


# Enquire Learning Trust Application Pack

# Year 4 Teacher

## Ref ELTNOV2619

Eastfield Primary Academy,
Margaret Street,
Immingham,
DN40 1LD

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## The Enquire Learning Trust

We are a multi-academy trust currently responsible for 32 academies in four clusters across the North of England; North East Lincolnshire, Hull, Manchester, Teesside and North Yorkshire.

We work in complete collaboration with each of our academies and place a strong emphasis on school-to-school support and learning. Our academies work in collaboration with one another, sharing both their talent and ideas with others, giving employees the opportunity to learn from individuals within our other academies.

We recognise that the most important assets we have are our employees, and for our academies to succeed we need to ensure we employ the very best people in every single role. Our core values and beliefs are consistent throughout all of our academies, and our keys to success are at the heart of everything we do.

Every role across the Trust is valued, appreciated and purposeful. We believe that the outcome of every role across the Trust should improve the education each of our learners receive. Whether teaching, support or leadership, every single role is vital to the success of our academies.

We also recognise that all of our academies are different, and we encourage individuality. Whilst we believe our academies should work together to support best practice and to share ideas, we don't believe that implementing blanket priorities and objectives is pertinent to a successful academy, and we encourage autonomy for academy leaders wherever possible.

## Values

- We believe that all learners can be powerful learners given access to extraordinary learning experiences. We want children and the academies they attend to be confident, successful and ambitious.
- We envisage a Trust where well led, highly skilled and committed professionals collaborate, learn and innovate together to ensure that all academies are successful and where all learners have access to effective and innovative provision that meets their needs and aspirations.
- We want to add value to achievement and raise standards. We also want to change lives. We know this requires our provision and our practice to be world-class – because of the distance we have to travel, we understand that good will not be good enough and that we need to develop a shared appreciation of excellence and then strive to enact this every day.
- We take learning seriously and work together to create a vibrant culture in which this can happen. We know that it's what we do that counts and that our thinking must be visible in

classrooms if it is to have leverage.  Children are at the forefront of all that we do and aspire to do. We take serious steps to engage them, to hear their voice in authentic ways and then to use their insight and expertise to develop radical pedagogies that tap into their passions and interests and use the potential of emergent technologies.

# Eastfield Primary Academy

We are proud to be part of The Enquire Learning Trust and at the heart of the Immingham community.

At Eastfield, we believe that every child deserves the opportunity to shine. We are committed to providing a safe, inclusive and nurturing environment where children are encouraged to be curious, confident and ambitious in their learning.

Our three drivers, **Pride, Collaboration and Understanding**, underpin everything we do. Through high expectations, strong relationships and an engaging curriculum, we support our children to develop the knowledge, skills and attitudes they need to become resilient, independent learners who are well prepared for the next stage of their education.

We are incredibly proud of our Academy and the children, families and staff who make Eastfield such a special place to learn and grow.

# EAP Programme

The Trust offers a plan through Health Assured which provides access to valuable health and wellbeing services.

**Key Features:**

- Unlimited access to 24/7 confidential telephone helpline
- Up to 10 sessions of face to face, telephone and online counselling
- Access to the portal and wisdom app
- Coverage for spouse/partner and dependants
- Medical information line including articles, webinars and podcasts
- Menopause Support access to other resources such as 'Menopause Matters'
- Access to Perks and Discounts
- Online and mobile access, anywhere and anytime
- Self-help guides, mood and wellness trackers

# Year 4 Teacher
## Ref ELTNOV2619

**Working Hours:** Full time
**Salary Scale Range:** Main Pay Scale M1-M6
**Contract Type:** Permanent
**Start Date:** April 2027
**Location:** Eastfield Primary Academy, Margaret Street, Immingham, DN40 1LD

We are seeking to appoint an enthusiastic and practitioner to teach our Year 4 class from April 2027.

**We are looking for someone who has:**

- Commitment to providing the best possible education for every child, every day with the highest expectations for our children.
- A passionate, innovate and hard-working team player, dedicated to developing excellent relationships with children, staff and parents.
- A strong commitment to personal development and their own continued professional improvement.
- Vision, flair and energy.
- Innovative teaching methods and use of ICT.
- A belief in collaboration with both staff and children.

**We can offer:**

- Enthusiastic, motivated and keen children who love learning
- A well-resourced classroom
- Friendly, high skilled and supportive colleagues
- A school you will love working in
- In-school ECT mentoring with experienced colleagues as well as CPD locally and in other Enquire schools in the local area and nationally.
- Membership of Teachers Pension Scheme
- Employee Assistance Programme provided by Health Assured
- Cycle to Work Scheme
- Octopus EV Scheme

You can apply for this position by visiting The Enquire Learning Trust

The closing date for applications is at noon Monday 7th December at noon.

Interviews will be held on Monday 14th December and will involve a teaching task as part of the interview process. If you would like to come and have a look around the school, please contact our Academy Business Manager, Nicola Lucas, n.lucas@eastfieldprimary.co.uk or ring 01469 572455

**DBS/Safeguarding Statement**
The Enquire Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. As this post involves access to children or vulnerable adults, the successful applicant will be required to obtain an **Enhanced Disclosure from the DBS**

**Job Description**

**Post Title:** Class Teacher

**Responsible to:** The Principal

**Job Purpose:**

- To carry out professional duties and to have responsibility for an assigned class.
- To be responsible for the day-to-day work and management of the class and the safety and welfare of the pupils, during on-site and off-site activities.
- To promote the aims and objectives of the school and maintain its philosophy of education

**Generic duties and responsibilities:**
The responsibilities of the post are to be performed in accordance with the provisions of the most up to date edition of the School Teachers' Pay and Conditions document and within the range of teachers' duties set out in that document.

To work within the framework of national legislation, in accordance with the provisions of the School Teachers' Pay and Conditions Document and with the Enquire Learning Trust agreed conditions of employment. The duties & responsibilities common to all classroom teachers.

In addition the post is subjection to compliance with: School and Enquire Learning Trust policies & guidelines; National Standards for Qualified Teachers; SEN Code of Practice.

You are requested to carry out duties of a schoolteacher as set out in the relevant paragraphs of the latest schoolteacher's Pay and Conditions Document.

The post requires you to teach pupils in the primary age range.

The postholder will take full responsibility for a class of children.

**Key Accountabilities:**

- To create and manage a caring, supportive, purposeful and stimulating environment which is conducive to children's learning.
- To plan and prepare lessons in order to deliver the National Curriculum ensuring breadth and balance in all subjects.
- To identify clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.
- To maintain good order and discipline among the pupils, safeguarding their health and safety.
- To organise and manage groups or individual pupils ensuring differentiation of learning needs, reflecting all abilities.
- To plan opportunities to develop the social, emotional and cultural aspects of pupils'

learning.

- To maintain a regular system of monitoring, assessment, record-keeping and reporting of children's progress.
- To prepare appropriate records for the transfer of pupils.
- To ensure effective use of support staff within the classroom, including parent helpers.
- To participate in staff meetings as required.
- Contribute to the development and co-ordination of a particular area of the curriculum.
- To be part of a whole school team, actively involved in decision-making on the preparation and development of policies and programmes of study, teaching materials, resources, methods of teaching and pastoral arrangements.
- To ensure that school policies are reflected in daily practice.
- To communicate and consult with parents over all aspects of their children's education – academic, social and emotional.
- To liaise with outside agencies when appropriate eg. Educational Psychologist.
- To continue professional development, maintaining a portfolio of training undertaken.
- To meet with parents and appropriate agencies, to contribute positively to the education of the children concerned.
- To support the Principal in promoting the ethos of the school.
- To promote the welfare of children and to support the school in safeguarding children though relevant policies and procedures.
- To promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- To recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the Schools Health and Safety policy and any school-specific procedures / rules that apply to this role.

# PERSON SPECIFICATION

## TEACHER MPS

| | Ess | Des | MOA |
|---|---|---|---|
| **KNOWLEDGE/QUALIFICATIONS** | | | |
| Graduate with Qualified Teacher Status | * | | A/C |
| Knowledge of current educational practice and issues | * | | A/I |
| An excellent classroom practitioner | * | | I/R |
| Knowledge of the provisions of national strategies, i.e. Literacy, Numeracy and ICT | * | | A/I |
| Knowledge of all phases of primary education | | * | A/I |
| Effective use of ICT to support learning | | * | A/I |
| The implications of the Code of Practice for Special Educational Needs for teaching and learning | | * | A/I |
| Ant statutory curriculum requirements and the requirements for assessment, recording and reporting of pupils' attainment and progress | * | | A/I |
| Full working knowledge of relevant policies/codes of practice/legislation | | * | A/I |
| Knowledge of the new Professional Teaching Standards | * | | A/I |
| | | | |
| **EXPERIENCE** | | | |
| Ability to teach in the Primary phase | * | | A/I/R |
| | | | |
| **SKILLS** | | | |
| High level of written, oral and communication skills | * | | A/I |
| Ability to communicate effectively orally and in writing to a range of audiences | * | | A/I/R |
| Able to offer expertise in a specific subject or area | | * | A/I/R |
| High level of organisational and planning skills | * | | A/I/R |
| Evidence of sharing in and contributing to the corporate life of the Academy | * | | A/I/R |
| Work effectively as part of a team, relating well to colleagues, pupils and parents | * | | A/I/R |
| Ability to demonstrate a commitment to equality of opportunity for all pupils | * | | A/I |
| Ability to investigate, solve problems and make decisions | * | | A/I/R |
| Management of people and resources | * | | A/I/R |
| | | | |
| **BEHAVIOUR AND OTHER RELATED CHARACTERISTICS** | | | |
| Evidence of continuing professional development | * | | A/I |
| Establish clear expectations and constructive working relationships in your own classroom through team working and mutual support; devolving responsibilities and delegating tasks where appropriate | * | | A/I |
| Commitment to an involvement in extra-curricular activities | * | | A/I |
| Work in ways that promote equality and opportunity, participation, diversity, and responsibility | * | | A/I |
| A commitment to abide by and promote the Equal Opportunities, Health and Safety and Child Protection Policies | * | | A/I |
| The post holder will require an enhanced DBS | * | | C |

**Key: MOD=Method of Assessment, Ess=Essential, Des=Desirable, A=Application,**

**I=Interview and assessment, R=Reference, C=Certificate**

# Contact Details

**Eastfield Primary Academy**
**Margaret Street, Immingham, DN40 1LD**

**Principal: Mrs K Thompson**
**Business Manager: Mrs N Lucas**

**Telephone: 01469 572455**
**Email: n.lucas@eastfieldprimary.co.uk**

*The Enquire Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All ID and qualification checks will be made prior to appointment, as will online searches of candidates (Keeping Children Safe in Education 2023). Any offer of employment will be subject to receipt of a satisfactory Disclosure & Barring Service check and Disqualification by Association Disclosure.*

**DISCLOSURE AND BARRING AND RECRUITMENT CHECKS**

The Trust is legally obligated to process an enhanced Disclosure and Barring Service (DBS) check before making appointments to relevant posts.

The DBS check will reveal both spent and unspent convictions, cautions, reprimands and final warnings, and any other information held by local police that's considered relevant to the role. Any information that is "protected" under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 will not appear on a DBS certificate.

For posts in regulated activity, the DBS check will include a barred list check.

It is an offence to seek employment in regulated activity if you are on a barred list.

We'll use the DBS check to ensure we comply with the Childcare Disqualification Regulations. It is an offence to provide or manage childcare covered by these regulations if you are disqualified.

Any data processed as part of the DBS check will be processed in accordance with data protection regulations and the trusts information governance policy which can be found on the website.

*Please note this post is in regulated activity and exempt from the rehabilitation of Offenders Act 1974 and subject to satisfactory references and an enhanced DBS criminal records and barred list check for work with children. An online search may be undertaken as part of the recruitment process on information available in the public domain. Candidates should disclose anything that may be relevant in line with Keeping Children Safe in Education.*

Any job offer will be conditional on the satisfactory completion of the necessary pre-employment checks. Only applicants who have been shortlisted will be asked for a self-declaration of their criminal record or information that would make them unsuitable for the position. Any convictions that are self-disclosed or listed on a DBS check will be considered on a case-by-case basis.

*All* documentation will be treated confidentially and processed in accordance with Data Protection regulations.