



TEACHER VACANCY

Believe. Achieve. Succeed



Part of

Success Academy Trust

Dear Candidate,

Thank you for your interest in the position of Classteacher at Hallbrook Primary School as part of Success Academy Trust.

We are seeking to appoint an enthusiastic and committed teacher who will bring knowledge, skills and motivation to our hardworking team and contribute to the continued development of our school. The successful candidate will be positive, talented and energetic, with a willingness to learn and a passion for securing the highest quality learning experiences for all.

At Hallbrook Primary School, we are proud of our positive, inclusive and nurturing ethos and aspire to deliver an excellent education for all our young people. We aim to provide a vibrant and exciting working environment where all colleagues feel valued and are able to contribute to our current and future successes.

Our website pages provide a clear picture of our vision and aspirations for the future, together with lots of information about our school. However, please do not hesitate to contact us to seek further information, or if you would like to arrange a visit before making an application.

Applications should be made to the Business Manager at business@hallbrook.leics.sch.uk by 12:00 Wednesday 8th May 2024.

Interviews will be held shortly after the closing date.

We very much look forward to receiving your application.

Tracy Withers

Head Teacher

Job Details



Introduction

Applications are invited for the post of Main Scale Teacher at Hallbrook Primary School. The position is full-time and fixed term for one year in the first instance. The successful candidate should be able to teach across the primary age range, although strengths in particular age phases will be taken into account. This position is particularly suitable for teachers in the early stages of their career.

Building

The school is located on a spacious site with many facilities, including a Library, Hall, Computer Suite and extensive grounds.

Organisation

The school is divided into Early Years, Key Stage 1 and Key Stage 2 with a single age class in each year group. Each member of staff has a subject responsibility.

Links with other schools

The school has close links with the other local schools and particularly with the other schools in Success Academy Trust: Thomas Estley Community College, Richmond Primary School and Cosby Primary School. The successful candidate will be expected to contribute to network groups which exist across Thomas Estley Learning Alliance.

Governors

The school has a local governing body which meets regularly. The governors are actively interested in the future of the school and look forward to the opportunity to make this appointment.

Staff

The school has 8 teaching staff supported by a hardworking team of non-teaching staff. All staff work together for the benefit of the children and they are hard-working, supportive and friendly.

Equality

The people appointed must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the provisions of the Equality Act. If disabled applicants require job details in a different format please let us know.

Requirements for the post of Main Scale Teacher

We are looking for a strong and enthusiastic teacher who can contribute to ensuring that we achieve excellent outcomes for all our pupils. The successful candidate will be able to deliver the curriculum in a creative and interesting way whilst employing a variety of teaching methods and having a good knowledge of child development. They should have a good understanding of the progression of key English and Maths skills and a good knowledge of other curriculum areas.

The successful candidate must be able to communicate well with colleagues as part of an effective working team. If you are an early career teacher, you will be given good support as part of our programme of support. We welcome candidates who wish to take on subject leadership and become involved in extra-curricular activities.

The school works hard to ensure that all children reach their potential and we are looking for a colleague to complement the existing skills of the staff and to be actively involved in the further development of the school.

The school expects high levels of commitment from its staff. We expect teachers to provide a stimulating and challenging environment in which children are encouraged to succeed. You will be expected to show enthusiasm and creativity and to expect high standards of work and behaviour.

This post certainly offers an exciting opportunity for a teacher who has the drive and talent to respond to the challenge of believing that all children can achieve and be successful during their time at Hallbrook and beyond.

Procedures for applying

The completed application form, containing full particulars and the names and addresses of two referees, should be returned to the Business Manager by email to business@hallbrook.leics.sch.uk. A well-constructed and well-presented letter should accompany the application.

Arrangements for visits and interviews

We warmly welcome visits to our school prior to application. Please contact the school office to arrange a time.

Applications should be returned by Wednesday 8th May. Interviews will be held shortly after the closing date. Further details regarding arrangements for interviews will be forwarded to short-listed candidates.

We are committed to safeguarding all of the children in our care and the successful applicant will be subject to rigorous background checks, including successful enhanced DBS clearance, prior to commencing the post.

Class Teacher

Salary: MPS(M1 – M3) Fixed Term for 1 year in the first instance



Job Description

Job Purpose

To be an effective professional who:

- Is responsible for the learning and achievement of all pupils in the class, ensuring equality of opportunity for all.
- Is responsible and accountable for achieving the highest possible standards in work and conduct.
- Facilitates and encourages a learning experience which provides pupils with the opportunity to achieve their individual potential.
- Shares and supports the school's responsibility to provide and monitor opportunities for personal growth and enjoyment.

Relationships:

The post holder is responsible to:

- The Head teacher in all matters
- The relevant member of the School Leadership Team in respect of curriculum and pastoral matters

The post holder may be responsible for:

- The deployment and supervision of the work of learning support assistants relevant to their responsibilities

The post holder is expected to:

- Interact on a professional level with colleagues in order to promote a mutual understanding of specific curriculum or other whole school matters, with the aim of improving teaching and learning across the school.

Work proactively and effectively in collaboration and partnership with learners and colleagues, parents/carers and governors, as well as to network and liaise within and beyond the Academy Trust and family of schools, in the best interests of pupils.

Duties and responsibilities specific to the post

Teaching and Learning

- Deliver the curriculum as relevant to the age and ability of the pupils taught.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
- Be accountable for the attainment, progress and outcomes of pupils taught.
- Be aware of pupils' capabilities, their prior knowledge and plan and differentiate appropriately to build on these, demonstrating knowledge and understanding of how pupils learn.
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment.
- Make accurate and productive use of assessment to secure pupils' progress.

- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on their progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study.
- Use relevant data to monitor progress, set targets and plan subsequent lessons.
- Provide clear structures for lessons, maintaining pace, motivation and challenge
- Use a variety of teaching methods to ensure effective teaching and best use of available time
- Evaluate own teaching critically to improve effectiveness.

Behaviour and Safety

- Establish a safe, purposeful; and stimulating environment for pupils, rooted in mutual respect 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 inspire, motivate and challenge pupils.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.
- Have high expectations of behaviour, promoting self-control and independence in all learners.
- Be responsible for promoting and safeguarding the welfare of children within the school, raising any concerns following school policy and procedures.

Professional Practice

- Operate at all times within the stated policies and practices of the school
- Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school
- Take responsibility for own professional development and duties in relation to school policies and practices
- Liaise effectively with parents and Governors
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Provide professional leadership and management for an area of learning – advising colleagues on research, relevant resources, policies and schemes of work, monitor and evaluate the implementation of policies and schemes of work, manage the professional development of staff within the curriculum area and evaluate the impact on teaching and learning and monitor achievement and standards, setting targets for quality controlled improvement.
- Prepare and present informative reports to parents
- Establish effective working relationships and set a good example through presentation and personal and professional conduct.
- Participate in the appraisal of teacher performance and that of other teachers.

Generic duties and responsibilities

To work within the framework of national legislation and in accordance with the provisions of the School Teachers Pay and Conditions Document. In addition the post is subject to compliance with:

- School policies and guidelines on the curriculum and school organisation
- Adopted County policies
- National Standards for Subject Leaders
- The Conditions of Service for School Teachers in England and Wales and with locally agreed conditions of employment
- Common core of skills and knowledge for the children's workforce.

The duties and responsibilities detailed within this job description are supplemented by those accountabilities, roles and responsibilities common to all classroom teachers, as set out within the School Teachers Pay and Conditions Document.

Notwithstanding the details in this job description, the post holder will undertake such duties as may be determined from time to time up to or on a level consistent with the principal responsibilities of the job. This job description may be amended at any time following discussion between the head teacher and member of staff, and will be reviewed annually.

SPECIAL FACTORS:

The nature of the work may involve the post holder carrying out work outside of normal working hours.

You may be required to work in other Academies across Success Academy Trust as required and due to the needs of the Trust.

The post holder may be required to attend, from time to time, training courses, conferences, seminars or other meetings as required by his/her own training needs and the needs of the service.

This post is subject to a check being carried out at an Enhanced level by the Criminal Records Bureau regarding any previous criminal record.

The post holder must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the provisions of the Equality Act 2010.

Personnel Specification

	Personnel Specification: Class Teacher	
	Essential <i>It is essential that candidates can provide evidence of:</i>	Desirable <i>It is desirable that candidates can provide evidence of:</i>
Qualifications	Qualified Teacher Status.	Further appropriate qualifications.
Experience	Successful teaching practice or primary class teaching in KS1/KS2 The ability to maintain a calm working atmosphere	Experience in more than one key stage
Written Application	A well-constructed letter of application showing clear thinking about the role of a primary teacher and outlining clear views on teaching and learning.	
Curriculum	Up to date knowledge and a clear understanding of : <ul style="list-style-type: none"> • The Primary National Curriculum • Effective practice in the teaching of English and Maths. • Teaching, learning and organisational issues • The value of assessment and monitoring within the classroom. • The use of ICT to maximise learning potential • How to make confident teacher assessments 	Enthusiasm to create an exciting classroom environment. An ability to offer each child a stimulating and appropriate education. An appreciation of the value of thorough planning and a willingness to plan collaboratively. An ability to offer a curriculum strength.
Inclusion	Recognise the significance of the latest SEN Code of Practice Make suitable arrangements for children in class that need extra help as well as for more able children	Experience of working with children with special needs.
Team work	Be able to work cooperatively and communicate effectively with all other colleagues Be able to work under the direction of Senior Leaders and as a member of a hardworking team A willingness to work with Governors.	Be able to offer ideas and strategies in whole staff and planning meetings
Personal Qualities	<ul style="list-style-type: none"> • Flexibility • Sense of humour • Good communication skills • Professionalism • Ability to be self-critical and accept advice • Vision and capacity to encourage both innovation and colleagues 	A willingness to be involved in extra-curricular activities (please state areas). Ability to prioritise and manage own time effectively
Parents	Awareness of the importance of involving parents in their children's learning. Developed views about parental involvement.	An ability to work with parents and encourage parental support. Effective use of homework Contributions to parents' evenings and reports

Working for Success Academy Trust



Success Academy Trust and its Academies offer a wide range of benefits for employees, which have been recognised by local education professionals and include:

- Opportunities to engage in furthering the Academy and Trusts priorities;
- Benefit from supportive relationships with colleagues and managers;
- Opportunities to further your career;
- Opportunities for CPD;
- Opportunities for social interaction between colleagues;
- Free onsite parking;
- Pension scheme;
- Childcare Vouchers;
- Access to occupational health and well-being services;
- Reduced before and after school care.

Featuring additional entitlement to our 'Three Steps to Success' for all our Success Academy Trust Teachers



ENTITLEMENT TO OUR TRUST PEDAGOGY AND LEADERSHIP DEVELOPMENT PACKAGE INCLUDING NQT GOLD PACKAGE, RQT LEADERSHIP AND RESEARCH PROGRAMME, NPQML, NPQSL, NPQH AS APPROPRIATE TO CAREER STAGE DEVELOPMENT



TALENT MANAGEMENT DEVELOPMENT ROUTES WITHIN THE TRUST WITH A PERSONALISED CAREER PLAN



WELLBEING FOR SUCCESS – OUR OWN PERSONAL WELLBEING AND SUPPORT PACKAGE TO HELP YOU FLOURISH

