

Recruitment Pack

Teacher 0.8
Crowle Primary Academy



Introduction by the Chief Executive Officer

Thank you for your interest in this exciting opportunity to develop your career with The Rose Learning Trust. We hope that by reading this pack and the information available on the [website](#) you will get a good overview of the exciting opportunities and support you can expect as a member of staff at our trust.

We are a collaborative organisation focussed on high standards and opportunities for all. As a trust, we seek to support and challenge each other to improve the outcomes and life chances of all our pupils across all our communities. We will continue to learn from each other: transforming futures collaboratively. In this way we believe that the changes we make, the developments and strategies we put in place will have purpose, be embedded and effective.

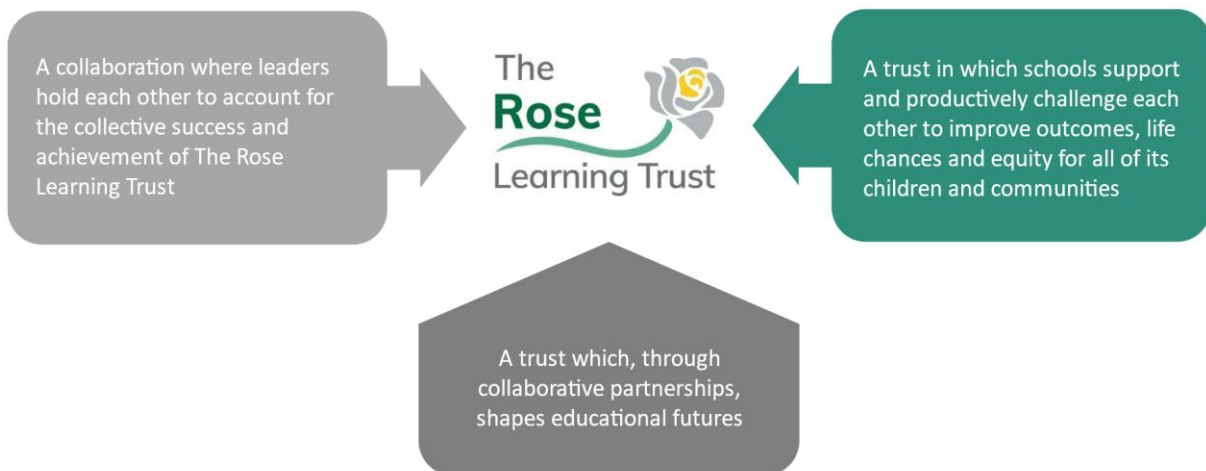
Our aim is not only to grow our trust successfully, but also sustainably. We believe that through quality, not quantity, we can facilitate opportunities that can be invested back into the people who will secure our future: our pupils and staff. Our aim at The Rose Learning Trust is to provide all pupils with the best possible start in life within communities of promise.

Jeremy Harris
Chief Executive Officer



Vision

Transforming Futures Collaboratively



Overview of the trust

The strategic plan combines our vision and values with our strategic objectives and developing excellence priorities. Each school will use the developing excellence priorities as the base for their school developing excellence plans. This ensures that, although each school has their own priorities and development areas, they are within a clear unified structure that aligns with the trust strategic plan. Please see the [website](#) for more information.

Our vision: Transforming Futures Collaboratively

We will achieve our vision by:

- Every child having the best start to their education
- Every child having the best tools and support to learn and grow in a safe, secure environment
- Every child having access to excellent teaching and an excellent curriculum
- Every child being encouraged and inspired to believe in themselves
- Every child learning how to make and sustain great relationships
- Creating an enjoyment of learning through collaboration with all partners
- Creating equitable lifelong learning opportunities and academic success for all children





THE ROSE LEARNING TRUST STRATEGIC PLAN

2023-2026

Vision	TRANSFORMING FUTURES COLLABORATIVELY				
Values Statement	The Rose Learning Trust aims to create and foster a culture of high aspiration, enjoyment for learning, academic success and lifelong skills for all our pupils, within communities of promise.				
Strategic Objectives	Developing Pupils	Developing People	Developing Governance	Developing Growth, Business Facilities and Resources	Developing Communities and Partnerships
Developing Excellence Priorities	Excellent teaching for every child	Excellent curriculum for every child	Excellent standards of behaviour, attitudes, attendance and safeguarding	Excellent targeted support for every child that needs it	

Crowle Primary Academy

Crowle Primary is an average size Academy, with children from nursery to year 6 in Crowle, North Lincolnshire. We are a happy and friendly school and are extremely proud of our children and the success they achieve.

We have a highly inclusive ethos and believe that when you believe in yourself you can achieve anything. Our staff are kind, caring and highly skilled. Ofsted said that 'Pupils, leaders and staff are immensely proud of their school. Crowle Primary Academy is at the heart of the community'.

As proud members of the Rose Learning Trust we work closely with our partner school, we also have close links with North Lincolnshire schools and the Isle of Axholme family of schools.



Class Teacher

Advert Information

Post	Teacher
Contract type	Temporary
Grade	MPS
Hours	0.8 (Tuesday – Friday full day)
Reporting to	Headteacher and Deputy Headteacher
Location	Crowle Primary Academy
Commencement date	September 2026
Closing date	Friday 15 th September 2026 (12.00pm)
Shortlisting date	To be confirmed
Interviews	To be confirmed

The Rose Learning Trust is a successful medium sized trust based in Doncaster and North Lincolnshire. We have grown from two schools to eleven and have a central trust office based in Balby. We are a trust that lives our vision of **transforming futures collaboratively** in all our work to ensure we develop and grow sustainably and embed best practice for the benefit of our pupils.

Crowle Primary Academy is looking to appoint a highly motivated and organised professional to play a key role in our school. A vacancy exists for a hardworking and dedicated Teacher to join the school team.

As a member of staff, you also benefit from greater opportunities for professional development and promotion as we encourage movement between our academies to give you broader work experience.

The successful candidate should always comply with the trust's code of conduct, safeguarding policies and practices and have:

- Personal integrity and a commitment to the Nolan Principles of Public Service
- A commitment to diversity, equal opportunities and anti-discriminatory practices
- A commitment to ensuring children learn in a safe environment



- A commitment to professional development and training
- An affinity with The Rose Learning Trust culture and purpose

The successful candidate will have:

- The ability to work across a primary school covering different classes
- A strong vision and strategic drive for the future of our school
- Excellent communication with an approachable personal style
- An ambition for excellence in pupil development, learning and achievement so our learners reach their full potential
- A dynamic and inspirational approach to further motivate children and staff
- Previous experience of working within a similar role
- Resilience – a resilient personality and a willingness to strive and improve and learn from previous experiences
- Emotional intelligence and show empathy to children
- Consistency with your approaches

We can offer in return:

- A lovely place to work
- Children who enjoy coming to school, relish learning and behave well
- A team of friendly dedicated staff, leadership team and governors
- A strong commitment to staff development and wellbeing
- Excellent professional development opportunities

Visits to the school are warmly welcomed and encouraged. They can be made by appointment with the Michelle Stocks (Business Manager) 01724 710312

For further information about this role please ring Michelle Stocks (Business Manager) 01724 710312

To apply use the link below:

<https://mynewterm.com/jobs/139035/EDV-2026-CPA-22403>

This post involves working with children and therefore if successful you will be required to apply for a Disclosure and Barring Service records check at an enhanced level. Further information about the Disclosure Scheme can be found at www.gov.uk/disclosure-barringservice-check.

In line with our safer recruitment policy two references will be sought before we interview.

We are committed to the equality of opportunity in the services provided to customers and all aspects of employment. We warmly welcome applications from all sectors of the community. Our recruitment policies,



procedures and practices enable all applicants to be considered on merit and ability to do the job. We will make reasonable adjustments, in line with the Equality Act, for disabled applicants if these are needed.





Class Teacher Job Description

As a member of staff in The Rose Learning Trust, you will benefit from greater opportunities for professional development, collaboration and career development.

Employment details

Job title:	Teacher
Reports to (job title):	Headteacher and Deputy Headteacher
Grade and Salary	MPS
Contract Type	Permanent 0.8
To note	<p>Responsible for all pupils and adults in class.</p> <p>All teachers must always uphold the standards of personal and professional conduct, ensuring honesty and integrity prevails in every situation. Teachers must always maintain appropriate professional boundaries and respect the unique position of trust as a teacher.</p> <p>This Job Description is to be performed in accordance with the provisions of the current School Teachers Pay and Conditions Document. The performance of these duties is under the reasonable direction of the Senior Leadership Team.</p> <p>Teachers are expected to meet the Core Standards as set out in the Professional Standards for Teachers, 2012.</p>



Main duties/responsibilities

To undertake duties of a teacher as specified within the school, including the provision of remote learning where applicable.

To work as a member of the team to ensure a high standard of education provision for all pupils.

To be an excellent classroom practitioner and lead by example at all times, continually promoting a love of learning.

To be responsible for promoting and safeguarding the welfare of children and young people within the school.

To prioritise the welfare of pupils through upholding practices in school.

To be familiar with and follow all school policies including Safeguarding, Child Protection and SEN Code of Practice.

To promote and embrace the strategies, systems and structures which support the mental health and well-being of both pupils and staff.

To actively participate in whole school self-evaluation and school improvement planning.

To work with colleagues to monitor pupil progress and attainment and continue to raise standards.

To produce long, medium- and short-term plans and contribute to the overall curriculum planning in line with the school's planning policy.

To manage the work of support professionals in the class to ensure they are effective practitioners.

To attend regular team, curriculum, and staff meetings in line with school procedures and to carry out duties which form part of the school's daily organisation.

To participate in out of school activities, completing relevant risk assessment documentation and in line with school procedures.

To maintain good order and discipline in line with Health & Safety both on the school premises and when engaged in out of school activities.

To ensure that deadlines are met on a timely basis.

To make a positive contribution to the wider life and ethos of the school.

To develop effective professional relationships with all key stakeholders including colleagues/parents/partners/external bodies and the wider community.



To demonstrate consistent high standards of personal and professional conduct, acting within the statutory frameworks which set out their professional duties and responsibilities.

To take part in and take responsibility for own appraisal.

To engage in professional development and research, focused on developing areas of practice with clear intentions for impact on pupil outcomes.

To manage workload and wellbeing, using systems and routines to support efficient time and task management to protect time to rest and recover.

To take responsibility for the leadership of a curriculum area or other whole school initiative after first year of teaching.

Quality of education - specific responsibilities

To consistently provide a high standard of education to extend and build on pupils' prior knowledge.

To provide a teaching and learning environment that is appropriate to the tasks and in line with the school's teaching and learning policy.

To be responsible for the teaching of pupils in a positive, predictable, and safe environment with effective routines and expectations.

To plan and teach well-structured lessons considering different pupil needs, including the setting, and marking of work to be carried out by pupils in school and at home.

To have excellent subject knowledge and use a range of teaching strategies that match individual needs and engage pupils in challenging tasks.

To deliver a carefully sequenced and coherent curriculum that meets the needs, aptitudes, and interest of all pupils, promoting successful progression.

To work with all staff to provide high quality learning, setting high expectations and establishing a stimulating environment for pupils.

To participate in the planning, development and differentiation of teaching and learning which will allow all pupils to have maximum access to high quality provision.



To know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements, making accurate and productive use of both formative and summative assessment.

To formulate a clear view of the capabilities of each pupil, being responsive to their needs and providing opportunities for them to reach their full potential

To undertake rigorous and focused assessments, update records and tracking documents and produce assessment reports when required.

To demonstrate a good understanding of behaviour through the deployment of positive behaviour strategies, including a consideration of the social and emotional development of pupils, whilst creating a safe place for all pupils to learn.

To create a culture of respect and trust in the classroom that supports all pupils to succeed.

This Job Description is to be performed in accordance with the provisions of the current School Teachers Pay and Conditions Document. The performance of these duties is under the reasonable direction of the Head Teacher and Senior Leadership Team.

Qualified Teachers are expected to meet the Core Standards as set out in the Professional Standards for Teachers, 2012.

The Post holder's duties must be carried out in compliance with the school's Safeguarding policies, Equality policies, Information Security policies, Financial Regulations, Health & Safety at Work Act and all other school policies.

These duties and responsibilities should not be regarded as exhaustive or exclusive as the post holder may be required to undertake other reasonably determined duties within the school, commensurate with the grading of the post, without changing the general character of the post. The Job Description and allocation of particular responsibilities will be reviewed on a yearly basis and may be amended by the Head Teacher at any time after consultation.

The post holder must always comply with the school's code of conduct.





Class Teacher Person Specification

PERSON SPECIFICATION			
AF – Application Form CQ – Certificate of Qualification I – Interview	Esse ntial	Desi rable	How Iden tifie d
Qualifications and Training			
Qualified Teacher Status	Y		AF I CQ
Good honours degree	Y		AF I CQ
Evidence of keeping up to date with educational thinking and knowledge	Y		AF I
Evidence of personal commitment to CPD		Y	AF I CQ
Relevant Experience			
Successful teaching experience within the primary sector	Y		AF I
Experience of teaching children of all abilities including those with special educational needs	Y		AF I



Working alongside colleagues within a team	Y		AF I
Working in partnership with parents	Y		AF I



Knowledge and Skills			
Excellent communication skills both oral and written	Y		AF I
Good organisational skills	Y		AF I
Understanding of the Statutory Framework	Y		AF I
Knowledge of a range of approaches to teaching practice.	Y		AF I
Knowledge of assessment practises and procedures	Y		AF I
Ability to plan and enhance provision to support progress across the age range	Y		AF I
A commitment to working with parents	Y		AF I
An understanding of the importance of relationships and how this underpins and supports the social and emotional needs of all pupils.	Y		AF I
Skilled in effective positive behaviour management	Y		AF I
Good ICT skills	Y		AF I
Knowledge of safeguarding legislation and good practise	Y		AF I
Personal Qualities			
Desire to make a difference	Y		AF I
Enthusiasm and commitment	Y		AF I
Is a reflective practitioner	Y		AF I
Ability to form positive relationships with all pupils and colleagues	Y		AF I



Commitment to equality and equal opportunities	Y		AF I
Ability to stay calm and focussed in challenging situations	Y		AF I
A desire to further their own learning	Y		AF I
Ability to be flexible	Y		AF I
Sense of humour	Y		AF I
Safeguarding			
Understanding and commitment to safeguarding procedures within a school environment	Y		AF I
Understanding of Data Protection	Y		AF I

