

**Empowering futures:
for a better tomorrow**



Inspire young minds, nurture bright futures for every child, and feel truly valued as part of our Starcross Primary School family.

Join us as an Early Years Leader

MPS/UPS plus TLR2a

Permanent contract - required from 1st September 2026 or January 2027



Proud to be part of
IVY Education
Trust



Welcome

Everything we do across our family of eight schools in our Trust is focused on our mission to deliver a high-quality and inclusive education for our pupils.

At Starcross Primary School, we are a friendly village school that places itself at the heart of our community, where every child is supported to thrive. We are committed to giving children the very best start to school life. Through our exciting and enriching curriculum, we aim to spark a love of learning that will last a lifetime.

We want our children to enjoy coming to school, build lasting friendships, and feel valued as part of our school family. When they leave us, we want our children do so with the skills, confidence, and ambition to make bold choices and aim high.

Please take some time to learn a bit more about our school in Starcross, and our Trust, and what makes us, us, our Trust values. We feel it is an exciting time to join us. We hope to meet you soon.

The role: Early Years Leader

About the role

We are seeking a dedicated Early Years Leader to teach in our vibrant community primary school, with responsibility for the planning and overseeing of pre-school provision. This is a unique opportunity to shape the futures of our children, working as part of a small, collaborative and supportive staff team.





We're looking for someone who:

- Is an inspirational, forward-thinking experienced Early Years Leader, committed to high-quality inclusive teaching and learning
- Plans and delivers excellent lessons that enable all pupils to make strong progress and flourish, academically, socially and emotionally
- Holds high expectations of achievement and behaviour, championing dignity, respect and justice for every child
- Is a proactive team player, open to coaching, reflection and professional growth.

We offer

- A rewarding role in a positive environment.
- The opportunity to work in a team who are invested in growing the potential of others
- Regular instructional coaching and ongoing professional development .

How to apply

If you are someone who believes in the power of inclusive education, values every child's potential, and is ready to make a real difference, we would love to hear from you. This is a fantastic opportunity to build strong, trusted relationships with pupils through one-to-one support, helping them thrive both academically and personally.

Please do take the opportunity to learn more about the role by viewing the detailed job description included on the following pages. To apply please complete our application form and take the opportunity to share with us how your skills and experience meet the person specification in the job description. To learn more about the school please visit: <https://starcross-primary.co.uk>.

The closing date for applications is **Monday 15th June at 9.00am**. Interviews will be held on **Wednesday 17th June**. If you have any questions about this opportunity or would like to arrange to visit us, please contact us at recruitment@ivyeducationtrust.co.uk.

We are committed to the safeguarding and welfare of all our pupils, and we expect you to be too. We follow safer recruitment statutory guidance (Keeping Children Safe in Education). If you're successful, you'll be required to complete thorough pre-employment checks, including an Enhanced DBS check and reference that are satisfactory to our Trust. All posts in our Trust are exempt from the Rehabilitation of Offenders Act (ROA) 1974.

Job description

Post title:	Early Years Leader
School:	Starcross Primary School
Working hours:	Full-time
Salary grade:	MPS/UPS plus TLR2a
Contract type:	Permanent – required from 1 st September 2026 or January 2027
Responsible to:	Headteacher

Key purpose of job:

To carry out the professional duties of a school teacher including those set out in the School Teachers' Pay And Conditions Document, having due regard to the requirements of the national curriculum, school policies, procedures, systems and schemes of work.

To continue to meet the required standard for Qualified Teacher Status.

To provide an effective education for children by teaching within the frameworks provided by the governing body and with regard to all statutory requirements.

Undertake any other such duties as may be from time to time reasonably requested by the Headteacher, or senior leadership team.

Main duties: - The classroom teacher will:

Teaching & Learning

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Set high expectations which inspire, motivate and challenge pupils
- Demonstrate good subject and curriculum knowledge
- Have knowledge of, and keep up to date with, the relevant curriculum and its requirements
- Prepare and deliver curriculum plans and programmes of work, which are inclusive by design and appropriate to the needs, experience and knowledge of the pupils.
- Deliver each pupil's entitlement to a broad and balanced curriculum, according to their stage of development



- Provide appropriate levels of challenge, and set targets so that all pupils make good progress and achieve the best outcomes, and receive the best life chances
- Lead, guide and support Teaching Assistants and / or other support staff when working with pupils in your care
- Provide an interesting and stimulating environment for the children, using a variety of teaching and learning styles to keep all pupils challenged
- Monitor and intervene when teaching to ensure sound learning and discipline and maintain a safe environment in which pupils feel confident
- Encourage a caring atmosphere in which children, support staff and teachers can work efficiently, effectively and in collaboration
- Develop and maintain good relationships with all stakeholders, including parents, other staff, children, governors, and peers from other teaching establishments
- Where necessary and appropriate, share good practice and take part in learning projects with other schools to promote collaboration and impact on the outcomes for the children and their families.

Monitoring and Recording

- Set and assess appropriate work and record results in accordance with the school's assessment and marking policies to provide regular constructive feedback and monitoring of progress to pupils and parents and to inform future work
- Support SEND children in accordance with the SEND policy and framework at the school
- Use pupil data effectively to establish clear and challenging targets for pupil achievement and improvement, for all as appropriate and necessary.

Ethos of school

- Make pupils aware of their rights and responsibilities in respect of each other, the staff, the school community and their part in promoting global citizenship
- Support and promote the school's mission and aims and all school's policies as outlined and available. To contribute to their creation and communication to all stakeholders as appropriate and necessary
- Lead by example by setting a high standard in professional relationships with others and in following the staff code of conduct, including adherence to rules regarding the use of social media and e-safety
- Maintain an attractive, stimulating, safe, fun learning environment that supports, scaffolds, and engages learning in all children
- Take responsibility for resources allocated to their own classroom, their upkeep, maintenance, and ordering as necessary and appropriate in conjunction with teaching partners



- Contribute to displays in the school as a whole, that engage, inspire and promote the school's aims and values
- Liaise with outside agencies as necessary in order to ensure maximum benefit to the pupils and enhance the school's contribution and reputation in the community.
- To contribute to the wider life of the school, through the running of extra-curricular clubs, or assisting in the running thereof.

CPD / Professional Development

Participate in the school's appraisal procedure as appropriate, necessary and required; seek and engage in professional development activities to enhance personal and professional performance and development and to effectively implement the aims of the school, as laid out in the school development plan.

Participate in the schools coaching programme, reflecting on feedback and committing to continually developing practice.

Subject Leader Specific Duties

If appropriate and invited, to lead the subject areas specified as part of a cycle of school improvement (Plan-do-review).

Other duties

- Place the safeguarding of all children in the school as the highest priority.
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the school's safeguarding policies. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS with barred list check.
- Make maximum use of opportunities to generate a culture of celebration and praise amongst the staff and pupils at our school.
- Maintain an understanding of and work within Trust and School policies, procedures and statutory regulations, including in respect of health and safety, equality and inclusion, GDPR and data protection, safe use of IT, safeguarding children and safer working practices.
- Conduct oneself in a manner befitting a member of staff working in education at all times, demonstrating the behaviours and standards of our code of conduct.
- Carry out any other reasonable duties and responsibilities within the overall function, commensurate with the grading and level of responsibilities of the post.



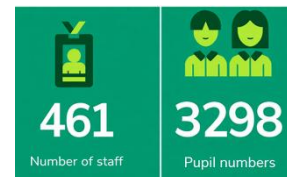
Person specification

Assessment criteria - evaluated from application form (A) and / or interview (I)		Essential	Desirable
Qualifications:			
Qualified Teacher with QTS with primary experience (A)		✓	
Degree level qualification (2:2) or equivalent vocational experience (A)		✓	
Experience:			
Teaching in Early Years (A,I)		✓	
Experience of being an Early Years Leader (A,I)			✓
Evidence of commitment to ongoing professional development (A,I)		✓	
Has knowledge and clear understanding of development of children's learning in line with National curriculum requirements and EYFS requirements (A,I)		✓	
Successful experience of teaching with evidence of at least good progress and achievement of pupils (A,I)		✓	
A demonstrable commitment to inclusion (I)		✓	
Experience of building positive links with parents and the wider community (I)		✓	
Evidence of a clear understanding and experience of a diverse range of teaching styles and approaches, and of how children learn (A,I)		✓	
Knowledge:			
Knowledge and understanding of the importance of safeguarding children (I)		✓	
Understanding of effective assessment for learning (I)		✓	
Working knowledge of Microsoft Office packages including, Outlook, Word, Excel and PowerPoint (A)		✓	
Understanding of behaviour management techniques, including those appropriate to the needs of SEND pupils and of the relationship between teaching and behaviour (A,I)		✓	
Skills:			



Assessment criteria - evaluated from application form (A) and / or interview (I)		Essential	Desirable
Openness to innovation and improving own practice (I)		✓	
Ability to teach engaging, high-quality inclusive, motivating lessons (A,I)		✓	
Ability to work in partnership with parents to understand their perspective and improve pupil outcomes (I)		✓	
Ability to set high levels of challenge for pupils (I)		✓	
Ability to work calmly and professionally under pressure, to prioritise effectively and to meet deadlines (I)		✓	
Ability to use new and emerging technologies effectively to support teaching and learning (I)		✓	
Ability to form and maintain appropriate professional relationships and personal boundaries with pupils (I)		✓	
Good standard of verbal and written communication skills, able to convey advice clearly and concisely (A/I) (I)		✓	
Ability to organise and prioritise work effectively and to deadlines (A/I)		✓	
Ability to work as part of a team and on own initiative (I)		✓	
Commitment to school improvement and raising outcomes for all pupils (A/I)		✓	

Our Trust



Our Schools

We support 8 schools/colleges, (5 primaries and 3 secondary schools) across Teignbridge in South Devon. Each of our schools has its own identity and character. Choice and variety in educational provision is important to us.

Connected not just by our geography, we work closely across our schools and with partners to share ideas, resources, best practice and learning. We are constantly working to improve and develop our provision.

Cockwood Primary School	
Kenn Church of England Primary School	
Kenton Primary School	
Starcross Primary School	
Teignmouth Primary School	
Dawlish College	
Newton Abbot College	
Teignmouth Community School	

Our vision and mission define our purpose.

Our vision:

‘Empowering futures; for a tomorrow’

Our vision describes what we would like to accomplish. It is future focussed, setting our long-term goal for both pupils and ourselves. We believe that through our work we can change lives. This inspires and motivates us to be better every day.

Our why:

Our mission describes why Ivy exists: **‘To deliver an ambitious, high-quality, inclusive education’.**

Our how:

Our values are what makes us, us. Whilst our schools have their own unique identities, our values are what we have in common, they guide us in how we approach our work and empower us to be successful.



Being Ivy. Our values:



Being Ivy. Through our behaviours we bring our values to life every day:

Courage

- Be bold
- Take changes
- Seize opportunities
- Take ownership

Compassion

- Listen to learn
- Be kind to self
- Be kind to others
- Take care of the world around you

Collaboration

- Stronger together
- Support others
- Many schools; one Trust
- #TeamIvy

Commitment

- Work hard
- Give it everything
- Be consistent
- Be accountable

If our values resonate with you, we would love to hear from you.

At Ivy Education Trust we are committed to safeguarding and promoting the welfare of children and young people and we expect all our staff and volunteers to share this commitment. All employees are expected to undergo an Enhanced Disclosure and Barring check and pre-employment checks.

Please note – our Trust operates a Smoke-Free Policy, and all staff and workers are prohibited from smoking in any of the Trust buildings, Trust sites including enclosed spaces within the curtilage of buildings, and Trust vehicles.

