate others' successes
- Ask questions, make connections, and reflect deeply

This mindset isn't just for pupils — it shapes the way we lead, support, and learn together as a staff team.



Job Description

Job Title	Teacher
Job Details	MPS/UPS dependent on experience
Location	Epworth Primary Academy
Required	1 September 2026
Application Close	09:00 Friday 12 June 2026
Interview Date	tbc

Job Purpose

Class teacher responsible for the development of pupils' academic, social and emotional development within the Academy. The role has come about to provide cover for class teachers who have taken on additional leadership roles in the academy.





Key Responsibilities and Accountabilities

Teaching and learning

Meet the expectations as laid out in the STPCD including:

- Carry out teaching duties in accordance with the curriculum
- Liaise with colleagues to plan and deliver work in a collaborative way.
- To ensure a high-quality learning experience by using a range of teaching methods that are appropriate to pupils' individual learning needs and curriculum requirements.
- Set targets for student attainment levels.
- Demonstrate good practice in the teaching areas of responsibility.
- Work effectively as part of the teaching team to provide an inspiring role model for children and colleagues, and work to ensure every child can flourish.
- To work individually and collaboratively to explore and implement the academy's vision, values and aims.
- Maintain accurate records to monitor and report on student learning.
- Establish and develop a safe and purposeful learning environment.
- To contribute to the care and holistic wellbeing and development of all children.
- To foster positive relationships and model effective communication with all members of the academy community

Assessment, Recoding and Reporting

- Record pupils' work
- Keep class registers showing student achievement.
- Maintain lesson evaluations.
- Mark and return work within the agreed time span, providing feedback and targets in line with policy
- Provide assessment reports to monitor student progress.
- Liaise with parents and attend consultation evenings.
- Work within the code of practice relating to Special Educational Needs.

Teamwork

- Work within a team of teachers.
- Understand issues relating to the organisation and support structures within the academy.
- Support and uphold the academy's policies on behaviour, discipline and bullying.
- Take part in target setting and subject based work.
- Contribute to staff development activities.
- Manage the performance of students and teaching assistants.

Standards and Quality Assurance

- Support the aims and ethos of the academy
- Set a good example in terms of dress, punctuality and attendance.
- Participate in staff training.
- Attend team and staff meetings.
- Develop links with governors.
- Perform any other teaching tasks, as deemed appropriate by your Line Manager



We expect all Trust staff to:

- Work with all students ensuring equality of opportunity for all.
- Take responsibility for Safety and Welfare of all students, raising any concerns following the Academy/Trust protocols and procedures.
- Work proactively and effectively in partnership with all stakeholders.
- Carry out a share of statutory supervisory duties.
- Treat students with dignity and build relationships rooted in mutual respect and at all times observing proper boundaries appropriate to the professional position.
- Participate in CPD relevant to the role.
- Accompany teaching staff and students on visits, trips and out of school activities as required.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English and numeracy.
- Participate in arrangements for examinations and assessments.
- Take an active role in promoting good behaviour in and around the Academy/Trust.
- Ensure that students adhere to the uniform code and apply sanctions when this code is breached.
- Develop an academy learner mind-set – the attitudes, skills and learning habits needed to become an inspired, confident and independent learner.
- Be a positive role model and demonstrate consistently and effectively the positive attitudes, values and behaviour which are expected of students.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Regularly review the impact of their work and its impact on students' progress, attainment and well-being, refining approaches where necessary and responding to advice and feedback from colleagues.
- Proactively participate with arrangements made in accordance with the Appraisal Policy.
- Have professional regard for the practice, ethos and policies of the Academy/Trust and maintain high standards in your own attendance and punctuality.
- Operate at all times within the stated policies and practices of the Academy/Trust.
- Contribute positively and effectively to the whole Academy/Trust ethos.
- Cooperate with other staff members to ensure a sharing and effective use of resources to the benefit of the Academy, individual departments and students.
- Attend and participate in appropriate calendared meetings.
- Take responsibility for own professional development and duties in relation to Academy policies and practices.
- Liaise effectively with staff, students, parents and governors.
- Ensure compliance with Health and Safety at Work Act 1974 and all other policies related to health and safety, and to ensure compliance with the Data Protection Act 1988.
- Ensure compliance with data protection laws and safeguarding procedures.
- Carry out any other duties as directed by your Line Manager as may from time to time be agreed in accordance with the nature of the job described above.

This is not an exhaustive list of tasks and job descriptions will be continually reviewed and changed according to the needs of the Trust.

Post holders will be expected to be flexible in undertaking duties and responsibilities attached to their post and may be asked to perform duties, which reasonably correspond to the general character of the post and are commensurate with its level of responsibility. This job description is provided for guidance only and does not form part of the contract of employment.



Person Specification:



Qualifications	Essential	Desirable
Qualified Teacher Status	AI	
Professional development relevant to the post	A	
Qualified to degree level or relevant qualification	A	
Personal Qualities	Essential	Desirable
passionate about making sure that all pupils succeed in life	AI	
is positive with pupils and staff despite any challenges or adversity	A	
believes all pupils can succeed given a safe and nurturing environment	I	
believes in a small school approach	I	
is a champion of diversity	AI	
wants all pupils to receive the best quality curriculum and teaching and learning	AI	
can develop close partnerships with pupils and parents	AI	
puts pupil voice at the heart of development	A	
is capable of delivering differentiated learning	A	
good understanding of child development and learning	I	
is flexible in their approach to the delivery of an inspiring curriculum	I	
experience of working in an educational setting or similar environment	A	
A sense of humour and a good sense of wellbeing	AI	
Professional knowledge, skills and understanding		
Demonstrate success in raising achievement	AI	
The ability to create an outstanding learning and teaching environment for students, including disabled students and students from under-represented groups	A	
Knowledge of the National Curriculum and appropriate interventions for students to achieve success	AI	
Knowledge of the key role that attendance plays in attainment	AI	
Strong behaviour management skills	AI	
Confident user of data, able to provide analysis and measure impact of interventions	AI	

High expectations of self and others	Essential	Desirable
A flexible and adaptable approach	A	
An innovator with the desire to continue to learn	A	
Resilience and the determination to be successful within this role and ambitious for the Academy and its pupils		
Safeguarding Students	Essential	Desirable
Committed to safeguarding and promoting the welfare of children and young people		
Equal Opportunity	Essential	Desirable
The ability to ensure that there is equality of access to educational attainment and that all aspects of equal opportunities are adhered to		

KEY

A = assessed through the application process

I = assessed through the interview process





Trust Benefits:



Pension Scheme

All staff are enrolled in either the Teachers' Pension Scheme or Local Government Pension Scheme, whichever is relevant.



Continuous Professional Development

IET offers numerous opportunities for continued CPD for **all** staff including NPQs and apprenticeships



Cycle to Work Scheme

Eligible staff may apply to purchase a new bike, e-bike or cycling accessories through this salary sacrifice scheme, making significant savings.



Staff Wellbeing

This is a priority for the Trust. All staff have access to a free Employee Support Package, including 24/7, 365 days a year online and telephone support covering areas such as mental health, bereavement, financial advice and counselling.



Healthcare

All staff have free access, 24/7, 365 days a year to an online doctor.



Flu Vaccinations

All staff are able to request a free voucher for a flu vaccination in the Autumn term.



Discounts

Through our employee benefits platform, staff can make significant savings through discounts and vouchers in a range of areas including restaurants, supermarkets, retail and holidays.



Appointment Process

How to apply

To apply for this post, visit the IET website:

[Isle Education Trust - Vacancies](#)

Please note that the personal statement you provide as part of this process must be **no longer than 1500 words.**

Receipt of early applications from candidates with the appropriate experience, qualifications and personal qualities may result in an early interview being offered.

Isle Education Trust promotes equality of opportunity and welcomes applications from all sectors of society.

Isle Education Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All posts at Isle Education Trust are subject to an Enhanced Disclosure and Barring check.