



**LEARNING**  
ACADEMIES TRUST

**YEAR 3/4 CLASSROOM  
TEACHER  
RECRUITMENT PACK  
KNOWLE PRIMARY SCHOOL**

**BELIEVE YOU CAN, TOGETHER WE WILL**

## About the Learning Academies Trust

The Learning Academies Trust was originally formed by three Plymouth primary schools in November 2016 and has grown from there. In terms of pupil numbers, the Trust is now the largest primary school MAT, or Multi Academy Trust in the city of Plymouth.

The Learning Academies Trust is a family of schools dedicated to delivering outstanding education to all our children, whatever their starting point or background. Our Trust's mission is:

**Together we will...** work with our children, families, and communities to provide exceptional learning opportunities for all our children

All of our schools are committed to the following values:

**Aspiration    Excellence    Collaboration    Inclusivity    Kindness    Respect**



We know that with great leadership, inspirational teaching, caring pastoral support and hard work, every child in every one of our schools can succeed. By joining our Trust, you will become part of an inspiring group of people, committed to shaping a great future for our city's children.

The Learning Academies Trust is comprised of 18 Primary Schools across the city of Plymouth and delivers exceptional education to approximately 5000 children and employs over 900 members of staff. Each school has a unique identity and set of values but are joined together in their aspirations for their communities. For more information about the Trust, our schools and what we do, check out our website [www.learningat.uk](http://www.learningat.uk)

## A message from our Chair of the Trust Board...

Thank you for your interest in joining Learning Academies Trust. Whether you are at the beginning of your career or bringing years of experience, we are delighted that you are considering becoming part of our community.



At Learning Academies Trust we are committed to providing outstanding education that prioritises our children's needs. Our Trust is proudly made up of 18 primary schools, each united by a shared belief in the power of education to transform lives. Central to our mission is a deep and enduring commitment to improving the life chances of disadvantaged children, and this shapes our strategic decisions and every aspect of our culture. We know that when a child is given the right support, challenge and care, there is no limit to what they can achieve—and every member of staff plays a vital role in making this a reality.

Our values—**Collaboration, inclusivity, kindness, and respect**—are at the heart of who we are. They guide how we work with one another, how we engage with our children, families, and communities, and how we face challenges and opportunities together. These values are grounded in our shared sense of **purpose, ambition, and care**, driving us to strive for excellence while nurturing a culture where every individual is seen, heard, and supported.

As a Trust, we believe in investing in our people. When you join us, you join a team that celebrates professional growth, encourages innovation, and places strong relationships at the centre of its work. We want every colleague to feel valued and empowered to make a meaningful difference.

If you share our ambition and feel inspired by our mission, we look forward to welcoming you. Together, we can continue to create exceptional schools where all children—and all staff—can thrive.

Mrs Debbie Taylor

## A message from our CEO...

This is an exciting time to be considering a career with us at the Learning Academies Trust. As a Primary phase family of local schools, we have high expectations to deliver the very best for our children.



If you are passionate about working with us and the children in our schools, we'd love to hear from you. Information about the role and the school you are applying for are detailed in this pack and for wider Trust wide news and information, please check out our website or Twitter feed @learningatceo.

If you would like any further information or a conversation about the Trust, then there is no better way than to do this in person.

Please contact our Trust HR Team to arrange a time to talk [hr@learningat.uk](mailto:hr@learningat.uk)

Mr Simon Spry

## About Knowle Primary School

Headteacher: Mr Ben Norris

Location: Ringmore Way, West Park, Plymouth, PL5 3QG

Approximate number of pupils: 275

Approximate number of staff: 55

### **Message from the Headteacher**

At Knowle we have made it our mission to make every moment count for every child. We are proud to serve our community and ensure that we support every one of our children to reach their potential and beyond! Knowle is a vibrant, energetic school where our staff create a nurturing and challenging environment for our children to grow. Our ambitious curriculum ensures that all children achieve well in all subject areas, taking new knowledge and forming opinions, learning new skills and challenging each other to achieve new goals.

We have created a culture whereby every staff member wants to improve their practice and our strong team ethos enables the supportive environment with which we achieve this. Our team are striving for excellence and know that when we work together, we can achieve great things for our children. We are delighted that in June 2021, we were awarded a Good rating from Ofsted that recognised Knowle is a unique and special school with children at its heart. We create lasting memories for our children and ensure that their learning journey is inspiring and rewarding.

Ben Norris, Headteacher

### **Y3/4 Classroom Teacher Job Description**

<b>Terms of contract</b>	Maternity Cover Contract until 31 <sup>st</sup> August 2026
<b>Grade</b>	Main Pay Scale 1 – 6 / Upper Pay Scale 1 - 3
<b>Salary FTE</b>	£32,916 - £45,352 / £47,472 - £51,048
<b>FTE</b>	1.0 FTE
<b>Closing date</b>	9am Thursday 19 <sup>th</sup> February (shortlisting Friday 20th)
<b>Proposed interview date</b>	Thursday 26 <sup>th</sup> February
<b>Anticipated start date</b>	Monday 20th April (subject to change based on maternity cover)

### **Key Responsibilities:**

- Take responsibility for a class or classes of children determined on an annual basis by the Headteacher and in accordance with the duties listed below.

- To carry out the professional duties covered by the latest School Teachers' Pay and Conditions Document. The postholder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the school's professional code of conduct.
- Deliver and administer statutory and non-statutory assessments.
- Teach a class or classes of pupils, and ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs.
- Maintain the positive ethos and core values of the school, both inside and outside the classroom.
- Promote the school's visions, aims and values.
- Contribute to constructive teambuilding amongst teaching and non-teaching staff, parents and governors.
- Be willing to take part in wider school life.
- Bring initiative, energy and drive to the team.
- Have high expectations of every child from their given starting points.
- Refuse to allow disadvantage to be a barrier to their children's achievements.
- Empower and inspire children and staff to want to succeed.
- Have secure subject knowledge in the primary curriculum.
- Lead a subject across the school and support the development of the curriculum.
- Contribute to the improvement of the school through INSET and development of resources.
- Be immersed in our inclusive nature as a school and recognise/appreciate the needs of our children and community.

### **The Class Teacher will:**

- Implement agreed school and trust policies and guidelines.
- Support initiatives decided by the LAT, Headteacher and staff.
- Plan appropriately to meet the needs of all pupils, through differentiation of tasks.
- Be able to set clear targets, based on prior attainment, for pupils' learning.
- Through high quality teaching deliver a school curriculum that inspires all children.
- Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils.
- Keep appropriate and efficient records, integrating formative and summative assessment into planning.
- Work with school leaders to track the progress of individual children and intervene where pupils are not making progress.
- Report to parents on the development, progress and attainment of pupils.
- Promote the school's code of conduct amongst pupils, in accordance with the school's behaviour policy.
- Participate in meetings which relate to the school's management, curriculum, administration or organisation.
- Communicate and co-operate with specialists from outside agencies.
- Make effective use of ICT to enhance learning and teaching.
- Lead, organise and direct support staff within the classroom.
- Participate in the performance management system for the appraisal of their own performance, or that of other staff.

## Person Specification

<b>Job Title</b>	Y 3/4 Classroom Teacher
<b>Location</b>	Knowle Primary School

	<b>Essential</b>	<b>Desirable</b>
High quality teaching leading to good progress and outcomes	Excellent teaching skills and a passionate commitment to excellence and enjoyment	<i>Ability to lead a curriculum area</i>
	Experience of working successfully across KS2	<i>Year 3/4 as a mixed year group or individual year group teaching experience</i>
	Excellent use of feedback and assessment to support children's understanding of their next steps and targets	
	Understanding of the importance of pupil progress data tracking and target setting	
Commitment to meet all of the needs of the children	Proven ability to cater for the needs of all children, including the most vulnerable and pupil premium children	<i>Experience of working with EAL children</i>
	Proven ability to improve outcomes for children (academic and pastoral)	
	Clear awareness of how to keep children safe	
High quality behaviour management	A proven ability to manage children's behaviour, using a positive approach	
	Evidence of an ongoing positive and enthusiastic approach to motivating the children and supporting colleagues	
Commitment to the wider life of the school and professional development	Good emotional intelligence and inter-personal skills	<i>Sense of humour</i>
	Ability to work sensitively with children, parents and carers	<i>Willingness to lead extra-curricular activities</i>
	Ability to be flexible and adapt to any last-minute changes	
	Keen interest in further professional development and evidence of responding positively to advice given	
	Commitment to working collaboratively with colleagues at Knowle Primary and across the Trust for the good of all children	
	Qualified teacher status	

	Commitment to following the school's code of conduct (within staff handbook)	
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## Working for our Trust

By working within our Trust, you will be part of a team of people who want to make a difference in the lives of the children and communities we serve. Whether you are joining us in a teaching capacity or a support service position, you will become vital in helping to shape the futures of the next generation for our city.

The Learning Academies Trust strives to be an employer of choice in the southwest. We are committed to developing our employees to their full potential and take great pride in the availability of learning and development resources for our staff. From training days to an extensive package of e-learning courses, you will have a wealth of opportunities available to develop your skills and experience.

## Employee benefits



In January 2020, the Learning Academies Trust became the first education employer in Plymouth to achieve the Livewell Southwest Wellbeing at Work Bronze Award. The Trust is committed to supporting the wellbeing of all staff and is proud to work closely with official bodies to ensure we have a holistic approach to staff wellbeing.

As a Learning Academies Trust employee, you will have access to a growing list of benefits to support you both professionally and personally. Our benefit package includes:

- Free counselling services for personal or professional support
- Cycle Scheme
- Employee Newsletter
- Regular recognition awards
- DSE Eyecare scheme
- iHASCO online training courses
- Annual flu vaccination
- Annual health check
- Discounted gym membership

## How to apply

If you believe you can demonstrate the dedication, skills and passion required, we look forward to receiving your application. Please click the link to submit your application form.

Please note – we do not accept CVs. Completed applications should be submitted prior to the closing date.

Please note, the closing date is for guidance only. Successful applicants will be invited to interview at the earliest available opportunity. Learning Academies Trust reserves the right to close the vacancy early if a suitable candidate is found.

With 18 schools, we are regularly looking for passionate people to join our teams. If there are no vacancies currently, but you would like to register your interest for future vacancies, please join our talent pool and we will be in touch as soon as we have a suitable position.