



LEARNING
ACADEMIES TRUST

CLASS TEACHER RECRUITMENT PACK

ELBURTON PRIMARY SCHOOL

BELIEVE YOU CAN, TOGETHER WE WILL

www.learningat.uk 01752 914160 @ hr@learningat.uk

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

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

Mr Simon Spry

About Elburton Primary School Academy

Headteacher: Mr Keith Smithers

Location: Haye Road South, Elburton, Plymouth, PL9 8HJ

Approximate number of students: 470

Approximate number of staff: 75



Message from the Headteacher

Elburton Primary School is a superb school that has a passionate and committed team at all levels. We have children's learning and well-being at the very core of everything we do. Elburton Primary School prides itself as being at the heart of the community. The ethos of working collaboratively with all of the community has been established over the 50+ year period that the school has been in Elburton. The village itself is situated on the edge of the City of Plymouth. It is supported by wonderful partners including parents who care and want to do all they can to support their child's education. The Parent Teacher Association at the School is exceptional and enhances so many developments by the school, making the experience of the children far greater.

We believe that our pupils should clearly understand the responsibility required for their own learning so that they value their education and the opportunities, excitement and joy that learning provides. Learning in the classroom and through extra-curricular opportunities provides inspirational experiences for lifelong learners.

The staff within the school demonstrate the high standards we strive to develop within our pupils. The strong, professional team share a passion for supporting every child to reach their full potential.

Keith Smithers, Headteacher

Class Teacher Job Description

Terms of contract	Permanent
Grade	Main Pay Scale 1 - 6
Salary FTE	£32,916 - £45,352
FTE	1.0 FTE
Closing date	9am on Friday 5 th June 2026
Proposed interview date	W/C 8 th June 2026
Anticipated start date	September 2026

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

Job Title	Class Teacher
Location	Elburton Primary School

	Essential	Desirable
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 different age groups within a primary school	
	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>An interest in leading extracurricular activities and sport within our school</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 the school 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.