

**Class Teacher-ECT, Fixed term**

**Application Pack**



**Bushbury Lane Primary Academy**

Contents

[Letter from Catherine Paine, Chief Executive Officer 3](#_Toc135231477)

[Our Cornerstones and Touchstones 4](#_Toc135231478)

[The role 6](#_Toc135231479)

[The application 8](#_Toc135231480)

[The application process and timetable 8](#_Toc135231481)

[Safeguarding, Safer Recruitment and Data Protection 9](#_Toc135231482)

[Job Description 10](#_Toc135231483)

[Person Specification 12](#_Toc135231485)

**Letter from Catherine Paine, Chief Executive Officer**

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven’t previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

**Catherine Paine**

**CEO**

# Our Cornerstones and Touchstones

REAch2 is the Cornerstone of the Trust: providing a strong, responsible foundation from which every academy develops and grows. A cornerstone provides a subtle yet paramount role in the construction of a building and ensures that REAch2 is a trustworthy, accountable and inspirational organisation, delivering the best possible learning experience.

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

**Inspiration** breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. You can learn more about REAch2 at our website: [www.reach2.org](http://www.reach2.org)

# The role

**Class Teacher -ECT required at Bushbury Lane Academy**

**Post**:  Class Teacher (ECT) Fixed term, full time maternity cover, commencing 1st September until 31st March 2025

**Hours**: Full Time, 32.5 hours per week

**Salary**:  Teachers Main pay Scale

Are you an inspirational Early Career Class Teacher looking to work with an amazing group of children and colleagues? Are you looking to forge a career within a caring and values-driven family of schools? Do you want to belong to a national professional learning community, with real opportunities for growth, development and career progression? Are you driven to enable all children to succeed in all areas of the curriculum? If so, Bushbury Lane is the school for you!

We are seeking to appoint an Early Career Class Teacher to join our dynamic team on a journey in contributing to the achievement of our vision in ensuring all children reach their full potential. We would like to hear from anyone who feels they can motivate, inspire and challenge our pupils to achieve their very best and want to be a memorable chapter of a child’s learning story.

Candidates should:

* Have a flexible approach to working and be adaptable
* Have a suitable Learning Support Assistant qualification
* Be a hardworking, team player who thrives in working with others
* Display initiative and ability to work independently and as part of a team
* Be creative, enthusiastic and dynamic
* Be reliable with a sense of commitment
* An individual that is passionate and dedicated to the profession, who puts children’s learning at the heart of what they do
* Someone who is willing to contribute to an outstanding education for the community that you serve

In return we can offer:

* excellent CPD within the wider family of schools within the REAch2 Academy Trust
* a supportive, friendly working environment.

We are part of the REAch2 Academy Trust family and foster close links with other schools throughout the Trust aiming to share resources, facilities and expertise to ensure the best teaching and learning possible.

**Bushbury Lane Primary Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This position is subject to an enhanced DBS Check and satisfactory written references.**

# About the School

Bushbury Lane Academy, recently judged as a ‘Good’ school in our recent Ofsted inspection. is a bright and friendly one form entry school. We are proud of our students and staff, and the positive atmosphere they create. It’s important to us that we provide academic vigour within a supportive and inviting environment where pupils enjoy learning, feel safe and make a positive contribution. Success is celebrated in the knowledge that this will encourage greater achievement in the future.

Our school is a caring school where the children are warmly received and encouraged throughout their time with us to be 'inspired’, fulfil their potential and engage with all the opportunities the school has to offer. We firmly believe that for this to be best achieved, we must establish a genuine partnership between home and school.

# The application

You are invited to submit an application form via: [My New Term](mailto:https://mynewterm.com/trust/Reach2-Academy-Trust/672956683)

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust’s online [Equality & Diversity Monitoring Form](https://forms.office.com/Pages/ResponsePage.aspx?id=EGorfMwEtEi30d9QFOXXNJ4DEcgd411KhzIQrNunT_hUMlJXTkhNVlE0SlhKV0FWTEk2Wkw1TTUwRS4u) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check.

To arrange a visit or an informal discussion please contact [**office@bushburylaneacademy.co.uk**](mailto:office@bushburylaneacademy.co.uk) or telephone 01902 556486.

## The application process and timetable

|  |  |
| --- | --- |
| **Application deadline:** | Friday 5th July 2024 at Midday |
| **Interviews:** | TBC |
| **Contract:** | Full time – Fixed term maternity cover until 31st March 2025 |
| **Salary:** | Teachers Main pay scale Scale |
| **Job starts** | 1st September 2024 |

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

# Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that those who work in an academy are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all our pupils.

We will seek to recruit the best applicant for the job based on the abilities, qualifications, experience as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your information will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](https://reach2.org/wp-content/uploads/2020/01/Privacy-Notice-Job-Applications.pdf).

# Job Description

**Job Title:** ClassTeacher

**Salary:** Main Pay Scale

**Responsible to:** Headteacher

**Job purpose:** To work with colleagues and children to create the best possible learning environment and to enable all children to achieve the highest standards possible.

**Key Responsibility Areas**

**The Main Duties and Responsibilities of the post are:**

This job is to be performed in accordance with the School Teachers’ Pay and Conditions Document.

**Achievement:**

* To ensure all pupils make good progress from their starting points
* To close the achievement gap for any underperforming groups of pupils
* To ensure that all pupils aspire towards national age-related expectations or above

**Teaching:**

* To be a motivated, enthusiastic quality teacher.
* To deliver the school’s curriculum, including new educational initiatives, and use a wide range of teaching styles which take into account the diverse demands of children’s learning thereby supporting the ethos of the school.
* To plan according to the school’s policy, work which addresses the wide range abilities and enables all pupils to achieve their full potential.
* To acknowledge and identify children’s needs in accordance to the school’s SEN policy
* To mark, record and assess pupil’s work in accordance with the relevant school’s policies.
* To keep records of achievement in accordance with the school’s policies.
* To support the Head and SLT in all areas of agreed school policy and practice.
* To communicate to Team Leaders or SLT any areas of concern.
* To co-ordinate a named curriculum area or aspect, reviewed annually.

**Other Expectations**

* To create a stimulating and well-organised environment in which all children develop academically, emotionally, physically and socially.
* To develop a wide range of pupil’s skills and encourage independence.
* To provide opportunities for pupils to present their work in a variety of ways.
* To create an atmosphere that encourages care and concern for others and their environment, whilst promoting self-confidence, self-esteem and self-control. To uphold high standards of discipline and show consistency in dealing with children’s behaviour, whilst understanding the needs of the individual. To be responsible for the discipline of all children in the school as needs arise and act according to the school’s Behaviour Policy.
* To write records of and reports on the personal and social needs of pupils.
* To maintain a positive relationship with parents.
* To meet with and consult with parents of pupils regularly.
* To liaise with external agencies.
* To maintain confidentiality where appropriate.
* To be aware of, and follow the school’s Safeguarding policy and procedures
* To implement the school’s Health and Safety Procedures as outlined in the school’s policy
* To keep up to date with current educational issues and further one’s own professional development.
* To participate in self-evaluation and performance management.
* To provide basic first aid and seek assistance when necessary.
* To participate in and contribute to staff meetings and training.
* To be concerned with the general welfare of the children and report any concerns of safeguarding children to the designated person.
* To participate in the supervision of students in training when required.
* To undertake any other duties as directed by the Headteacher

**This job description will be informed by the Pay and Conditions document and will be reviewed annually.**

# Person Specification

|  |  |  |  |
| --- | --- | --- | --- |
| **Attributes** | **Essential** | **Desirable** | **How Identified?** |
| **Relevant**  **Experience** | • Ability to achieve high quality outcomes in the classroom  • A commitment to improving standards and ensuring all learners are achieving their best  • An excellent knowledge of the primary curriculum  • Evidence of consistently good or outstanding teaching   * New to Teaching – Early Careers Teachers | • Proven record of effective subject leadership  • Core subject leadership | Application form  and letter of application  Interview including teaching.  References |
| **Training** | • Qualified Teacher Status.  • Be able to bring energy and enthusiasm to the   post  • Be hard working, committed and flexible  • Make teaching, learning and the curriculum creative and fun  • An understanding of what constitutes an outstanding school  • Work effectively as part of a team  • A willingness to use a variety of teaching strategies to engage all learners | • Relevant training in the core subjects  • Support for an enriched  curriculum through out-of-hours  learning and educational visits | Application form  and letter of application  References |
| **Knowledge**  **& Skills** | • Sound knowledge of the primary curriculum  • Proven ability to plan and assess effectively  • Proven ability to use assessment information to set targets and inform future plans  • Proven ability to create and maintain a stimulating and challenging learning environment  • Proven ability to develop excellent working relationships with children, parents and colleagues | • Ability to lead subject areas to implement positive changes  • Good communication and planning with support staff | Application form.  References. Interview including  teaching. |
| **Additional**  **Factors** | • High expectations of children’s learning and behaviour  • A willingness to learn and continue to strive for excellence  • Willingness to engage in and learn from professional development activities  • Proven ability to manage one’s time and prioritise effectively.  • Ambition and determination to excel as a teacher, learning from others and being an active member of a team, able to use initiative, and make a really effective contribution.  • Ability to work well under pressure, resilience and a good sense of humour  • A commitment to safeguarding  • Flexible work days | • Can exercise an effective home / school life balance | Application form.  Interview including teaching.  References. |
| **All the above attributes will be verified via references which will be followed up prior to appointment.** | | | |