

WAVERLEY ACADEMY



Astrea Academy Trust
INSPIRING BEYOND MEASURE

EYFS TEACHER

CANDIDATE PACK

Welcome to
WAVERLEY ACADEMY
MAIN ENTRANCE



Open Letter from our Principal

Dear Candidate

This is an incredibly exciting time to join Waverley Academy on its journey to excellence. Waverley Academy is a primary academy based in Balby in Doncaster. It serves approximately 200 children between the ages of 3 and 11.

At Waverley Academy, children are at the heart of everything we do. Pupils are taught academic knowledge and skills as well as developing the whole child, in order to prepare pupils for their next stage of education and to enable them to lead active and happy lives. Our core values of Tenacity, Scholarship, Curiosity, Empathy and Happiness run through all parts of school life and create a calm, happy and hardworking atmosphere with a strong commitment to all pupils achieving their full potential, regardless of their starting points.

Pupils start their learning journey in Foundation Stage where provision, both indoors and outdoors, allows them to develop their investigative skills, test their ideas and to learn the basics of number and language. The curriculum then develops these skills further as pupils grow through school. Knowledge and skills are taught through an enjoyable and engaging curriculum, ensuring pupils leave Waverley fully prepared for later life, with memories they will never forget!

Astrea Academies Trust is an inspirational academies network that aims to give children and young people from all backgrounds an education that will transform their lives. Membership of the Astrea Academies Trust provides enhanced CPD opportunities for staff.

The Academy is seeking to attract a talented, knowledgeable, and committed team member who can demonstrate high aspirations for all our children along with the enthusiasm and resilience to support all aspects of a child's education. The successful candidate will have the opportunity to join a supportive team and play a key part in helping ensure a brilliant education for all.

Thank you for your interest in joining our team.

We are looking forward to hearing from you.

Louise Stanton

Principal at Waverley Academy



We can offer you:

Enthusiastic and caring children who are keen to learn.

An opportunity to be part of an inspiring team that plays a central role in the broad and diverse community it serves.

An opportunity to make a difference to the lives of the young people and families in Doncaster.

Commitment to your continuing professional learning and career development.

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

A good humoured, industrious, highly skilled and enthusiastic staff team.

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:
EYFS Teacher

REPORTING TO:
Principal

SALARY RANGE:
Main Pay Scale M1- M6
£31,957 - £44,041 per annum

CONTRACT TYPE:
Permanent

WORKING PATTERN:
Full time



Role Description

Purpose

- To pursue the aims of the school in a positive manner and promote the agreed ethos.
- To have high expectations of all children, in both learning and behaviour.
- To work co-operatively within a whole staff team, and within the year/teaching and learning group to achieve continuous improvement with constant regard to quality in both learning and teaching.

• Main Duties and Responsibilities

- To teach pupils according to their individual needs, including the planning and assessment of work in line with agreed policies of the school
- To monitor and assess children's progress and report to parents
- To implement and maintain the school's policy on discipline and behaviour
- To support the school's endeavours to meet the needs of its community
- Participate in the school's performance management process
- To plan programmes of work for pupils in co-operation with teaching colleagues within the team in order to ensure that all children are taught by members of that team experience similar learning opportunities
- To plan work matched to the individual needs of children and within the school's agreed policy and schemes of work

- To adapt teaching accordingly to meet the needs of all pupils, in particular those with SEND, to ensure all children make at least good progress.
- To assess and record pupil's achievements and progress within the statutory requirements and school's assessment policy and report to parents
- To contribute to meetings, discussions and management systems necessary to ensure the co-ordination of the work of the school as a whole
- To ensure that the classroom is kept tidy and attractive, with children's resources readily available for them to find independently
- To plan, risk assess and lead curriculum opportunities including visitors to school and out of school trips that enhance the learning of a particular subject.
- To contribute to the ideas within and the implementation of the School Improvement Plan
- To supervise the use of support staff relevant to the class.
- To contribute to the provision of a safe and secure learning environment.



Person Specification

Experience

- Proven ability as a classroom teacher, with some experience of EYFS
- Experience of Read Write Inc
- Experience of subject leadership – desirable
- Experience of working with children with additional needs
- Experience of working within a staff team to plan, assess and deliver effective sequences of lessons.

Education and Qualification

- Qualified teachers status
- Evidence of continued professional development
- Basic safeguarding training.

Skills and Knowledge

- Professional knowledge of what high quality teaching and learning looks like
- Professional understanding of inclusion and strategies for engaging all learners
- Professional understanding of safeguarding within a school setting
- Ability to write reports, keep accurate records and communicate effectively
- Effective organisational skills
- Ability to work well with different audiences, including parents/carers, the academy staff team and other professionals,
- Ability to use a positive approach to promote learning and excellent behaviour
- Confident and competent in the use of IT
- Understanding of curriculum and assessment of pupil progress
- Resilience, the ability to work under pressure and to meet deadlines
- Open minded, self-evaluative and adaptable to changing circumstances and new ideas.

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.



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.

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.

