

The Weatheralls Primary School

Creating an inspiring learning community



Primary Classroom Teacher

Closing date: Monday 19 May 2025, 10am



Staploe Education Trust

Excellence through partnership



Welcome from The Executive Headteacher

Dear Applicant

I am delighted to introduce you to Staploe Education Trust. We pride ourselves on schools which are great places to work. We support professional and personal development, providing and creating opportunities for our colleagues to progress, whatever their aspiration. We have high expectations of ourselves and of one another, and the culture of our Trust is one of professional collaboration across and between schools. We are successful because we work together.

Staploe Education Trust is a relatively small Trust with four very different schools. We serve our community through every phase of a child's school journey. Together, our schools provide a high-quality pre-school, primary and secondary learning environment for children, with a strong ethos of achievement, rich curriculum experiences and inspiring opportunities. We work together to tackle the barriers children face in their learning and development, so that every child will aim high, remain safe and thrive. Based at the heart of our community, we contribute to the creation of excellence in education through partnership.

Our schools are great places to work. We offer a supportive environment in which teachers can benefit from creative, research-led professional development, whatever their career stage. I hope that you will have a good look at what we do and that The Weatheralls Primary School might be the right place for your next move.

Yours faithfully



Dr Carin Taylor
Executive Headteacher



School Information

The Weatheralls Primary School

Creating an inspiring learning community



The Weatheralls Primary School is at the heart of the community. We are a large rural primary school, with a PAN of 90 per year group. Our purpose built school includes classrooms situated over two floors, two halls, a library, a sensory room, on-site catering and staff rooms. Our spacious grounds include playgrounds, a playing field, forest school area, pond and quiet outdoor learning spaces.

We hold high expectations of the pupils in our school, striving for them all to achieve and grow as learners. Our pupils will make progress confidently, from their own starting points, as they are taken on a learning journey by highly trained staff who understand the cognitive science of learning and have a therapeutic approach to managing behaviour. We believe that positive experiences inspire children to dream and hold high aspirations of themselves, which embed through our curriculum offer.

Our staff are committed to ensuring that the pupils of The Weatheralls Primary School possess the values that enable them to live well in society and prepare them to deal effectively with the challenges of the modern world. We value pride, perseverance and positivity. These values are embedded in all that we do.

Visitors note our calm environment, how polite our pupils are and comment positively on the welcoming space.

Staploe Education Trust

Excellence through partnership



The Weatheralls Primary School is part of Staploe Education Trust. The Trust was founded in 2012 and operates four schools in East Cambridgeshire. Our schools work in close collaboration to maintain high educational standards and to give all young people the best possible future. All our schools share a commitment to provide outstanding learning, opportunity and care for the communities they serve.

In our schools you will find staff and young people with high expectations for behaviour and achievement. You will find a culture of collaboration and respect where relationships are very good and provide an environment in which young people flourish.

We have an able and outward-looking Board of Trustees which work closely with our School Advisory Bodies and our various Trust committees. Everyone involved in our governance brings experience and wide-ranging skills, along with a deep commitment to further the aims of the Trust on behalf of the young people in our communities.

Primary Classroom Teacher

Contract:

Permanent

Reporting to:

Headteacher/Assistant
Headteacher

Salary:

Salary range

£31,650—£49,084

Salary dependent upon
qualifications, skills &
experience

The Weatheralls Primary School is a vibrant, friendly and motivated school in the heart of Soham. We have an opportunity for a class teacher to join our highly creative and collaborative team of professionals, from September 2025. We are committed to professional development at all stages of your teaching career and therefore encourage both ECTs and experienced colleagues to apply.

We are looking for teachers who:

- Have a passion for teaching and learning and a commitment to working as part of a team to provide a caring and positive learning environment.
- Have high expectations and a thorough knowledge of the curriculum.
- Embody the enthusiasm and drive needed to inspire our children to succeed
- Believe in our inclusive and nurturing ethos.
- Are excited to share good practice and further strengthen our team.

In return, we can offer:

- A happy, caring school with a strong community spirit.
- The opportunity to make a tangible difference to the lives of the young people we teach.
- A supportive team, who work together to meet the needs of all our pupils.
- A strong commitment to professional development.
- Mentoring from outstanding colleagues across our community Trust.

Visits to the school are encouraged and our Senior Management Team welcome the opportunity to talk about our school.



Primary Classroom Teacher

Job Description—Main Pay Scale

The post holder will be required to demonstrate a continual positive commitment to the Trust's policies including those relating to safeguarding children, health & safety, and equal opportunities. You will be committed to safeguarding and promoting the welfare of young people, a responsibility we expect all our staff to share

As a Main Pay Range Teacher, you are required to be competent in all elements of the Teacher Standards, to discharge the Teachers Responsibilities as set out in the Contractual Framework for Teachers of the School Teachers Pay and Conditions Document and to act in accordance with the School's ethos, policies and practices, under the direction of the Headteacher.

1. Teaching

- 1.1 Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the school's plans, curriculum and schemes of work in order to achieve target levels of pupil attainment, progress and outcomes
- 1.2 Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils
- 1.3 Set and mark work to be carried out by pupils in school and elsewhere
- 1.4 Participate in arrangements for preparing pupils for external examinations

2. Whole school organisation, strategy and development

- 2.1 Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision
- 2.2 Work with others on curriculum and/or pupil development to secure co-ordinated outcomes
- 2.3 Supervise and so far as practicable teach any pupils where the person timetabled to take the class is not available to do so (You will only rarely be required to provide such cover in circumstances that are not foreseeable)

3. Health, safety and discipline

- 3.1 Promote the safety and wellbeing of pupils in accordance with the school's Child Protection and other relevant policies
- 3.2 Maintain good order and discipline among pupils in accordance with the school behaviour policy

4. Management of staff and resources

- 4.1 Direct and supervise support staff assigned to you and, where appropriate, other teachers
- 4.2 Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff
- 4.3 Deploy resources delegated to you in accordance with school policies

5. Professional development

- 5.1 Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff
- 5.2 Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction

6. Communication

- 6.1 Communicate with pupils, parents and carers in accordance with the school ethos, policies and practice

7. Working with colleagues and other relevant professionals

- 7.1 Collaborate and work with colleagues and other relevant professionals within and beyond the school.
- 7.2 Participating in administrative and organisational tasks, including the direction or supervision of persons providing support for the teachers in the school, which require the exercise of your professional skills and judgment

8. Fulfil wider professional responsibilities

- 8.1 Make a positive contribution to the wider life and ethos of the school

Specific details of the accountabilities (e.g. the allocated curriculum and/or pupil development accountability under paragraph 2.2 above) should be recorded below and reviewed annually by the appraiser.

Paragraph	Specific Additional Accountabilities
	<i>Other specific duties as directed by the Headteacher or appropriate Line Manager</i>

This job description and related documents provides the standards and framework for Performance Management Objectives for a Main Pay Range Teacher which will be set under the School's Appraisal Policy before, or as soon as practicable after, the start of each appraisal period. The objectives set will be specific, measurable, achievable, realistic and time-bound and will be appropriate to the teacher's role and level of experience. The appraiser and appraisee will seek to agree the objectives but, if that is not possible, the appraiser will determine the objectives. Objectives may be revised if circumstances change. The objectives set for each teacher will, if achieved, contribute to the School's plans for improving the School's educational provision and performance and improving the educational opportunities of pupils at that School.



Primary Classroom Teacher

Job Description—Upper Pay Scale

The post holder will be required to demonstrate a continual positive commitment to the Trust's policies including those relating to safeguarding children, health & safety, and equal opportunities. You will be committed to safeguarding and promoting the welfare of young people, a responsibility we expect all our staff to share

Paragraphs 1 to 8 below are a Main Pay Range Teachers Responsibilities as set out in the Contractual Framework for Teachers of the School Teachers Pay and Conditions Document. Main Pay Range Teachers are required to act in accordance with the school and Trust's ethos, policies and practices, under the direction of the Headteacher. In addition to the duties and responsibilities of a Main Pay Range Teacher you are, as an Upper Pay Range Teacher, required to be highly competent in all elements of the Teacher Standards, to ensure that your achievements and contribution to the School are substantial and sustained.

1. Teaching

- 1.1 Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the school's plans, curriculum and schemes of work in order to achieve target levels of pupil attainment, progress and outcomes
- 1.2 Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils
- 1.3 Set and mark work to be carried out by pupils in school and elsewhere
- 1.4 Participate in arrangements for preparing pupils for external examinations

2. Whole school organisation, strategy and development

- 2.1 Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision
- 2.2 Work with others on curriculum and/or pupil development to secure co-ordinated outcomes
- 2.3 Supervise and so far as practicable teach any pupils where the person timetabled to take the class is not available to do so (You will only rarely be required to provide such cover in circumstances that are not foreseeable)

3. Health, safety and discipline

- 3.1 Promote the safety and wellbeing of pupils in accordance with the school's Child Protection and other relevant policies
- 3.2 Maintain good order and discipline among pupils in accordance with the school behaviour policy

4. Management of staff and resources

- 4.1 Direct and supervise support staff assigned to you and, where appropriate, other teachers
- 4.2 Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff
- 4.3 Deploy resources delegated to you in accordance with school policies

5. Professional development

- 5.1 Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff
- 5.2 Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction

6. Communication

- 6.1 Communicate with pupils, parents and carers in accordance with the school ethos, policies and practice

7. Working with colleagues and other relevant professionals

- 7.1 Collaborate and work with colleagues and other relevant professionals within and beyond the school.
- 7.2 Participating in administrative and organisational tasks, including the direction or supervision of persons providing support for the teachers in the school, which require the exercise of your professional skills and judgment

8. Fulfil wider professional responsibilities

- 8.1 Make a positive contribution to the wider life and ethos of the school

9. Upper Pay Range Accountabilities

- 8.1 Contribute significantly, where appropriate, to implementing workplace policies and practice and to promoting collective responsibility for their implementation
- 9.2. Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential
- 9.3. Have an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subject/curriculum areas you teach, including those related to public examinations and qualifications
- 9.4. Have up-to-date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners' needs
- 9.5. Have a more developed knowledge and understanding of your subject/curriculum areas and related pedagogy including how learning progresses within them than a Main Pay Range teacher
- 9.6. Have sufficient depth of knowledge and experience to be able to give advice to colleagues on the development and well-being of children and young people
- 9.7. Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge
- 9.8. Provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice in order to help them meet the relevant standards and develop their teaching practice
- 9.9. Take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning

Specific details of the accountabilities (e.g. the allocated curriculum and/or pupil development accountability under paragraph 2.2 above) should be recorded below and reviewed annually by the appraiser.

<i>Paragraph</i>	<i>Specific Additional Accountabilities</i>
	Play a critical role in the life of the school and contribute effectively to the wider team
	Provide a role model for teaching and learning
	Make a distinctive contribution to the raising of pupil standards
	<i>Other specific duties as directed by the Headteacher or appropriate Line Manager</i>

This job description and related documents provide the standards and framework for Performance Management Objectives for an Upper Pay Range Teacher which will be set under the School's Appraisal Policy before, or as soon as practicable after, the start of each appraisal period. The objectives set will be Specific, Measurable, Achievable, Realistic and Time-bound and will be appropriate to the teacher's role and level of experience. The appraiser and appraisee will seek to agree the objectives but, if that is not possible, the appraiser will determine the objectives. Objectives may be revised if circumstances change. The objectives set for each teacher will, if achieved, contribute to the School's plans for improving the School's educational provision and performance and improving the educational opportunities of pupils at that School.

This job description is current at the date shown, but in consultation with you, may be changed to reflect or anticipate changes in the job commensurate with the grade and job title, it may also be subject to amendment by government legislation.



Primary Classroom Teacher

Person Specification

Staploe Education Trust and its schools are committed to safeguarding and promoting the welfare of children and young people, and expects all adults working within our Trust to share this commitment

Education and Qualifications	Essential	Desirable
Qualified Teacher Status	✓	
Degree level qualification	✓	
Evidence of further recent training		✓
Experience		
Experience in Key Stage 1 &/or 2	✓	
Experience in methods of record keeping and assessment strategies to develop learning	✓	
Experience of inclusion for all children	✓	
Confidence and competence in ICT to enhance teaching and learning	✓	
Experience of developing and leading a curriculum area		✓
Experience in using Assessment for Learning		✓
Involvement with parents and the wider community		✓
Skills, Knowledge and Aptitude		
Good knowledge and understanding of the National Curriculum requirements (Sept 2014) and its means of delivery	✓	
Effective teaching and learning strategies	✓	
Clear understanding of pupils' educational development	✓	
Effective classroom practitioner which leads to learning for every pupil	✓	
Evidence of effective planning, teaching and class management	✓	
Effective interpersonal skills to be able to work as part of a team	✓	
Effective verbal and written skills	✓	
Adaptable to change and be flexible	✓	
Ability to be self-motivated with the ability to motivate others	✓	
Reflective of their own practice, evaluating performance and being committed to improvement	✓	
High expectations and standards	✓	
Willing to act upon feedback and open to coaching and mentoring	✓	

Skills, Knowledge and Aptitude cont.	Essential	Desirable
Knowledge of current issues in education		✓
Ability to play a musical instrument		✓
Ability to speak a second language		✓
Other		
Evidence of further professional development and a commitment to your own professional development	✓	
Awareness of relevant health and safety issues and the professional duties and accountabilities of a teacher	✓	
Willingness to be involved in extra-curricular activities		✓
Awareness of and willingness to be involved in partnerships that support the school		✓

You must meet the essential criteria in order to be shortlisted for this post and it would be advantageous if you meet the desirable criteria

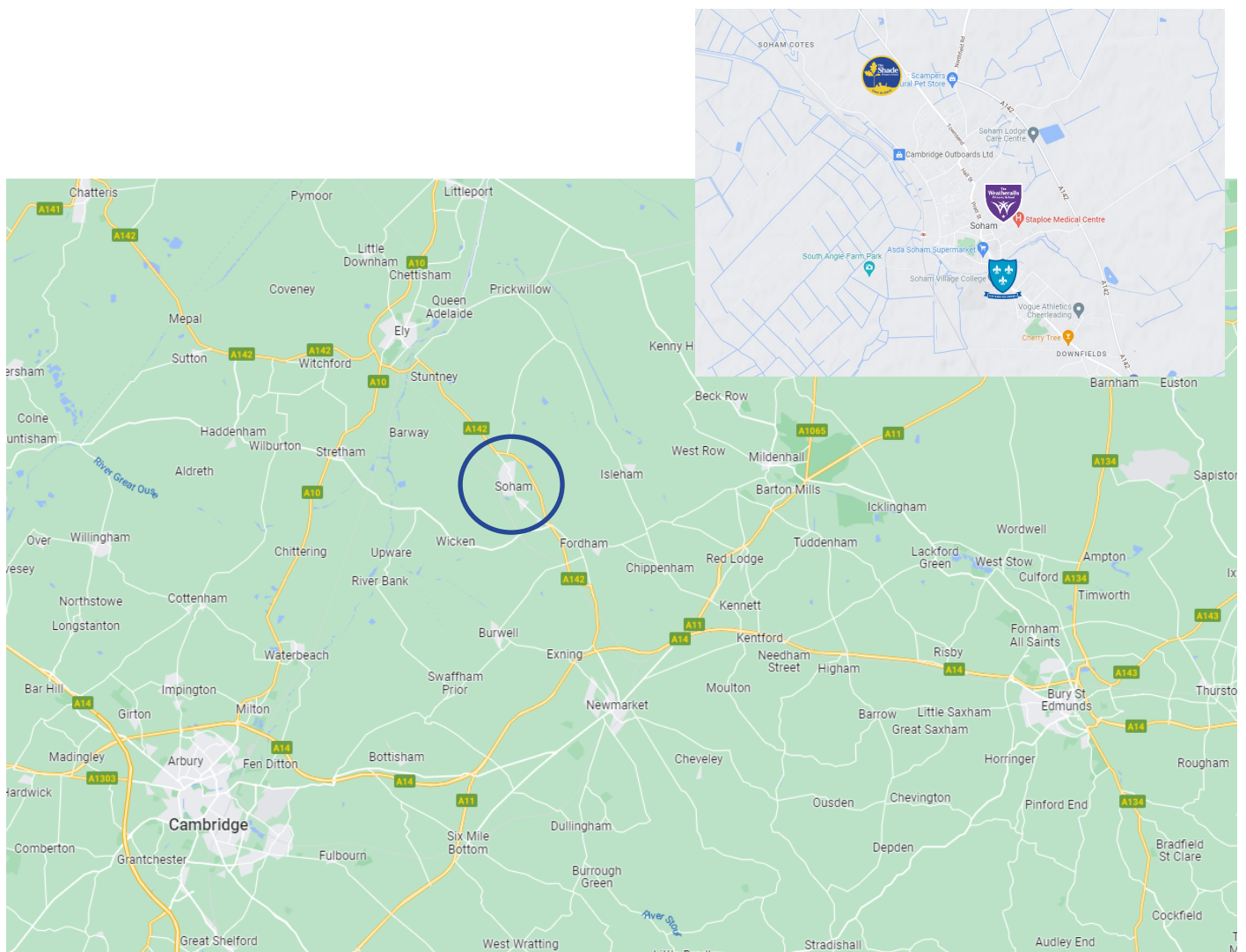
Town Information

Soham is an expanding town, in the heart of East Cambridgeshire, located between Newmarket and Ely with a population of around 10,000 people.

There is a strong community within the town and this is evident when Soham hosts one of its many events. For example, the Soham Carnival is always very popular and the local primary schools love to join in with decorating floats and taking part in the parade which goes through the town, raising money for local good causes.

The town boasts a wide range of facilities including a library, sports centre, theatre, a number of independent shops and also supermarkets and a post office.

Soham has good public transport links to the surrounding towns and villages. The town has recently successfully campaigned for a new train station and this was opened in December 2021, providing a stronger connection with Cambridge and London, among other desirable places.



Terms of Appointment

Disclosure & Barring Service Check

This role requires an Enhanced Disclosure and Barring Service (DBS) check. Any offer of employment we make to you will be conditional upon the satisfactory completion of these checks; whether an outcome is satisfactory will be determined by the Trust.

Equality & Diversity

The Trust and each school are committed to promoting equality. The Trust is an equal opportunities employer. All appointments are made based on merit. All staff have equal access to all benefits, services, facilities and opportunities.

Health Declaration

Appointments will be subject to a satisfactory pre-employment health check.

Hours of Work and Working Pattern

The hours of work for this position will be specified on the job description and advert.

Online Searches

We will undertake online searches of all shortlisted candidates prior to interview.

Pension

You will automatically be enrolled into membership of the Local Governments Pension Scheme.

Probation

Appointments will be subject to satisfactory completion of a probationary period of 6 months.

References

Offers of appointment will be subject to the receipt of satisfactory references.

Right to work in the UK

We have a legal responsibility to ensure that you have the rights to work in the UK before you can start working for us. If you do not have the rights to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it.

Qualifications

The person specification for this position lists essential and desirable qualifications. Please note that if you are offered the post you will be asked to provide your relevant original certificates of all essential qualifications.



What Staploe Education Trust can offer

Our investment in you

Professional Development

The Trust and each of its school are committed to staff development. As a staff member you will have access to:

- Opportunities for professional development through bursary and CPD programmes
- Regular performance management and appraisal review
- Trust training sessions

Wellbeing

Employee Assistance Programme

Our staff have access to an Employee Assistance Programme (EAP). It is an invaluable resource for every individual working in our Trust and accessible to immediate family members too. The service promotes emotional wellbeing and enhances personal effectiveness.

The EAP is a confidential service which offers support, information and guidance on a range of subjects and areas, 24 hours a day, 365 days a year.

Access to Blue Smile

Blue Smile is available to staff members who have an emotional component to their role, and can offer both emotional and strategic support in managing these elements.

Flu Vaccinations

The Trust provides the opportunity for all staff to receive a free flu vaccination each year

Additional Benefits

Pay

We provide automatic service-related pay progression for most grades and an annual cost-of-living salary increase in line with national recommendations.

Pension

As an employee of Staploe Education Trust you are automatically enrolled into membership of the Local Government Pension Scheme.

As well as employee's paying contributions into the scheme (banded, based on earnings level) Staploe Education Trust also pays into the scheme on your behalf, regardless of earnings.

Parking

There is the capacity to park at each of our schools.

Cycle sheds are available in all schools to encourage cycling to work.

Catering

On site catering provision is available at our schools.

Computers & Software

Employees can download Microsoft Office applications at no cost on a limited number of personal devices. Eligible employees also have access to the Trust's One Drive for Business through this arrangement, providing them with 1TB of online storage.

Staff have the opportunity to purchase re-conditioned ICT equipment.

Local Gym Membership

Access to reduced gym membership at the local sports centre.

How to Apply

We are unable to accept CVs. To apply, please complete an online application form by creating a Face-Ed account. Please follow the link on the vacancy page of our website.

Informal enquiries are welcomed and should be directed to Ruchi Sabharwal, email: office@weatheralls.cambs.sch.uk or tel: 01353 720456

If you have any queries regarding the application process please contact the Trust's HR team:
hr@staploeeducationtrust.org.uk

tel: 01353 724100 ext. 1102

The closing date for applications is:

Monday, 19 May 2025 at 10am

Interviews will be held on Thursday, 22 May 2025

