



# RUSH COMMON SCHOOL

Abingdon Learning Trust

CLASS TEACHER RECRUITMENT PACK

12 / 02 / 2026



## About

# ABINGDON LEARNING TRUST

**At Abingdon Learning Trust, our vision is to nurture curiosity, ambition, resilience, and courage. We support a deep-rooted compassion for others and our world, enabling choices and opportunities for a happy and successful life. This vision encompasses every child, pupil, student and member of staff.**

**Why Work for Us?** At Abingdon Learning Trust, we believe that our people are our greatest asset. We are dedicated to creating an environment where every member of staff feels valued, supported, and inspired to achieve their best.

**A People-Centric Culture.** We are passionate about making a positive difference in the lives of children and young people. Our inclusive culture embraces equality and diversity, ensuring that everyone is treated with fairness, dignity and respect. You will be part of a community that values your unique contributions and supports your professional growth.

**Empowered Local Leadership.** We trust our local school governors and leaders to make the best decisions for their schools. This means you will have the autonomy to innovate and tailor your approach to meet the needs of your students and community. Each school within our Trust has its own unique ethos, yet we all share the same core values.

**A Long-Term Vision.** We are focused on preparing the next generation for the future. Our long-term view goes beyond immediate test and exam results, emphasising the development of skills and capabilities that will benefit our pupils throughout their lives. Join us in our mission to create a sustainable future with our net zero ambitions for 2035.

**Investment in the Future.** At Abingdon Learning Trust, we are committed to investing in our staff and our schools. You will be part of a forward-thinking organisation that values innovation and continuous improvement. Together, we can make a lasting impact on education and the wider community.

## OUR VALUES

**QUALITY** to create an outstanding learning community, including strong leadership and governance

**OPPORTUNITY** to provide the best opportunities for all children to reach their full potential

**COLLABORATION** to support a shared commitment and dedication to learning

**AMBITION** for continual improvement and to strive for excellence in all we do

**COMMUNITY** to be an active participant in our community, leading and supporting initiatives for the benefit of all members of society

Further detail can be found on the *Abingdon Learning Trust website*.





## JOB DETAILS

**POST OF:**

**AT:**

**SUMMARY OF ROLE:**

**COMMENCEMENT:**

**CONTRACT TYPE:**

**SALARY:**

Class Teacher

Rush Common School

Class Teacher

1<sup>st</sup> September 2026

Permanent, full time.

ECT, Main Scale or UPS

# Letter from the CHAIR OF LOCAL GOVERNORS

**On behalf of the Local Academy Board, I would like to thank you for applying to work at Rush Common School.**

The board of governors at Rush Common are enormously proud to be part of what we believe is an amazing school which has gone from strength to strength under the leadership of the current Head, Kristen Fawcett and his leadership team.

If you join the school, you will be part of a committed, hardworking, and outstanding team who always put the children and their success at the heart of everything they do. You will find a shared sense of purpose and community amongst your colleagues who work together to support the children of Rush Common on their journey to be confident and accomplished learners as well as well-rounded individuals. These aspirations are demonstrated in our excellent results which are consistently well above national average as well as through the excellent behaviour seen around the school and in the kindness that the children show each other.

As governors we are a mixed group, comprising parents, members of the local community, employers, and staff: mixed in background, but all united in our support of the school's professional staff and all ambitious to make the school an excellent place to work and an excellent place to be a pupil. We believe that our support, and the challenge we provide, are part of what makes Rush Common a great school.

We hope you will be inspired to work here and will want to join us in our ambition to improve what we do on a daily basis. You will be well supported with opportunities provided to facilitate your professional development both within and outside the school. We look forward to your application.

John Cully  
Chair of Governors



# Introduction to RUSH COMMON SCHOOL

**Rush Common School is a welcoming and popular two-form entry Primary School with a capacity of 448 pupils aged between 2 and 11. The school is split into four stages: Preschool, Reception, Key Stage 1 (Years 1 and 2) and Key Stage 2 (Years 3, 4, 5 and 6). Rush Common School converted to an Academy in March 2012 and is part of Abingdon Learning Trust.**

At Rush Common School, we aspire for our pupils to achieve high academic standards, whilst also developing a wide range of learning and thinking characteristics that prepare them well for their future lives. We aim for pupils to grow into effective communicators, critical thinkers, knowledgeable pupils, creative, confident learners and self-aware and empathetic people. To achieve this, our talented and enthusiastic staff provide a broad ranging, balanced and enriching curriculum.

Every pupil's personal development is highly-valued and we are ambitious for our pupils as they build on individual strengths, whether academic, musical, sporting or artistic. We challenge all of our pupils to be the best that they can be, and provide tailored, targeted support for pupils when required.

Our pupils have a real love of learning and a fantastic attitude towards school and their education. They are happy, active and resilient children, who demonstrate exemplary behaviour. Their ability to articulate their views and opinions and describe their learning is highly impressive and they are very proud of everything they achieve across the curriculum.

We have a wide range of pupil leadership opportunities across the school; this includes Head boy and girl, House Captains, School Parliament, Digital leaders and Play Leaders. As pupils take on and develop these roles we find it grows confidence, allows children to develop a greater sense of responsibility and cultivates an understanding that pupils have a voice in our school.

We are proud of our curriculum enrichment activities and pupils are excited by the opportunities we offer. We teach Mandarin Chinese across the whole school and have found that pupils engage brilliantly with this challenging language. Pupils also participate in forest school and outdoor learning, choir, orchestra, numerous sports teams, history wow days and musical productions to name but a few. We believe these additional opportunities inspire and motivate pupils even further to follow their passions and dreams.





# Job Description

## JOB PURPOSE

To successfully implement the curriculum, ensuring that all children have full access to opportunities that will help them to achieve their highest potential.

## KEY RESPONSIBILITIES AND TASKS

- To teach pupils and to ensure that planning, preparation, recording, assessment and reporting meet the varying learning and social needs of all children.
- To uphold the vision and core values of the school.
- To help children achieve their potential.
- To foster enthusiasm for learning among children.
- To plan challenging but achievable learning experiences and activities.
- To work as part of a team to plan and coordinate work.
- To meet requirements for the observation, assessment and recording of children's development.
- To share knowledge gained with other practitioners and parents.
- To ensure the health and safety of children and staff is maintained during all activities, both inside and outside school.
- To keep up to date with developments in best practice.

## JOB CONTEXT

The jobholder reports directly to the Phase Leader and is part of their team. They will be empowered to make decisions related to their accountabilities and responsibilities. Whilst there will be freedom to act, they should operate within the parameters as agreed by the Headteacher.

## KNOWLEDGE SKILLS AND EXPERIENCE

### Essential

- Qualified Teacher Status
- Degree/PGCE or equivalent qualifications
- Experience in primary school
- Secure knowledge of National Curriculum expectations
- To be able to teach effectively, through consistently demonstrating high expectations of all pupil's learning and behaviour.
- Knowledge of a range of teaching and learning strategies for all groups of pupils, including children with Special Educational Needs, disadvantaged pupils and more able pupils.
- Proven ability to plan and teach effectively using a range of strategies
- Excellent knowledge of assessment for learning strategies
- ICT Competent

### Desirable

- Other educational/professional qualifications/evidence of professional development
- Non-educational qualifications e.g. sport, music, first aid
- Awareness of the additional opportunities and challenges of Academy status
- Experience in more than one school
- Experience of successfully preparing children for statutory assessments
- Knowledge of pupil tracking and target setting



## SAFEGUARDING

Abingdon Learning Trust is committed to safeguarding and promoting the welfare of children. All staff must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

The points below are a requirement for the postholder of this position:

- A knowledge and keen awareness of Safeguarding Children matters and an ability to demonstrate personal values and beliefs in accordance with Rush Common School's Safeguarding Children Policy
- Display commitment to the protection and safeguarding of children and young people
- Enhanced DBS disclosure (with Barred List)
- A strong appreciation of child protection issues and the capacity of acting in accordance with Rush Common School's Safeguarding of Children policy
- Reading, understanding and following all aspects of the Rush Common School's Safeguarding Children policies, including informing the Designated Safeguarding Lead (DSL) or Deputy DSL promptly of any concerns
- Comply with safeguarding training expectations

Your contract of employment is directly with The Abingdon Learning Trust. Your main place of work will be Rush Common School, but you may be deployed to work at any school within The Abingdon Learning Trust and carry out those duties that may be reasonably required in relation to such deployment. This will depend upon the role, timetabling and organisational needs of the schools in the Trust and your own individual professional development needs. Any change to your main place of work will be discussed and agreed with you, in advance.

Abingdon Learning Trust is committed to safeguarding children and young people. All post holders in regulated activity are subject to appropriate vetting procedures and a satisfactory Disclosure and Barring Service Enhanced check. The Trust is fully committed to the principles of equal opportunity, diversity and inclusion and welcomes applications from less well represented groups in the school and Trust. Posts in regulated activity are exempt from the Rehabilitation of Offenders Act (ROA) 1974 and all shortlisted candidates will be required to disclose information about their previous criminal convictions. All staff are expected to promote fundamental British values





# Person Specification

	Essential Criteria - <i>candidates will only be shortlisted if they meet all these criteria</i>	Desirable Criteria
Qualifications	Qualified Teacher status. Degree/PCGE or equivalent qualifications	Other educational/professional qualifications/evidence of professional development. Non-educational qualifications e.g. sport, music, first aid.
Knowledge and Experience	Secure knowledge of National Curriculum expectations. Knowledge of a range of teaching and learning strategies for all groups of pupils, including children with Special Educational Needs, disadvantaged pupils and more able pupils. Proven ability to plan and teach effectively using a range of strategies. Excellent knowledge of assessment for learning strategies.	Awareness of the additional opportunities and challenges of Academy status. Experience in more than one school. Experience of successfully preparing children for statutory assessments. Experience across the Primary age range Knowledge of pupil tracking and target setting.
Professional Skills	To be able to teach effectively, through consistently demonstrating high expectations of all pupil's learning and behaviour. Ability to work co-operatively as a member of a team. Confident in using a wide range of ICT to support learning. Willingness to be involved in extra-curricular activities.	Understanding of strategies to develop links with the local/national community. Understanding of relevant policies/code of practice and awareness of current legislation, e.g. SEND Code of Practice.
Professional Ethos and Commitment	High expectations for self and others and a strong commitment to raising achievements. Commitment to promote partnerships with parents/carers and the wider community. High expectations of pupil behaviour and strategies to meet the personalised learning and emotional needs of every child.	
Personal Qualities	Approachable and excellent interpersonal skills. Reflective of own practice and performance and highly committed to professional development. High standards of presentation. Ability to promote and develop positive relationships within and beyond the school. Ability to set and work to deadlines, manage time and workload and prioritise. Resilient. Having the ability to remain positive and retain your sense of humour! Proven track record of achieving targets – tenaciously ensuring projects are seen through to completion. Ability to innovate and think strategically. Flexible and adaptable. Positive 'can do' philosophy, with a passion for teaching and learning.	







QUALITY  
OPPORTUNITY  
COLLABORATION  
AMBITION  
COMMUNITY





## Terms of APPOINTMENT

**The appointment will be made based on the School Teachers' Pay and Conditions Document (STPCD).**

**The appointment is for 1<sup>st</sup> September 2026 and is a full time, permanent position.**

Rush Common School and Abingdon Learning Trust are committed to safeguarding and promoting the welfare of children and young people and require all staff to share this commitment.

This post is exempt from the Rehabilitation of Offenders Act.

A copy of the school's Safeguarding and Child Protection Policy is here:  
<https://www.rushcommonschoo.org/assets/Documents/Attachments/Rush-Common-School-Safeguarding-Policy-2025-2026-v2.pdf>

Applicants must be willing to undergo all the relevant pre-employment checks as laid out in Keeping Children Safe in Education.

## Person SPECIFICATION

Closing date for completed applications is **12.00pm on Thursday 5<sup>th</sup> March 2026.**

Applications should be completed online through our recruitment portal.  
<https://www.rushcommonschoo.org/our-school/vacancies/>

Shortlisted applicants will be notified following assessment of applications against the person specification and job role requirements.

Interviews will take place on **Wednesday 11<sup>th</sup> and Thursday 12<sup>th</sup> March.**

Please do contact Kristen Fawcett (Headteacher) by email/phone  
([headteacher@rushcommon.school](mailto:headteacher@rushcommon.school) /01235 533583) for an informal discussion about the role.

**We look forward to receiving your application.**

### **Polite notice to Recruitment Agencies:**

Please be aware that we do not accept unsolicited applications or CVs from recruitment agencies. Any unsolicited information sent to us will not be considered, and we will not be liable for any fees related to such submissions.

