



THE PERSE

PELICAN SCHOOL
CAMBRIDGE



Class Teacher—Fixed Term
September—December 2026

At the Perse Pelican School



JOB DESCRIPTION

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

As a member of the teaching staff, the Teacher will report to the Head of the Pelican, however much of the routinely occurring day-to-day matters will be managed in conjunction with the Deputy Head.

General Professional Duties

The following duties shall be deemed to be included in the professional duties:

1. Teaching

- To have responsibility for teaching a class of children in any year group throughout The Perse Pelican.
- To ensure the children develop academically, socially, physically and emotionally.
- To make the children's school experiences happy and exciting and their memories positive.
- To plan and prepare the curriculum to engage and inspire the children in your care and to actively involve them in their learning.
- To use a range of learning and teaching strategies.
- To benefit from opportunities for professional development.
- To ensure children are appropriately challenged and to have high expectations of their attainment.
- To set targets for the children's learning according to their individual needs and structure teaching to enable them to succeed.
- To give children specific feedback that is designed to develop their learning.
- To assess, record and report on the development, progress and attainment of pupils both internally and externally including to parents, other year group staff, the Head of Teaching and Learning, the Head of Learning Support and the Head.
- To maintain a vibrant and stimulating classroom environment.
- To liaise with other teachers and teaching assistants, both within the class and across the year group team, in the execution of the above.
- To take part in and organise trips and visitors.
- To have due regard to the requirements of the EYFS, the National Curriculum, the school's values, objectives and schemes of work and all School policies.

2. Club Pelican Holiday Club

- To participate in our Club Pelican holiday club rota either leading or assisting. Dates are arranged in discussion with the Head of Co-Curricular and Enrichment and further remuneration is paid for this role. A minimum of 7 days per year are required but there is some flexibility and if they would like to work more days than this it can usually be arranged.





3. Other Activities

- To share responsibility for the well-being and behaviour of the children.
- To support and implement the agreed aims and policies of the school.
- To participate in all duty rotas as required by the Head.
- To supervise the children whilst eating lunch with them.
- To follow the school policy concerning Safeguarding and Child Protection and comply with its requirements concerning record keeping and reporting to the designated members of staff for child protection.
- To follow the school's behaviour and discipline policy and safeguard children's health and safety, both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.
- As required, to attend assemblies, register and supervise pupils, whether these duties are to be performed before, during or after the main school day.
- To undertake any other activities reasonably requested by the Head.

PERSON SPECIFICATION

The successful candidate for a Class Teacher role must meet the following requirements:

Education/Qualifications

- Honours Degree
- PGCE

Relevant Skills and Experience

- Proven communication and interpersonal skills.
- High level of literacy, attention to detail and ability to use initiative. High level administrative skills and ability to effectively manage commitments and deadlines.
- ICT competence and willingness to learn and use new technologies.

Personal Competencies and Qualities

- Motivation to work with children and the capacity to inspire pupils of all abilities and enhance pupil learning.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience.
- Empathy for pupils, parents, staff and the community.
- Share in the values that define the School community: intellectual curiosity and scholarship, endeavour, breadth and balance, and valuing one another and the environment.
- Works collaboratively and supportively with colleagues within the Perse 3-18 and with colleagues in other organisations.
- Respects and values the different experiences, ideas and backgrounds others can bring to work and to teams.
- Ability to motivate and encourage participation in activities both inside and outside the classroom and a willingness to take part in / organise trips and visits.
- A generosity of spirit and a willingness to contribute to the extra-curricular life of the School.
- Committed to continuous personal and professional development.





Review

This job description will be reviewed regularly and changes may be made by agreement with the Head.

Terms and Conditions

The Perse School's salary year normally runs from 1st September to 31st August. The Perse Salary Scale is set significantly above the maintained sector to recognise the high levels of commitment required of all staff and the contribution they make to School life. Teachers at The Perse School are required to be involved in the pastoral life of the school, for example to contribute to extra-curricular activities, alongside their academic teaching. These elements of a teachers role are fundamental to working at the School and are embedded in our core values.

Membership of the Aviva Pension Trust (APTIS) is offered to those members of staff on a teaching contract. APTIS is a Defined Contribution (DC) scheme. Contributions are paid into the scheme by both the School and the employee and are invested by the provider (Aviva) on your behalf. The benefits at retirement are based on the amount accumulated within the plan by the time you choose to receive your pension benefits and this, in turn, is determined by the amount of contributions paid in and the investment returns achieved.

The School will contribute up to a maximum of 23.68% of your pensionable salary into the APTIS pension scheme and a Death in Service scheme (life assurance policy, that would pay out a lump sum of three times your salary if you die whilst you are employed by the School). This is reflected in the table below as the 'APTIS max' which is an indicative 'basic gross salary' at different Scale Points before pension contributions and PAYE (National Insurance and Income Tax) are taken out. In addition, teachers receive a class teacher allowance.

Teachers can opt to change their employer contribution rate into APTIS, subject to a minimum of 13.75%, with the difference taken as 'non-pensionable income supplement' (which equates to additional salary). This is reflected in the table as the 'APTIS min' which is an indicative basic gross salary at different Scale Points before pension contributions and PAYE (National Insurance and Income Tax) are taken out.

Service scale from September 2025

Scale Point	In Year	APTIS max	APTIS min
S1	1	£37,001	£40,074
S2	2	£39,116	£42,364
S3	3	£41,981	£45,468
Threshold 1			
S4	4	£44,660	£48,369
S5	5	£48,124	£52,121
S6	6	£51,855	£56,162
S7	7	£54,887	£59,446
Threshold 2			
S8	8	£56,201	£60,868
S9	9	£58,164	£62,995
S10 [^]	10	£59,299	£64,224
Threshold 3			
S11*	12	£60,796	£65,846
S12*	14	£62,108	£67,266
S13*	16	£63,902	£69,210

*There is an annual progression for a full time and part-time teacher subject to threshold criteria assessment up to and including point 10. Thereafter the service scale is biennial for a full and part-time teacher subject to threshold criteria.

[^] New starters are capped at S10.



In addition to the basic Scale Point, teachers' salaries at The Perse School are made up of a combination of School Payment Allowance (Upper and Prep only) or Pelican Class Teacher and Allowance and Responsibility Allowances (if allocated).

School Payment		Salary £	Salary £
		APTIS max	APTIS min
Upper School Payment		£2,918	£3,161
Prep School Payment		£1,317	£1,427
Pelican Class Teacher Allowance		£753	£815
RESPONSIBILITY ALLOWANCES			
	RAs	APTIS max	APTIS min
All Schools	1	£388	£421
Combined maximum (62)	62	£24,056	£26,102
Single role maximum (52)	52	£20,176	£21,892

These salaries are subject to a pending pay award, to take effect from September 2026.

The Pelican Class Teacher Allowance reflects the unique role of class teachers at The Pelican who have responsibility for both pastoral care and the significant majority of subject teaching. The Pelican Class Teacher effectively has sole academic and pastoral responsibility for all the pupils in their form.

Other benefits

- Excellent professional development opportunities and access to funding on a range of qualifications which include, PGCE, Masters level and Leadership qualifications.
- Free lunch in the dining room during term-time and tea and coffee in the staff room.
- Free access to sports facilities, including a gym and swimming pool, during defined periods.
- Generous sick leave and parental pay leave above the statutory requirements.
- Cycle to Work scheme available.



Commitment to Safeguarding

All staff must understand their responsibilities to safeguard and promote the welfare of children and young people. This will include:

- Promoting and safeguarding the welfare of children and young people at all times, in line with the school's Safeguarding Policy, the Code of Conduct and the statutory guidance Keeping Children Safe in Education (KCSIE).
- Reporting any safeguarding concerns to the Designated Safeguarding Lead (DSL), or a Deputy DSL (DDSL), in line with school procedures.
- Undergoing required safeguarding training and remaining up to date with safeguarding policy updates in line with the timescales required.
- Exercising professional judgement when handling and sharing information and content, ensuring that no material compromises the safety, dignity or privacy of children or young people.

TO APPLY

To apply for this role, please click on [How to apply](#) which links to the vacancies section of the website to register/sign-in and submit your application. Any questions regarding your application should be directed to the HR Department at recruitment@perse.co.uk

The closing date for applications is **Monday 11th May at 9.00am**, but applications will be considered as they are received; The Perse School reserves the right to make an appointment before the closing date.

Interviews will be held on Monday 18th May.

Safer Recruitment

The Perse School recognises that an important element in safeguarding our pupils is a robust recruitment process that incorporates measures to deter, reject or identify people who might abuse children, or who are otherwise unsuited to work with them. We are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post including: references from previous employers, a Disclosure and Barring Service check at the enhanced level, as well as eligibility to work in the UK (in compliance with UK immigration regulations). All work carried out at the School on a regular basis amounts to regulated activity. This role is also exempt from the Rehabilitation of Offenders Act 1974.

Safeguarding and promoting the welfare of children is everyone's responsibility. The School is committed to acting in the best interests of the child so as to safeguard and promote the welfare of children and young people. The School requires everyone who comes into contact with children and their families to share this commitment. Interviews will be conducted in person, and they will explore candidates' suitability to work with children.

Recruitment Policy

The School's Recruitment, Selection and Disclosure Policy and Procedure is available for your information on the School website.

The Perse School actively supports equality, diversity and inclusion and encourages applications from all sections of society.

