

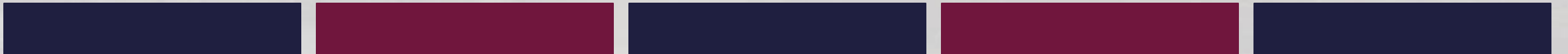
CASTLE ACADEMY



Astrea Academy Trust
INSPIRING BEYOND MEASURE

TEACHER

CANDIDATE PACK



Open Letter from our Principal

Dear Candidate,

Thank you for your interest in joining our team at Castle Academy.

We are a small and friendly, family school who believe in giving children the best possible education and care so that they make a successful start on their learning journey. Our vision is to provide an inclusive environment where children participate, reach their potential and are proud of their achievements. All children will gain experiences which enrich their lives, become responsible citizens and be ready for the next stage in their education.

You would be joining the school at an exciting stage in our development as we continue on our journey towards excellence. We are a small but highly committed staff, who are looking for an enthusiastic and creative teacher to join our team.

Interested applicants are welcome to visit the school to meet the staff team and pupils and see our academy in action on the following dates:

Tuesday 30th April at 09.15 or 14.45

Friday 3rd May at 09.15 or 14.45

To arrange a visit at any of these times, please contact admin@astreacastle.org

As part Astrea Academy Trust we have a strong commitment to our staff's well-being and professional development and can provide a comprehensive set of benefits. We want our staff to enjoy working with us, to be professionally challenged and to feel that they have all the support that they need to do their job to the best of their ability. All staff will benefit from our comprehensive CPD programme which supports career progression.

Closing Date for Applications is **Monday 6th May 2024**

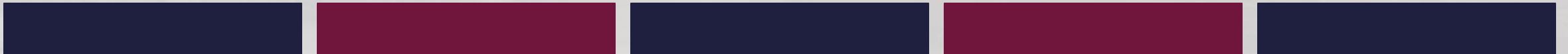
Interviews will be held on **Friday 10th May 2024**

All candidates are advised to refer to the job description and person specification before making an application.

Best Wishes,

Claire Blagden

Principal at Castle Academy



We can offer you:

Enthusiastic and caring children who are keen to learn.

An opportunity to be part of an inspiring, experienced team that plays a central role in community it serves.

An opportunity to make a positive and long-lasting difference to the lives of the young people and families.

Commitment to your continuing professional learning and career development.

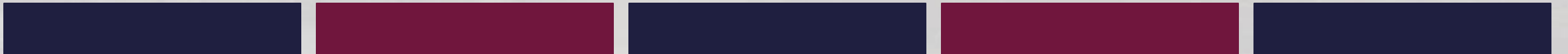
A hardworking team who are committed to promoting high achievement across the curriculum and school.

Wonderful pupils and families who support the school in all its aspirations.

Supportive and effective leadership.

Access to the Teacher's Pension Scheme and our Employee Assistant Programme.

Astrea Academy Trust is fully committed to being diverse and inclusive workforce where together we can embrace each other's unique individuality, background and heritage. We believe that by reflecting and representing the communities and people we serve, we will better and further the life chances of our pupils.



Job Description

JOB TITLE:

Teacher

SALARY RANGE:

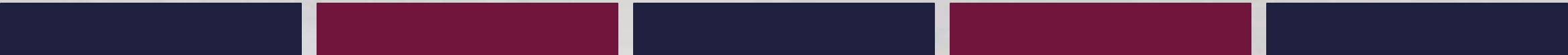
Main pay scale 1-6
£30,291 - £41,745

CONTRACT TYPE:

Permanent

WORKING PATTERN:

Full time



Role Description

Purpose

- To plan, teach, monitor, assess and evaluate the education programme for the children taught.
- To share in the corporate responsibility for the well-being and discipline of all pupils
- Take responsibility for the learning and achievement of all pupils in the class ensuring equality of opportunity for all
- Be responsible and accountable for achieving the highest possible standards in work and conduct
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school
- Work constructively as a member of staff within the whole school team.
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards (2012)
- Promote the school's code of conduct amongst pupils, in accordance with the school's behaviour policy
- Have high expectations of progress and attainment for all children
- Keep appropriate and efficient records, integrating formative and summative assessment into planning
- Work with school leaders to track the progress of individual children and intervene where pupils are not making progress
- Lead, organise and direct support staff within the classroom
- Report to parents on the development, progress and attainment of pupils
- Implement agreed school policies and guidelines
- Support initiatives as outlined in the Academy Development Plan
- Take a role in the wider community of the school

Main Duties and Responsibilities

- Maintain the positive ethos and core values of Castle Academy, both inside and outside the classroom
- Plan and adapt teaching appropriately to meet the needs of all pupils
- Recognise that the safeguarding of children and the health and safety of all members of the school community is the responsibility of every employee
- Foster and maintain a caring and positive, stimulating environment, where resources can be accessed appropriately by all pupils
- Provide pastoral care and support to children, including providing them with a secure environment in which to learn
- Liaise with the teaching and non-teaching staff of the school; governors, parents, children, advisers and other professionals as appropriate
- Participate actively in meetings which relate to the school's management, curriculum, administration or organisation
- Take an active role in developing their skills and knowledge through CPD
- Contribute to constructive team-building amongst teaching and non-teaching staff, parents and other stakeholders
- Participate in the performance management system for the appraisal of their own performance.

Person Specification

Experience

- Excellent classroom teacher
- Successful experience of teaching in a primary school
- Confident in subject leadership and willingness to assume responsibility for leading a wider curriculum subject (to be decided)
- Evidence of contributing to extra-curricular activities
- Experience of teaching experience across primary age range (desirable)
- Experience of leading curriculum development within the primary phase (desirable)
- Experience of raising pupil attainment progress across the key stage (desirable)

Education and Qualification

- Qualified Teacher Status
- Degree
- Successfully completed Induction Programme

Skills and Knowledge

- Ability to demonstrate effective behaviour management strategies
- An understanding of the educational development of pupils
- In-depth knowledge of the primary curriculum
- Willingness and ability to pursue professional learning/ qualifications for the post
- Effective teaching and learning strategies
- A commitment to inclusion and pupil wellbeing and able to provide an accessible curriculum for all
- High expectations of self and others with a professional demeanour
- Ability to relate well to children and adults
- Effective interpersonal skills
- Effective organisational skills
- Confident, calm, positive and able to work under pressure
- Commitment to the school and contribution to all aspects of school life
- A willingness to work in any year group

This is not exhaustive.

Astrea Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. Posts are subject to enhanced DBS checks. For further details on the recruitment process, please review our Recruitment Pack. This can be found attached to each vacancy

About Astrea

Astrea is an ambitious, dynamic and young trust with a mission to tackle historic educational disadvantage and raise quality standards across all of our schools. Our academies are based across South Yorkshire and Cambridgeshire, often in areas or at schools which have experienced generationally poor educational opportunities. Our role is to change that. We have grown rapidly over the last four years and now educate around 14,000 students in 27 academies and settings. Whilst our educational outcomes have improved over the last 4 years, they are not yet as strong as we would like them to be, nor as strong as our students and communities deserve. With this in mind, we are entering a new period in our development. We are increasingly clear and specific about our vision for behaviour, curriculum and teaching quality.

Key Characteristics of our academies:

- High aspirations, with a firm emphasis on academic attainment
- A knowledge-rich curriculum that develops a general knowledge of the world not simply for progression for the workplace, but for the love of the acquisition of knowledge
- A calm and purposeful learning environment built on mutual respect and centralised behaviour systems
- Outstanding pastoral care with the provision of specific trust delivered SEMH services where appropriate to the pupil
- Standardised reading and arithmetic catch-up programmes for pupils where this is relevant that are taught by specialists
- Active parental and community involvement
- A broad range of extra-curricular activities including sports, music, performing arts and academic clubs

Objectives for pupils:

- Encourage all children to be confident, hard-working and ambitious, regardless of background
- Transmit a core body of knowledge to all pupils and the ability to think for themselves in order to be aware of the world around them
- To be active and thoughtful participants in their local community
- To be successful in achieving their qualifications at both GCSE and A Level

A knowledge-rich education:

- By a knowledge-rich education we mean a rigorous and extensive, knowledge-based education that draws its material and methods from the best and most important work in both the humanities and the sciences.
- The aim of a core-knowledge education is not primarily to prepare pupils for a job or career, it is more to transform their minds so that they are able to make reasonable and astute judgments and engage fruitfully in conversation and debate – not just about contemporary issues, but also about the universal questions that have been troubling mankind throughout history.
- We want children to leave our schools with the confidence that comes from possessing an essential general knowledge. A knowledge-rich education should not confine itself to the Western canon, but should embrace other cultures and traditions. What that canon includes will be subject to review, but will always be closely connected to the history and the present nature of the society in which we live, including our international connections.

View the [Astrea 2025 Strategy here](#)

Astrea Academy Trust are delighted to be part of such an important movement, which will ensure we have the guidance to challenge attitudes towards disability, tap into wider talent pools and help all individuals across the Trust fulfil their potential and realise their aspirations. As a Disability confident employer we have pledged to promote a culture that ensures there are no barriers to the development and progression of disabled staff.



Astrea Talent Programme

We believe that everyone has talent. At Astrea, we want your career to flourish, nurturing potential through the Astrea Talent Programme. This provides a defined career pathway, with associated personal and professional development way points and opportunities, funded by the Trust, wherever you start on the pathway. From apprentice to senior leader, we are devoted to growth and fulfilment. We want you to realise your ambition plus competence towards a brilliant education for all our pupils, giving them the opportunities they truly deserve.

All leaders demonstrate high ambition for the pupils. They know how to support teachers in ensuring that pupils make good progress and achieve well by the time they leave school. OFSTED July 2019

[OFSTED report](#)

'Here at Astrea Academy Trust we know that diversity fosters creativity and innovation. We are committed to developing and retaining a workforce that is representative of the diverse communities that we serve. We are committed to equality of opportunity, to being fair and inclusive and building our culture of belonging. We therefore particularly encourage applications from candidates who are likely to be underrepresented in Astrea's workforce. These include people from Black, Asian and minority ethnic backgrounds, disabled people, LGBTQI+ people, and men.'