

WORKING WITH US



A Message From The Headmaster

I am delighted that you are taking the time to find out more about joining The Croft family.

Here at The Croft we value personal qualities as well as the ability to uphold academic excellence. We are looking for someone with enthusiasm and energy, someone who can inspire, motivate, develop and innovate.

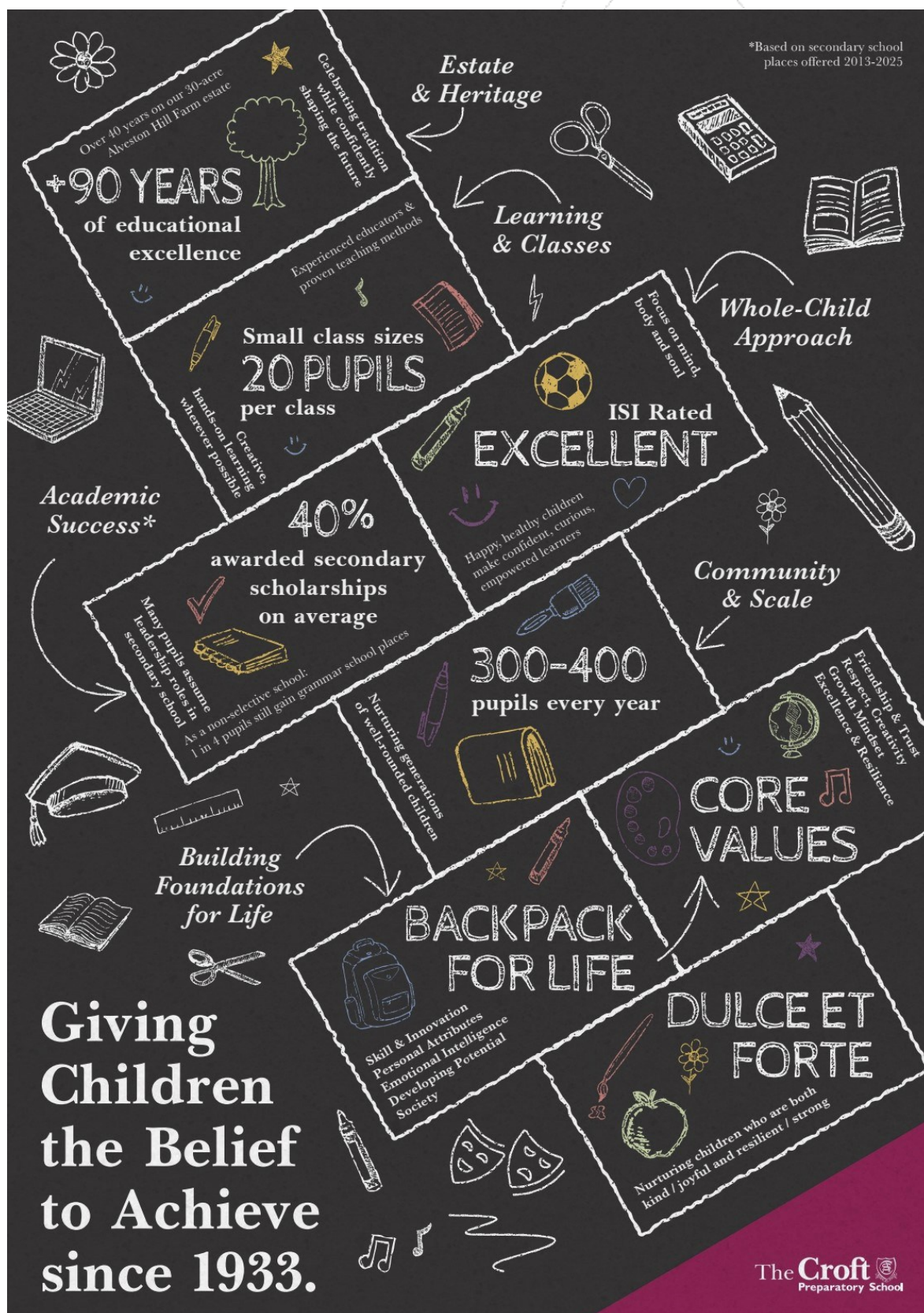
We believe that The Croft is a special place, where children's minds are engaged, their curiosity encouraged, their imagination ignited and their lives enhanced. If you believe that you could embrace the ethos of this traditional, but forward thinking, family school and play a part in moving it on to even greater things, then we would like to meet you.

This pack can only give you a glimpse of our wonderful school; however I hope it conveys the exciting opportunities offered.

Applicants must be prepared to undergo appropriate KCSiE screening. See our Safer Recruitment Policy for full details

[Documents & Policies - The Croft Preparatory School](#)

Our School at a Glance



Rooted in Warwickshire, Ready for the World

A community where identity, values and learning come together. A place where every child is nurtured, challenged and inspired to thrive in a world that looks very different from today. We are Dulce et Forte – sweet and strong – and we live our purpose every single day.

WHO we are

Our identity is worn with pride, stitched into the very fabric of our school. On the left-hand side of our blazer, close to our heart, rests our shield – a symbol of belonging, courage and tradition. We are Dulce et Forte – sweet and strong. Together, as a collective, we embody resilience, kindness and the courage to embrace challenges. Our community is more than a school; it is a home for growth, a sanctuary for learning and a shared space where every individual matters.

WHAT we value

Our six core values guide everything we do, shaping our choices, actions and interactions:

- **Friendship and Trust:** We are trustworthy and honest, building strong, lasting friendships.
- **Respect:** We are kind and considerate to everyone and care for our school and environment.
- **Creativity:** We use our imagination to solve problems in new and exciting ways.
- **Growth Mindset:** We believe talents and abilities can be developed through effort, perseverance and learning from mistakes.
- **Excellence:** We always give our very best, striving for excellence in everything we do.
- **Resilience:** We stay positive when challenges arise and never give up.

These values are not just words; they are lived daily in classrooms, playgrounds and beyond. They shape our community, guide our moral conduct and are celebrated in every achievement, big or small.

HOW we learn

Learning at The Croft goes beyond textbooks. Through **Backpack for Life**, we equip every child with the knowledge, skills and character to thrive in a world that looks very different from today. Curiosity, adaptability, empathy and resilience are carried forward alongside academic excellence, ensuring that our pupils are prepared not just for exams, but for life – for opportunities and challenges yet to come.



We expect all our staff to share and support our ethos

This revolutionary curriculum centres around the development of skills within five key areas - 'Pockets'. Over time, pupils will fill these pockets with the necessary tools for any challenge they may encounter, taking the Backpack with them as they navigate their educational journey at The Croft and beyond.

The five pockets of our Backpack for Life are:



Skill and Innovation

continuous improvement of personal and practical skills to overcome challenges with creative solutions.



Emotional Intelligence

ability to learn about yourself and apply that wisdom to the world around you.



Developing Potential

unlocking and exploring your inner abilities to enable you to thrive.



Personal Attributes

ensuring you're doing the right thing at the right time for the right people.



Society

Understanding the world in which we live in to make informed decisions for everyone.

Job Description

JOB TITLE: Class Teacher (Fixed Term Contract)

REPORTING TO: Deputy Head (Pupil Welfare & Safeguarding)

JOB PURPOSE:

To develop and foster the appropriate skills and abilities to enable the optimum development of children, according to age, ability and aptitude. To link pupils' knowledge to earlier learning and develop ways to encourage it further, whilst challenging and inspiring pupils to help them deepen their knowledge and understanding.

KEY RESPONSIBILITIES:

- Teach all areas of the primary curriculum.
- Develop schemes of work and comprehensive lesson plans in line with curriculum objectives.
- Take responsibility for the progress of a class of primary age pupils.
- Facilitate learning by establishing a relationship with pupils and by organising learning resources and the classroom learning environment.
- Plan, prepare and present age-appropriate, inspiring and engaging lessons that cater for the needs of the whole ability range within the class.
- Ensure all SEND pupils are differentiated for, in line with quality first teaching expectations.
- Co-ordinate activities and resources within a specific subject area of the curriculum, and supporting colleagues in the delivery of this specialist area.
- Create a secure, happy, and stimulating learning environment maintaining high standards of organisation and discipline.

KEY RESPONSIBILITIES continued:

- Motivate pupils with enthusiastic, imaginative presentation and delivery of subjects.
- Link pupils' knowledge to earlier learning and develop ways to encourage it further, whilst challenging and inspiring pupils to help them deepen their knowledge and understanding.
- Prepare and mark to facilitate positive pupil development.
- Monitor the progress of pupils, maintaining assessment records, reporting on pupils' progress and development. Meet requirements for the assessment and recording of pupils' progress.
- Attend Parents Evenings, meetings, training and external courses, as required. Provide feedback to parents on a pupil's progress at parents' evenings and other meetings.
- Work with others to plan and co-ordinate work, as appropriate. Liaise with colleagues and work flexibly.
- Keep up to date with changes and developments in the structure of the curriculum; attend relevant courses and disseminate information to colleagues.
- Take part in school events and activities which may take place at weekends or in the evening, as required.
- Enter wholeheartedly into the life of the School, supporting colleagues and parents for the benefit of our pupils.
- Contribute to, and be supportive of the school's development plan and take accountability for identified areas of development.

This list of responsibilities is not exhaustive and the employee may be required to perform duties outside of this brief as is operationally required and at the discretion of their Line Manager or Headmaster.

	Essential Attributes	Desirable Attributes
Qualifications & Training	Qualified Teacher Status	Evidence of relevant and significant training and commitment to CPD Relevant in-service training
Experience	An exceptional classroom practitioner with ability and experience to teach KS1 or KS2	Teaching experience in a similar type of school Experience of teaching across the whole primary age range
Professional Knowledge & Understanding	Sound understanding of recent educational developments and the teaching and learning cycle Knowledge of legislative and statutory requirements relating to Equal Opportunities, Health & Safety, SEND and Child Protection Knowledge & understanding of assessment procedures to monitor progress	
Skills & Abilities	Commitment to both academic and general well being of pupils Able to establish and develop positive relationships with parents and colleagues Effective communication (both orally and in writing) to a variety of audiences and able to work as part of a team Able to create a happy, challenging and effective learning environment Highly organised, including time management, with good attention to detail A creative and imaginative approach to teaching and learning Able to deal with parents professionally and with sensitivity IT literate including ability to produce reports and experience of using IT as an integral part of delivering the curriculum	
Personal Qualities	A positive approach to behaviour management Approachable and empathetic Enthusiastic and resourceful Exemplary personal and professional integrity and loyalty, maintaining the ethos of the school	

we expect all staff to have the enthusiasm and ability to inspire, motivate, develop and innovate together with the desire to make a difference

Application Process

Complete an Application Form, in full
(from www.croftschool.co.uk or on TES)

Closing date: Monday 5 October 2026 @ 8am

Selection date: Friday 9 October 2026

Fixed Term Role: Part Time; 2 days per week (Mon, Tues)

Standard working hours: 8.15am to 4.15pm

35 weeks during term time (FTE)

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Role Starts:/Ends: January 2027 to July 2027

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Competitive Salary—to be discussed with applicant

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Benefits: Pension; Death in Service;

Comprehensive Health and Well Being Plan; Cooked Lunch; Car Park

The school is an equal opportunities employer and welcomes applications from
all sections of the community

As part of your application you need to have read and accepted

The Croft Safer Recruitment policy on our website