



Enquire Learning Trust Application Pack

Reference: ELTMAY2622

Teacher

Southcoates Primary Academy



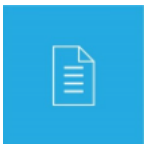
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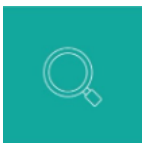
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1. The Enquire Learning Trust Visions, Values and Mission

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 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 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.



2. Academy Information

School Context and Background

Children have been learning at our school for over 100 years and Southcoates is part of the history of our community. We are proud of our history but look to the future and the part our pupils will play in it. Since joining the Enquire Learning Trust and becoming an academy in 2014 we have been able to focus on this more sharply – we want the very best for every child that enters our doors. We want to ensure they are prepared for the next step in their education and the world of work.

Southcoates Academy has high aspirations and expectations for every child, at the same time we maintain a caring family orientated culture. We work hard to meet the needs of all children. This is done by providing a calm, orderly environment in which every child is respected and valued.

We aim to help each child experience success and to reach their full potential by providing the highest standard of education and care. Our academy adopts a 'whole academy approach' to special educational needs. All staff work to ensure inclusion of all pupils. The academy is committed to ensuring that pupils with special educational needs can fulfil their potential and achieve optimal educational outcomes.

Vision Statement

Southcoates Primary Academy: Supportive, Positive, Achieving

At Southcoates Primary Academy, we deliver a bespoke curriculum that provides tailored opportunities and experiences, developing curious minds and a passion for learning.

Our immersive and thought-provoking curriculum is delivered in a safe and supportive environment which encourages every child to flourish and strive for excellence.

A collaborative approach to learning ensures that school is a nurturing place of enjoyment. Our school community work together to empower children to develop excellent learning behaviours for life.

Ofsted

Our Academy's last Ofsted inspection/report (March 2023) validated a 'Good' outcome and acknowledged that 'leaders have implemented an ambitious curriculum' and 'teachers use assessment effectively'. The Ofsted report also endorsed that: 'Pupils are proud to attend Southcoates Primary Academy, 'Staff have high expectations of pupils', 'Pupils feel safe in school and behave well in lessons and around school', 'The school works in partnership with parents and carers to the benefit of pupils in their development and learning' and 'Classrooms are calm environments that enable pupils, including those with special educational needs and/or disabilities, to concentrate and learn'.

Curriculum Organisation and Intent

At Southcoates Primary Academy, we have devised the SPA Curriculum: a knowledge-based curriculum in line with the knowledge promoted in the National Curriculum (both declarative and procedural). We have chosen to deliver this knowledge through a whole school themed approach: All children from the Early Years through to Y6 study the same theme, with the knowledge taught being appropriate to their age group. Each phase has their own focus within each whole school theme, as outlined in the Long-Term Plan.

The curriculum reflects the requirements of the National Curriculum. In addition to this, we have built the SPA Curriculum around the key themes (Safe Behaviours / Positive Role Models / Awareness of the World), that we feel hold a great importance for the children of Southcoates.

Safeguarding

At Southcoates Primary Academy, ensuring the safety of children is paramount.

We do this by:

- providing a safe environment in which the children can learn
- listening to what children tell us
- identifying children who are suffering or likely to suffer significant harm and taking appropriate action with the aim of making sure that they are kept safe both at home and in the education setting.

To achieve this objective, we:

- identify instances where there are grounds for concern about a child's welfare and initiate or take appropriate action to keep them safe.
- contribute to effective partnership working between all those involved in providing services for our children.
- aim to prevent unsuitable people from working with children.
- promote safe practice and challenge any poor or unsafe practice.

3. 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

4. Job Advert

Class Teacher

- Application deadline:** **Monday 8 June 2026 at 12.00 noon**
(although we reserve the right to close the advert earlier should sufficient suitable applications be received).
- Start Date:** **1 September 2026**
- Pay Range:** **Teacher Main Scale: M1 to M6**
(Applications from ECT's are welcome)
Full Time (1.0 FTE)
Fixed-Term contract until 31 August 2027

Southcoates Primary Academy are looking for a motivated, enthusiastic, and organised individual to join our team of staff from 1 September 2026.

Our academy is a 1.5-form entry school, and we currently have 331 pupils on roll; this includes 39 FTE place Nursery provision for 2-, 3- and 4-year-olds. As part of The Enquire Learning Trust, we work collaboratively with other academies and share best practice to enhance provision and transform the culture of learning and teaching.

The staff and Academy Improvement Committee are committed to ensuring that the children enjoy their learning, feel safe and are well cared for within an environment of mutual respect, where the views and opinions of the whole school community are valued.

About the role

We are looking for a motivated, enthusiastic and organised individual to join our teaching team and school community at Southcoates Primary Academy. As a member of the Enquire Learning Trust, one of the country's most successful primary-only Multi Academy Trusts, you'll have access to a dynamic network of schools committed to continuous improvement and innovation. This environment provides opportunities for high-quality professional development, supporting your ongoing journey as a senior leader and enabling you to make a substantial difference in education.

What we are looking for

This is an exciting opportunity for the right person with the following qualities:

- Passionate about education and learning
- High expectations of all pupils and staff and be committed to raising standards
- Motivated, enthusiastic and a supportive team player
- Outstanding in their classroom support promoting self-esteem, inclusion, and independence
- Excellent interpersonal, collaborative, written and numeracy skills
- Understanding and conducting all activities in accordance with the Trust's policies and relevant legislation, including Safeguarding and General Data Protection Regulations
- Flexible, committed and has the desire to participate fully in the life of our school.

What we can offer

We can offer you the opportunity to:

- **Collaborate with Exceptional Leaders:** Work closely with outstanding leaders from other schools within the Enquire Learning Trust, benefiting from shared expertise and contributing to a network committed to educational advancement.

- **Access tailored Professional Development:** Take part in professional and career development opportunities, including ongoing leadership growth, customised to support your personal and professional aspirations.
- **Work with an Exceptional Community:** Enjoy working with our children, families, and wider community, to improve outcomes for all.
- **Cycle to Work Scheme**
- **Lifestyle savings**

The closing date for completed applications is **Monday 8 June 2026 at 12.00 noon**; however, we reserve the right to close the advert earlier should sufficient suitable applications be received.

Shortlisting will take place during the week commencing 8 June 2026.

Interviews will be held on Thursday 18 June 2026 and will involve a teaching task and an interview with the School Council.

Visits to the academy are encouraged. To arrange a visit or a telephone conversation about the role, please contact:

Mr Thomas Libera, Principal (Tel: 01482 701407).

How to apply

You can apply for this position by visiting [The Enquire Learning Trust](#)

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**.

5. Job Description



Job Description	
Job Title:	Class Teacher
Location:	Southcoates Primary Academy
Salary Range:	Teacher Main Scale 1 to 6
Responsible to:	Principal

The Trust and Southcoates Primary Academy have a strong commitment to developing a positive culture of high standards, expectations, achievements and meeting individual pupil needs and aspirations.

Southcoates Primary Academy's contribution to pupils and community development will be pivotal in achieving The Enquire Learning Trust's ambitious objectives in increasing social inclusion within the Multi-Academy Trust.

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 academy 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.

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 academy.

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; and
- 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.

6. Person Specification

PERSON SPECIFICATION

You will need to be:

Someone who is passionate about all aspects of childcare and education, and able to bring new ideas to the role.

You will need to have a caring and dynamic approach, as well as an ability to lead and motivate staff.

Attribute	Essential	How it will be identified	Desirable	How it will be identified
Qualifications	<ul style="list-style-type: none"> Degree or relevant qualification and experience Qualified Teacher Status Related academic qualifications which show high standards of candidate's maths and English 	A	<ul style="list-style-type: none"> Evidence of continued professional development 	A
Experience	<ul style="list-style-type: none"> Successful teaching within the primary age range Evidence of good or outstanding teaching which impacts on children's progress 	A I R T	<ul style="list-style-type: none"> Supporting learners with SEN Working with parents / carers and multi agencies Working with learners from a variety of social and cultural backgrounds. 	A I R T
Knowledge and understanding	<ul style="list-style-type: none"> The requirements of the National Standards for teachers Monitoring, assessment, recording and reporting learners' progress A secure understanding of assessment for learning strategies in order to impact positively on children's progress Safeguarding practices National Curriculum in KS1 and KS2 An understanding of how to use all areas of the curriculum to improve learning in maths, reading and writing. 	A I R	<ul style="list-style-type: none"> 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. 	A I

Attribute	Essential	How it will be identified	Desirable	How it will be identified
Skills and abilities	<ul style="list-style-type: none"> • Be able to fulfil the wide role of class teacher, as described in the job description • Actively promote the school's values, aims and objectives • Develop good professional relationships within and across teams. • Establish effective relationships with learners, parents/carers and the school community • Effectively manage challenging behaviour • Demonstrate good computing skills • Demonstrate excellent literacy / numeracy skills • Lead and manage support staff to ensure effective learning • Reflect upon and adapt practice • Ability to manage change and be adaptable 	A I R T	<ul style="list-style-type: none"> • Make an additional contribution to extra-curricular activities. 	A I R
Personal characteristics	<ul style="list-style-type: none"> • Excellent interpersonal, oral and written communication skills • Professionalism • Ability to nurture the whole child • Approachability and sensitivity • Excellent organisational skills • Honesty, reliability, and confidentiality • Flexibility, enthusiasm, resilience and drive • Ability to inspire, engage and motivate all learners to reach their full potential • To accept and act upon advice and feedback • A commitment to further professional development and training 	A I R T	<ul style="list-style-type: none"> • Creative and dynamic approaches 	I R T
A = application I = interview R = reference T = task				

Contact details:

**Southcoates Primary Academy
Southcoates Lane
HULL
HU9 3TW**

Principal: Mr T A Libera

Telephone: 01482 701407

Email: admin@southcoates.hull.sch.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.