



THE DIOCESE
OF GLOUCESTER
ACADEMIES TRUST
unlocking potential



Whiteshill Primary School
Recruitment Pack





Dear Applicant,

The closing date for completed applications is **12 Noon Tuesday 28th June 2022**. Interviews are scheduled to take place on Friday 1st July in the morning but this may change.

To submit your application please email the completed form to admin@whiteshill.gloucs.sch.uk before the closing date.

Yours faithfully

Heather Francis
Headteacher



The Diocese of Gloucester Academies Trust seek to appoint a full-time main scale class teacher on a fixed-term, temporary maternity leave contract. The start date of this post would be 5th September 2022 and the contract will end when the maternity leave finishes. This post would be suitable for an NQT but all applications will of course be considered.

We are seeking a teacher who:

- Is creative, enthusiastic and committed to the children and the school.
- Is willing to evaluate their own practise and keen to learn, adapt and improve through continuous professional development.
- Has high expectations for the attainment, behaviour and welfare of all children.
- Is kind, caring and wants the very best for the children in their care.
- Has good organisational skills and high standards of written and oral communication.
- Has good subject knowledge and understanding of the EYFS curriculum.
- Can form positive, effective relationships within our close knit school community, taking an active part in all aspects of school life.
- Will support and promote the schools vision and values.

We can offer:

- Wonderful pupils who enjoy learning and a supportive, friendly school community.
- Caring and experienced staff who work incredibly hard as a team for the children at Whiteshill.
- Good CPD, support and training opportunities through our membership of the Diocese of Gloucester Academy Trust.

If you would like to visit the school, please email head@whiteshill.gloucs.sch.uk or phone 01453 762 949 to arrange a visit. Visits to the school are encouraged but not essential for application. If you would like an informal conversation about the role, please contact head@whiteshill.gloucs.sch.uk The application form, job description, person specification and information about our academy trust can be downloaded from the school website or please email Mrs Cathy Angove, our school business manager, on admin@whiteshill.gloucs.sch.uk



Closing date for applications is 12.00 noon on Tuesday 28th June 2022.

Interview date TBC but likely to be Friday 1st July 2022 in the morning.

The Diocese of Gloucester Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for the successful candidate.



Job Description

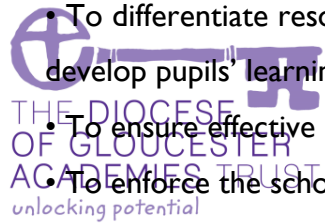
- Job Title:** Class Teacher
- Responsible to:** Headteacher
- Line Management:** Headteacher
- Contract Type:** Temporary, fixed-term maternity leave contract.

Overall Purpose of this post:

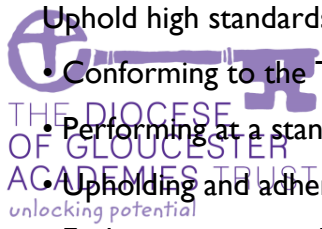
To carry out the professional duties of a teacher as required by the school in agreement with the most recent version of the School Teachers' Pay and Conditions Document and in accordance with the school's policies under the direction of the Head teacher.

Duties and Responsibilities:

- To undertake your duties, as required by the Teachers' Standards.
- To be committed to the ethos and success of the school.
- To keep up-to-date with, and remain knowledgeable of, the requirements of the national curriculum.
- To have regard for continuing professional development (CPD) and contribute to the school's process of self-evaluation and development.
- To be familiar with the school's systems, structures, policies and procedures.
- To effectively plan a varied, balanced and appropriate curriculum which emphasises raising standards and achieving excellence.
- To adapt teaching styles to suit all learners and provide a supportive learning environment.



- To differentiate resources and equipment so lessons may be accessed appropriately by all pupils.
- To work as part of a team to evaluate and develop pupils' learning needs.
- To ensure effective communication with colleagues and support and plan for teaching assistants to be effective and efficient in the classroom.
- To enforce the school's Behaviour Policy through excellent classroom management.
- To manage the classroom and teaching equipment so as to create a positive learning environment which makes effective use of available resources.
- To encourage pupils to develop and use their creativity, initiative, independence and responsibilities.
- To be familiar with the Special Educational Needs (SEN) Code of Practice, and support and plan for pupils accordingly.
- To self-evaluate your teaching in order to improve effectiveness.
- To be committed to the school's assessment and monitoring system for pupil progress.
- To systematically assess and record pupils' academic and social progress, and use the results to inform lesson planning decisions.
- To monitor both class work and homework, provide constructive feedback and marking, and set informed targets for pupil progress.
- To report on each individual pupil's progress to the Headteacher and parents as required.
- To implement the school policy with regard to registration, student absence and uniform and enforce school rules relating to behaviour and health and safety.
- To actively support school activities, on occasion, such as educational trips, extra-curricular activities and clubs, and parents' evenings, which may require some out-of-hours availability.
- To participate in appropriate meetings with colleagues and parents and carry out administrative tasks relative to the above duties.
- To carry out a share of supervisory duties in accordance with published rotas.
- To be responsible for a subject and develop plans which identify clear targets and success criteria for its development and / or maintenance during given subject leader time.
- To contribute to whole school development activities and targets.



Uphold high standards within the profession by:

- Conforming to the Teachers' professional standards
- Performing at a standard commensurate with grade as articulated by the school
- Upholding and adhering to the policies and procedures of the school.
- Evaluating own teaching critically to improve effectiveness.
- Taking a full part in CPD and school development across the school.

Other

The current main duties and responsibilities of this post are outlined in this job description. The list is not intended to be exhaustive. The need for flexibility, shared accountability and team working is required. The post-holder is expected to carry out any other related duties that are within the employee's skills and abilities, commensurate with the post's banding and whenever reasonably instructed.

It is the practice of the Diocese of Gloucester Academies Trust to review job descriptions annually to ensure that they relate to the role as then being performed or to incorporate whatever reasonable changes that have occurred over time or are being proposed. This review will be carried out by the Trust in consultation with the post-holder before any changes are implemented. The post-holder is expected to participate fully in such discussions and implementation.

The post holder will be subject to an enhanced DBS disclosure and suitability check to satisfy child protection requirements. The post is exempt from the provisions of the Rehabilitation of Offenders Act and all convictions or cautions must be declared.

Person Specification

	Essential	Desirable
Qualifications	<p>Qualified Teacher status</p> <p>Enhanced DBS and relevant disclosures</p>	
Experience	<p>The Class Teacher should have experience of teaching within the primary age range.</p>	<p>In addition, the class teacher might have experience of:</p> <p>Teaching in a mixed age class.</p> <p>Teaching Year 3 and 4</p>
Knowledge and understanding	<p>The class teacher should have knowledge and understanding of:</p> <p>The Key Stage 1 and 2 curriculum</p> <p>Safeguarding and Child Protection procedures.</p> <p>The theory and practice of providing effectively for the individual needs of all children providing personalised learning (e.g. classroom organisation and learning strategies).</p> <p>Statutory National Curriculum requirements at the appropriate key stages.</p> <p>Monitoring, assessment, recording and reporting of pupils' progress including statutory testing.</p> <p>The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection.</p> <p>The positive links necessary within school and with all its stakeholders.</p> <p>Effective teaching and learning styles.</p>	<p>In addition, the class teacher might have knowledge and understanding of:</p> <p>statutory end of Key Stage and EYFS assessments.</p> <p>Experience of writing school reports and attending parent's evenings.</p> <p>Evidence of a range of CPD and commitment to further professional development.</p>



<p>Skills</p>	<p>The class teacher will be able to:</p> <ul style="list-style-type: none"> Set high expectations which inspire, motivate and challenge pupils. Create a happy, challenging and effective learning environment. Manage behaviour effectively including the promotion of learning behaviours. Plan well structured, exciting and relevant lessons using appropriate differentiation to match learning to pupil's needs. Raise standards through accurate assessment before, during and after lessons. Show commitment to personal welfare and safeguarding of children. Promote and support the school's aims and ethos. Develop good personal relationships within a team. Establish and develop close relationships with parents, governors and the community. Communicate effectively (both orally and in writing) to a variety of audience. 	<p>In addition, the class teacher might have:</p> <ul style="list-style-type: none"> Evidence of outstanding teaching Evidence of excellent progress made by groups or individual pupils. Experience/interest in a particular aspect of the National Curriculum, eg. Computing, Science. Evidence of taking part in activities to contribute to the wider life of the school.
<p>Personal characteristics</p>	<p>The teacher will have the following personal characteristics:</p> <ul style="list-style-type: none"> Open and self-evaluative with a growth Mindset. Professional at all times. Eager to develop into an outstanding teacher. Caring Honest Self-motivated Collaborative team member with excellent interpersonal skills Sense of Humour Has an enthusiasm for life and teaching! 	<p>In addition, the teacher might be able to:</p> <ul style="list-style-type: none"> Demonstrate the use of these qualities in a school setting. Bring personal interests and enthusiasm into the school setting.



Background Information

The Diocese of Gloucester Academies Trust (DGAT) is a Multi-Academy Trust established by the Diocesan Board of Education (DBE) in 2012 to serve schools from across the County. There are current fourteen primary and one infant school within the Trust. Fourteen of the fifteen academies have religious designation as Church of England schools.

The Trust is currently working with a number of schools who are exploring academy conversion. It is therefore anticipated that the Trust will grow in number during 2018 / 2019.

The vision and ethos of the Trust

The vision of the Diocese of Gloucester Academies Trust (DGAT) is to provide children of all faiths and none with excellent educational provision which transforms lives within a caring and supportive Christian ethos.

In achieving this vision, DGAT works with academies which realise the benefits of a collaborative approach to sustaining and developing excellent educational provision. The Trust has therefore adopted a collegiate approach to developing communities of learning, designing flexible models of working which fully utilise the expertise which exists within its schools and in its centrally employed staff. It is an expectation of the Trust that all DGAT academies will play an active role in sharing best practice and learning from one-another, as well as being outward facing and engaging with the wider local and national educational agenda. The ultimate aim of the Trust is to build sufficient capacity within its academies to be self-supporting in order to be fully responsible and accountable for transforming pupil outcomes.

In order to support the Trust's academies, DGAT provides the following support:

- School Improvement
- Christian Character
- HR and Legal

