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ENQUIRE LEARNING TRUST APPLICATION PACK

TEACHER

REF Number: ELTNOV2624

Springwood Crescent, Scartho, Grimsby, DN33 3HG











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Welcome from the CEO...



Welcome to the Enquire Learning Trust. It is a privilege to lead a community of schools united by a shared commitment to excellence, equity, and opportunity. At Enquire, we believe in the power of education to transform lives—and we are proud to work alongside passionate professionals, dedicated governors, and engaged families to make that belief a reality every day.

Darren Holmes - Chief Executive Officer

Based in Wakefield, the Enquire Learning Trust operates 32 primary schools across the north of England. Each of these schools works collaboratively to ensure that all pupils receive the very best start to their education. We know that by working together, we can achieve more than any school could alone.

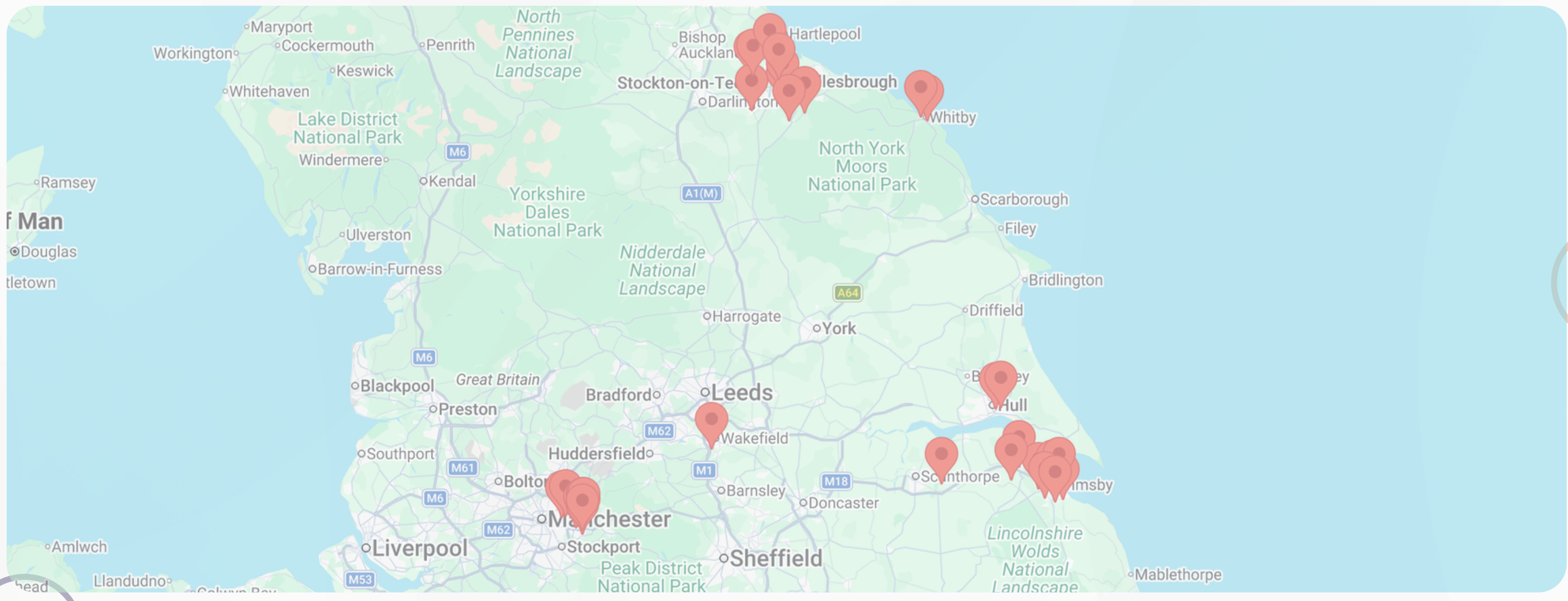
At the heart of our work is a deep sense of botheredness—a commitment to going the extra mile to secure the best outcomes for our pupils, colleagues, and communities. This ethos shapes a culture where care, ambition, and excellence are central to everything we do.

We are relentless in our pursuit of quality, believing that continual improvement is essential to delivering the highest standards in education. Through reflective practice, innovation, and collaboration, we ensure that our schools are always evolving to meet the needs of every learner.

Our people are our greatest strength. We are committed to recruiting, developing, and retaining exceptional staff, and we recognise the vital contribution of every member of our workforce. From classroom to leadership, every role is valued and supported.
Strong, values-led leadership and committed governance provide the foundation for our success. Together, they create the conditions for sustained excellence and empower our schools to flourish.

We also know that education is most powerful when it is a shared endeavour. That's why we actively engage with parents and carers, building meaningful partnerships that support children's learning and wellbeing.

At Enquire, we strive to exceed expectations - because our children deserve nothing less.



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OUR VALUES AND AMBITION

At Enquire Learning Trust, everything we do is driven by a clear and unwavering purpose: children come first. Across our academies, excellence is not just encouraged—it's expected. We foster a culture where curiosity, reflection, innovation, and discipline are the cornerstones of powerful learning.

We believe every child has the potential to be a powerful learner. And we're deeply committed—extraordinarily bothered, in fact—about making that belief a reality.

OUR CORE VALUES

- **Our Purpose** – Children always come first.
- **Our Ethos –** We champion quality, curiosity, reflection, innovation, and discipline.
- **Our Mindset** – We act with intelligent urgency, embrace learning as essential, and care deeply about outcomes.
- **Our Commitment –** We pursue excellence with relentless determination.
- **Our Culture –** We are united in strength, yet always mindful of our collective responsibility—only as strong as our weakest link.

OUR VISION

Our vision is underpinned by bold, transformative ideas that guide our work and inspire our people:

- Total Quality – Excellence is embedded in every aspect of our Trust.
- Diversity, Inclusion & Equity – We ensure fairness and unlock potential for all.
- Professional Development – We invest in lifelong learning for individuals, teams, and the organisation.
- Technological Excellence – We embrace digital innovation to enhance learning.
- Nurturing Talent – We build meaningful careers and develop future leaders.
- Collaborative Advantage – We harness the collective strength of our Trust to drive improvement.
- Responsible Innovation – We tackle challenges with creativity and courage.
- Botheredness – We go above and beyond for our pupils and colleagues.
- Belonging – We cultivate strong, supportive relationships across our communities.
- Empowering Every Child – We ensure every learner has the opportunity to succeed

ROOTED IN COMMUNITY, COMMITTED TO IMPACT

Our academies are more than schools—they are pillars of their communities. Each one is unique, shaped by its local context and strengthened by deep-rooted partnerships. We actively involve parents and community members in our governance, with representation on our Trust Board and Academy Improvement Committees.

Together, we are building a future where every child is empowered to thrive—and every community is proud to be part of our journey.









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Springfield Primary Academy

At Springfield Primary Academy our vision is to:-

- Promote respect for all through positive example
- Recognise and value everyone as an individual
- Grow, develop and learn within a safe and secure environment
- Provide experiences and opportunities for all to reach their full potential
- Create a stimulating and exciting learning environment
- Have professional relationships with everyone; to be a welcoming community
- Strive for the best through rigorous self-evaluation
- Celebrate everyone's achievements
- Engender an enthusiasm for learning and a sense of awe and wonder of the world that we live in

At Springfield Primary Academy we recognise and value everyone as an individual. We are a supportive, inclusive learning community, committed to challenging and supporting each person in order for them to reach their full potential.

Our highly ambitious vision for an excellent education for all pupils, underpinned by our key drivers of 'Care, Collaboration and Challenge', is at the heart of all that we do. We value diversity and promote a culture of respect and understanding, in order to develop independence and life skills, so that everyone is equipped to make a positive contribution to our school and the wider community.

Our ambition is that our children develop a thirst for learning achieved through our carefully sequenced curriculum. Learning at Springfield is fun but purposeful with an emphasis on deepening and broadening understanding, through exciting and vibrant experiences, both in and outside of our classrooms.

Children leave our Academy with a sense of belonging, confidence in themselves and their abilities; the capability to adapt to the rich diversity of Britain today; the aptitude to continue their education successfully; the ability to talk eloquently and with confidence and an inherent kindness for others, their local community and the world in its entirety.

Job Advert

Teacher (Year 5)

Starting Date - 04/01/27 or as soon as possible.
Working Hours: 23.5 hours per week (2 full days and 3 mornings)
Salary Scale Range: MS 1 - 6
Contract Type: Fixed Term to 28/05/27
Location: Springfield Primary Academy, Springwood Crescent, Scartho, Grimsby, DN33 3HG

About us:
Springfield is a great place to work, every member of staff is valued and puts the interests of the children first, always. As part of the Enquire Learning Trust, we enjoy the benefits of being part of a forward thinking and innovative community of 32 schools. We are lucky to benefit from a wealth of CPD opportunities as well as having the opportunity to engage with fellow professionals who share our passion and commitment to children's learning.

About the role:
The Year 5 Teacher will be responsible for providing high-quality teaching and learning for pupils within a Year 5 class, ensuring that all children are supported and challenged to achieve their full potential. The successful candidate will work closely with the other year 5/6 teachers, teaching assistants and the wider school team to provide a positive, inclusive and engaging learning environment. They will build positive and professional relationships with parents and carers and contribute fully to the wider life of the school to support whole-school priorities.

What we are looking for:

- **Have high expectations for all pupils and a strong commitment to helping every child achieve their potential.**
- **Be enthusiastic, positive and passionate about teaching and learning.**
- **Establish strong relationships with pupils, colleagues, parents and carers.**
- **Create a calm, purposeful and inclusive classroom environment with consistently high standards of behaviour.**
- **Be a collaborative team player who contributes ideas and works effectively as part of the Year 56 team.**
- **Be reflective, adaptable and committed to continually improving their practice.**
- **Demonstrate a strong commitment to safeguarding, inclusion and pupils' personal development.**
- **Contribute positively to the ethos and wider life of the school.**

What we can offer:

- Membership of Teachers Pension
- Opportunities for development and progression
- Employee Assistance Programme provided by Health Assured
- Cycle to Work Scheme
- Octopus EV Scheme
- Lifestyle savings

Working arrangements:
Full days - Wednesday and Fridays and Mornings - Monday, Tuesday and Thursday

For more information please contact Mrs Storr, Principal on 01472 230260 or office@springfieldacademy.net
Visits to school are welcome please contact the school office on 01472 230260.
How to apply - You can apply for this position by visiting The Enquire Learning Trust
Closing date and time: Friday 4th December 12 Noon
Interview Date: Wednesday 9th December
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.

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JOB DESCRIPTION

Post Title: Class teacher

Teaching Standards

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

Accountability

Teachers are accountable for the standards and achievement within the class/ability groups and co-ordinating or managing the work of support staff

All teachers are subject to the conditions of employment set out annually in the School Teachers' Pay and Conditions Document. These detail the professional and particular duties required of teachers, together with requirements for management time, working time, guaranteed planning and preparation time. The school complies with these requirements in order to make reasonable demands of teachers.

A Teacher Must:

Set High Expectations which Inspire, Motivate & Challenge Pupils:

Establish a safe and stimulating environment for pupils, rooted in mutual respect.

Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.

Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

Promote Good Progress & Outcomes by Pupils:

Be accountable for pupils' attainment, progress and outcomes.

Plan teaching to build on pupils' capabilities and prior knowledge.

Guide pupils to reflect on the progress they have made and their emerging needs.

Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching.

Encourage pupils to take a responsible and conscientious attitude to their own work and study.

Demonstrate Good Subject & Curriculum Knowledge

Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings

Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship

Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of Standard English, whatever the teacher's specialist subject

If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics

If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

Plan & Teach Well Structured Lessons

Impart knowledge and develop understanding through effective use of lesson time

Promote a love of learning and children's intellectual curiosity

Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired

Reflect systematically on the effectiveness of lessons and approaches to teaching

Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

Adapt Teaching to Respond to the Strengths & Needs of All Pupils

Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively

continued

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Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these

Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development

Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

Make Accurate & Productive Use of Assessment

Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements

Make use of formative and summative assessment to secure pupils' progress

Use relevant data to monitor progress, set targets, and plan subsequent lessons

Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

Manage Behaviour Effectively To Ensure a Good & Safe Learning Environment

Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy

Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly

Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them

Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

Fulfil Wider Professional Responsibilities

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

Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support

Deploy support staff effectively

Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues

Communicate effectively with parents with regard to pupils' achievements and well-being.

Personal & Professional Conduct

A teacher is expected to demonstrate consistently high standards of personal and professional conduct.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position

Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions

Showing tolerance of and respect for the rights of others

Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs

Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.

Teachers must have an understanding of, and always act within, the statutory frameworks, which set out their professional duties and responsibilities.

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Person Specification

	Essential	Desirable	Evidence
Qualifications	Qualified Teacher Status Degree	Continued Professional Development	Application Form Interview
Experience	Proven ability as a good or outstanding practitioner or the capability to become outstanding	Key Stage 2 teaching experience	Application Form Interview
Professional Knowledge, Understanding and Skills	Understand what constitutes good and outstanding teaching and learning The ability to plan clearly differentiated sequences of lessons, which meet the needs of all learners An understanding of how to develop excellent relationships with children so that they feel safe when being challenged Having the very highest of expectations of children Understand the concept of 'beautiful work'	Able to develop and promote independent learning in the classroom The understanding of how to create an outstanding learning environment within the classroom and around the school in order to support and extend learning	Application Form Interview Lesson Observation
Curriculum	Excellent subject knowledge across the curriculum Able to use AFL techniques confidently in all subjects in the curriculum.	An understanding of how to use all areas of the curriculum to improve learning in maths, reading and writing	Application Form Interview Lesson Observation
Professional Values	High expectations of yourself, other members of staff and children Reflective practitioner willing and able to develop own teaching and to contribute to our professional learning community A commitment to the personal welfare and safeguarding of children	Willing to help provide extra-curricular activities and first hand learning experiences	Application Form Interview References
Personal Qualities	Total commitment to and an enthusiasm for teaching and learning Reflective and forward thinking with the ambition to become the very best teacher possible A believer in teamwork A well organised teacher, who is able to prioritise Ability to communicate effectively at all levels	Ability to lead others in the delivery of the curriculum A willingness to collaborate both within and beyond the school to improve the quality of provision	Letter of application Interview Reference.

Contact Details:

Springfield Primary Academy
Springwood Crescent, Scartho, Grimsby, DN33 3HG

Principal: Mrs T Storr

Telephone: 01472 230260
Email: office@springfieldacademy.net

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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

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WHY JOIN US?

We believe that our people are our greatest asset. That's why we offer a range of benefits designed to support your wellbeing, finances, and work-life balance.

HEALTH AND WELLBEING

Health Assured Employee Assistance Programme

All employees have access to Health Assured, a confidential support service providing:

- 24-hour wellbeing, information and counselling helpline
- Access to a dedicated wellbeing app
- Legal and financial information
- Mental health and wellbeing support
- Online resources, videos and tools

Whether you need practical advice or emotional support, help is available whenever you need it.

FINANCIAL BENEFITS

Cycle to Work Scheme

Our Cycle to Work Scheme helps colleagues save money on bicycles and accessories while promoting a healthier and more sustainable commute.

Octopus Electric Vehicle Scheme

Through our partnership with Octopus Electric Vehicles, employees can access electric car leasing through a salary sacrifice arrangement, making the switch to greener travel more affordable.

Wills and Benefits Service

Employees can access specialist services and advice to help with future planning and provide peace of mind for themselves and their families.

LIFESTYLE BENEFITS

Tastecard Membership

Enjoy access to Tastecard at a discounted rate, offering savings on:

- Restaurants and dining out
- Cinema tickets
- Days out and attractions
- Travel and leisure activities

EMPLOYEE DISCOUNTS

Benefit from access to a wide range of discounts on everyday spending, including:

- Shopping and retail
- Technology and electronics
- Supermarkets
- Travel and holidays
- Leisure and entertainment

WORKING TOGETHER

We are committed to creating a positive, supportive workplace where colleagues can thrive professionally and personally. Our benefits package is designed to help you look after your wellbeing, save money, and enjoy a healthy work-life balance while making a difference to the children and communities we serve.
Supporting our people, so they can support others.