



**Inspire, Transform, Together**



## **RECRUITMENT PACK**

**Class Teacher**  
**Three Legged Cross First and Nursery School**





# Welcome to The Heath Academy Trust

## and thank you for your interest in joining us.

The Trust is a collaborative group of six primary and first schools, providing inspiring education for pupils from nursery to 11 years in East Dorset. We aim to ensure excellent learning outcomes for our pupils within a framework of strong collaboration and robust school to school support.

### **This recruitment pack includes:**

#### **Our School**

A brief outline of who we are and what we do. To find out more about us, visit our school website: <https://www.3lxschool.com>

#### **Job Advert and How to Apply**

Please ensure that you complete the online application form via the link on Dorset for You, providing email and telephone contact details for all referees. CVs will not be accepted or considered.

#### **Job Description and Person Specification**

The job description and person specification will provide you with a clear idea of the role you are applying for. When completing your application, we ask that you relate your experience and skills to these documents to demonstrate your suitability for the role.

#### **The Trust's Vision Statement and Values**

We would like to take this opportunity to share our visions and values with you. To find out more about the Trust, please visit our website: <https://heathacademytrust.wordpress.com>

### **General Information**

#### **Equal Opportunities**

The Heath Academy Trust and Three Legged Cross First and Nursery School are committed to equal opportunities and an Equal Opportunities Monitoring Form is included as part of the application form.

#### **Safeguarding**

The Heath Academy Trust and Three Legged Cross First and Nursery School are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to have an enhanced security check performed by the Disclosure & Barring Service in line with the Government's safer recruitment guidelines and will be offered the position subject to this and satisfactory references.

#### **Visits to the School**

Visits to the school are warmly welcomed and encouraged. Please contact our school office on **01202 822460** to arrange your visit or to discuss the post further.



# Three Legged Cross First and Nursery School

**“Learning, Perseverance and Manners”**

Three Legged Cross First and Nursery School is a small, friendly village school for children from 2 to 9 years, situated between West Moors and Verwood. Our school has the benefit of large ground with a number of field areas and playgrounds, along with a dedicated forest area and pond.

Our school has a family feel with small classes (our published admission number is 20), and a focus on high achievement within an ethos of “learning, perseverance and manners”.

Active learning for the future is promoted using high quality resources to bring learning to life. Our children use the benefits of technology to support their learning in our Apple Mac library area. Weekly forest learning sessions, with our qualified Forest School Leader, reinforce our commitment to good manners and the application of learnt skills in the outdoor environment. Maths mastery is taught through concrete, pictorial and abstract approaches, backed up with high quality text books to ensure embedded learning.

The staff and children promote these values through our school vision:

**Learning, Perseverance and Manners**



# Job Advert

Job Title:	<b>Class Teacher</b>
School Name:	Three Legged Cross First and Nursery School
Location:	Church Road, Three Legged Cross, Wimborne, Dorset, BH21 6RF
Contract Type:	Full Time – Fixed Term to 31-Aug-2026
Salary Range:	Teachers Main Scale – M1 to M3
Pension:	Teachers' Pension Scheme
Contact:	Justine Horn – Head Teacher E: <a href="mailto:office@3lxschool.com">office@3lxschool.com</a> T: 01202 822460
Closing Date:	<b>Monday 19 May 2025</b>
Interview Date:	Thursday 22 May 2025
Start Date:	1 September 2025

**The Heath Academy Trust** and **Three Legged Cross First and Nursery School** are seeking to appoint an **inspiring Teacher** for September 2025 who is committed to providing the best quality learning experience for our children in a personalised and exciting way. We need enthusiastic, skilled, and motivated teachers to join our professional learning focused team. The successful applicant must want to play a full part in the life of the school, enjoy working as part of a friendly and dedicated team and have the drive and aspiration to want to improve further.

The successful candidate must have high expectations of children's learning and behaviour and should be enthusiastic, energetic and an excellent learner. We need a creative team member to complement our staff and support our pupils with their learning, wider development and achievement. The year group is negotiable, but you must be committed to teaching throughout the school age range and putting the needs of our children first in all aspects of the role.

Applications from Early Career Teachers are encouraged.

We are committed to ongoing improvement and provide continuous support for our staff with high quality CPD. The successful candidate will understand the importance of whole school continuity and progression across all areas of our provision.

Further details about this role can be found on the job description and person specification included in this recruitment pack and more information about the school can be found on our website: [www.3lxschool.com](http://www.3lxschool.com). Visits to the school are warmly welcomed and encouraged. Please contact our school office on 01202 822460 to arrange your visit or discuss the post further.

In line with Keeping Children Safe in Education, all applications must be completed via the online application form. CVs will not be accepted or considered. References will be sought for all candidates who accept the invitation to interview. Please ensure referees are able to provide a full reference rather than a standard statement of employment time. You should provide the email and telephone contact details for all referees – thank you.

The Heath Academy Trust are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants. As part of the safer recruitment check, online searches will be conducted for all shortlisted candidates. The search will be purely based on whether an individual is suitable to work with children. All aspects of social media and internet searches will be conducted. As care must be taken to avoid unconscious bias and any risk of discrimination, a person who will not be on the appointment panel will conduct the searches and will only share information if and when findings are relevant and of concern. This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). This means that certain convictions and cautions are considered 'protected' and do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website: <https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>

# Job Description

Job Title:	Class Teacher
School Name:	Three Legged Cross First and Nursery School
Reporting To:	Head Teacher
Contract Type:	Full Time – Fixed Term to 31-Aug-2026
Salary Range:	Teachers Main Scale – M1 to M3

## The Class Teacher will:

- teach high quality effective series of lessons so all pupils make good progress;
- achieve the highest possible standards in work and conduct;
- maintain the positive ethos and core values of the school with honesty and integrity;
- ensure that the current national conditions of employment for school teachers are met.

## Main Duties & Responsibilities:

### The Class Teacher will:

- be accountable for pupils' attainment, progress, and outcomes;
- demonstrate knowledge and understanding of how children learn;
- have a secure knowledge of the foundation stage and primary age curriculum and the teaching of early reading, including phonics and mathematical fluency;
- set goals that stretch and challenge pupils of all backgrounds, abilities, and dispositions;
- know when and how to personalise learning appropriately, using approaches which enable high quality learning for all;
- have a clear understanding of how to meet the needs of vulnerable learners, including those with special educational needs;
- provide a stimulating classroom environment to foster a love of learning;
- keep appropriate and efficient records, integrating formative and summative assessment into weekly and termly planning;
- demonstrate attention to detail and the ability to maximise all learning opportunities;
- communicate effectively with parents on the development, progress, and attainment of pupils;
- have high expectations for learning attitudes and behaviour, in accordance with the school's behaviour policy;
- deploy support staff effectively;
- take responsibility for improving teaching through appropriate professional development and appraisal;
- make a positive contribution to the wider life and ethos of the school;
- have strong subject knowledge and, if appropriate, co-ordinate a curriculum area across the school;
- implement agreed school policies and guidelines.

## Other Requirements:

- understand and follow the requirements of Keeping Children Safe in Education and Working Together to Safeguard Children;
- provide full details of all education, work and any breaks in order to comply with safer recruitment requirements;
- be able to work to deadlines and manage difficult situations effectively.

## Additional Duties:

The postholder will be required to carry out any other reasonable duties required over and above those listed above, in order to promote the ethos and profile of the school and ensure the wellbeing of its children and staff.

# Person Specification

<b>Job Title:</b>	<b>Class Teacher</b>
<b>School Name:</b>	Three Legged Cross First and Nursery School
<b>Reporting To:</b>	Head Teacher
<b>Contract Type:</b>	Full Time – Fixed Term to 31-Aug-2026
<b>Salary Range:</b>	Teachers Main Scale – M1 to M3

Criteria	Essential	Desirable	How Identified
Education/Qualifications			
5 GCSEs including English, mathematics and science at grade C or above	✓		Application form & interview
2:1 first degree	✓		
Qualified Teacher Status	✓		
Evidence of continuous INSET and commitment to further professional development		✓	
Experience			
Teaching across the first school age range	✓		Application form & interview
Recent formal teaching observations demonstrating at least ‘good’	✓		
Recent formal teaching observations demonstrating outstanding		✓	
Recently working in a state maintained community school		✓	
Professional Skills & Knowledge			
Statutory Foundation Stage and National Curriculum requirements at the appropriate key stage	✓		Application form & interview
The teaching and learning of early reading, phonics and grammar, punctuation and spelling learning		✓	
The teaching and learning of key mathematical skills and fluency.		✓	
The monitoring, assessment, recording and reporting of pupils’ progress		✓	
The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection		✓	
Commitment to inclusive high quality education for all pupils	✓		
Use ICT (Apple Mac equipment provided by our school) to manage assessment; target setting; progress data and everyday teaching and learning		✓	
Implement and adhere to the school code of conduct, Keeping Children Safe in Education and Working Together to Safeguard Children	✓		
Communicate effectively (both orally and in writing) to a variety of audiences	✓		
Establish and develop close relationships with parents, local school committee members and the community	✓		
Ability to teach to a high standard across the 2 to 9 age range	✓		
Personal Qualities			
Approachable and empathetic	✓		Application form, references & interview
Committed to being part of an effective team	✓		
Responsible, resourceful and patient	✓		
Punctual with good attendance	✓		
Enthusiastic and creative	✓		
Organised but flexible and adaptable to changing circumstances	✓		

# Our Vision Statement and Values

## Who We Are

On 1 December 2015, six schools in East Dorset formally joined together to create The Heath Academy Trust providing education for pupils from nursery up to the age of 11 in East Dorset. These successful schools had worked collaboratively for several years and combined in order to capitalise on the benefits of being in a multi-academy trust in enhancing the learning experience for all pupils. The schools within the Trust are committed to improving teaching and learning.

The six schools are:

St Ives Primary and Nursery School

St James' CE First Schools and Nursery, Alderholt

St Mary's CE First School and Nursery, West Moors

Oakhurst Community First and Nursery School, West Moors

Sixpenny Handley First School and Nursery

Three Legged Cross First and Nursery School

## Our Vision Statement

The Trust aims to provide a high quality, inclusive and effective learning environment producing an excellent performance from our children, and to engender a love of learning and a passion for excellence in all areas of school life. We will define a culture of high aspiration, to champion equality for all children and support clear lines of accountability, underpinned by strong, tailored school improvement and management systems within a professional learning environment.

## Our Values

- Inspire
- Transform
- Together

