

Lady Royd Primary School

Class Teacher

Full time

RECRUITMENT INFORMATION PACK



Salary: £MPS/UPS

From: **September 2024 to August 2025**

Lady Royd Primary School at Bradford Girls' Grammar School

Squire Lane, BD9 6RB

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1. About Lady Royd Primary School

Thank you for the interest you have shown in the post of Class Teacher at Lady Royd Primary School. This is an excellent opportunity to join our dynamic team.

Lady Royd Primary School is situated on the Bradford Girls' Grammar School site and fulfils the education of pupils from Reception to Year 6, as part of the through school model that Bradford Girls Grammar School currently offers.

Established in 1875, the school is rich in history and has a strong record of providing an outstanding education. Previously a girls' independent school, Bradford Girls' Grammar School became an Academy Free School in 2013 and now takes both girls and boys into its primary school, Lady Royd Primary. The Senior School has remained a girls' school.

There are many other strengths of the school; teaching quality is good across the two phases leading to outcomes that are above national; we are an inclusive school; and our students have an excellent work ethos. Our school motto: *Aspire, Succeed, Lead*, defines our mission and we expect students to leave as future leaders; confident to take on challenges and to make a difference on a world platform. Our values of Accountability, Self-Confidence, Perseverance, Integrity, Respect and Empathy define how we operate and what we expect from students and ourselves. We are ambitious, have high expectations of ourselves and others and work together supportively, as a cohesive team.

It should be noted that in May 2022 the school was inspected by Ofsted and the school has now moved from Serious Weaknesses to Requires Improvement and confirmed that we have a good understanding of the school's strengths and weaknesses. This places us in a strong position to continue to drive forward on our plans. We are pleased Ofsted noted the improvements made to our leadership strategy and that 'leaders create an inclusive environment across the whole school' We are happy to report this was also supported by pupils who said they 'feel safe' and 'free to be themselves at school' Further, we welcome reports that inspectors found 'most staff are proud to work at the school' and that 'new initiatives are making things better'. Our teachers and support staff are the lifeblood of our school therefore, ensuring a supportive and positive workplace remains a top priority.

Our school is expanding to better meet the needs of the locality. We now have an intake of five forms (145 students) into Year 7. These students are drawn from Lady Royd Primary, siblings, and by way of a fair banding process from across Bradford. We no longer have selective entry; our student intake is truly comprehensive.

We are aiming to be a beacon of success and every indicator we have suggests that we will achieve this goal. Continuing to recruit high calibre staff is a key priority of our strategy.

The quality of education is the key focus of the organisation and everything that we do is designed to ensure that the classroom experience for the students is excellent. We are privileged to be a through-school, and so a key focus for 2023 is to embed our coherent, meaningful, and enriching 4-16 pathway.

The Senior Leadership Team consists of the following positions:

Secondary Phase

- Executive Headteacher
- Headteacher of Senior Phase
- Academy Business Leader
- Deputy Headteacher
- Assistant Headteacher
- Assistant Headteacher
- Senior Leader Maths & CPD
- Senior Leader Science
- Senior Leader English & Literacy

Primary Phase

- Headteacher of Primary Phase
- Assistant Headteacher
- Assistant Headteacher
- Early Years Leader
- KS1 Leader
- LKS2 Leader
- UKS2 Leader

We offer fantastic support and professional development to staff which ensures that they are equipped with all the necessary skills to deliver excellent lessons to the students daily. We are part of Bradford Diocesan Academies Trust (BDAT), which provides extensive CPD and career opportunities for staff, whilst also retaining the values, special character and history of Bradford Girls' Grammar School.

This clearly is an exciting time to join our school as we build on our strong foundations to become a modern forward-thinking centre of excellence. If you would like to join our team, then please complete the application form. Any further details can be obtained from the school directly. We look forward to hearing from you.

2. Bradford Diocesan Academies Trust (BDAT)

Bradford Diocesan Academies Trust (BDAT) is a Multi-Academy Trust (MAT) supporting 19 schools in Bradford. We are a Trust which prides our self in delivering great education outcomes and life opportunities for all our children. We are an inclusive Trust working with children from a rich range of backgrounds who reflect our communities and the city we serve. We are proud to be all about Bradford and developing the future generation of lifelong learners who will go on to achieve incredible things.

BDAT is a Trust which recognises each of our schools is unique. We actively encourage and celebrate difference as we know each of our schools serves very different communities. However we also know that a key strength of being part of a Trust means together our schools can support each other, learn from each other and share great practice. As importantly we know from working our way through the COVID pandemic, that a problem shared really can be a problem halved, and by working together we can save ourselves time, money and lots of duplication of work.

We are a Trust which is value-led, and we know it is important that we consistently live these values. The Trust's mission is "At BDAT we want every child to have a happy and high-quality education enabling them to grow and flourish during their time at school."

Our core Trust values are inclusion, compassion, aspiration, resilience, excellence (I.C.A.R.E.). We seek to model these values in all we do, including how we recruit and develop our staff, how we teach our students and how we liaise with our families, friends and partners. We are a proudly Christian organisation committed to providing high-quality education for all within our ethos. Whilst robust Christian principles underpin the work of the Trust, everyone is encouraged to explore their own spirituality and to recognise and understand that of others. We describe ourselves as having inclusive values believing these are as appropriate and important to staff and students of all faiths (and to those without faith) as they are to those who practice within the Church of England. It is for this reason we choose to support and sponsor Non-Church of England Academies, as well as those within the faith. Therefore, we welcome applications for this role from employees of all faiths as long as they understand and can promote the values which we share.

BDAT is a large Trust, however we pride ourselves in knowing and understanding our schools. We are all part of the BDAT family, and we all have the same motivation – to see our children succeed. For more information about us follow us on twitter @WeAreBDAT or visit www.bdat-academies.org

3. Information on the Post

We have positions available for teachers who would like to learn and enhance their skills in our dynamic school. The positions are potentially across different Key Stages, so please provide your preferred Key Stage on your application.

If you have the desire and passion to support our children to *Aspire, Succeed and Lead*, we would love you to join our team.

In return, we can offer you a creative, exciting and supportive setting within a strong community which is committed to change and the best outcomes for our pupils. We pride ourselves on our busy, active and innovative school, and can offer you an unforgettable experience working with our amazing children and staff team.

Lady Royd Primary School is part of Bradford Diocesan Academies Trust. The successful candidate will be employed by BDAT although their main place of work will be at Lady Royd Primary School.

To find out more about BDAT visit www.bdat-academies.org

BDAT strives to be a diverse and inclusive employer a place where we can ALL be ourselves.

We encourage and welcome applications from everyone.

The school's culture is firmly rooted in values, and these shape the way that we do things on a day to day basis. We recognise our **accountability** to our children and the impact we make on their futures; we are **self-confident** in what we do; and we are prepared to **persevere** in our determination to succeed. We are an organisation that truly cares about what we do and how we do it, and our actions are very much based on **integrity, mutual respect, and empathy**.

If you are interested in joining our team and being part of our exciting future, we look forward to hearing from you.



4. Application Process

Should you wish to apply for this position, please send the following:

- A completed application form. Applications should be made electronically via MyNewTerm.
- **Closing date for applications: Friday 7th June 2024 @ 8.00am**
- **Shortlisting of applications: Friday 7th June**
- **Interview date: Wednesday 12th June 2024**

Appointments made are subject to an enhanced DBS check.

This school is committed to safeguarding and promoting the wellbeing of children and young people and expects all staff, visitors, and volunteers to share this commitment.



5. Job Description

Class Teacher Job Description

MAIN PURPOSE

To ensure high quality teaching, effective use of resources and the highest standards of care, learning and achievement for all pupils.

The postholder will carry out the duties of a class teacher as outlined in the School Teacher's Pay and Conditions Document (2021) and any subsequent updates.

KEY ACCOUNTABILITIES/TASKS

KNOWLEDGE AND UNDERSTANDING

- To have an up to date knowledge and understanding of the professional duties of teachers and the statutory framework within which you work.
- To take responsibility for implementing school policies and practice, including those relating to equality of opportunity.

PLANNING, TEACHING AND CLASS MANAGEMENT

- Promote and support the Church of England ethos of the school;
- Attend assemblies, school Masses and other religious observances and events, and contributing to the preparation of these throughout the year;
- Work to achieve the general and particular aims of the school, expressed in the School Mission Statement and the School Improvement Plan;
- To plan effectively to ensure pupils have the opportunity to meet their potential, notwithstanding differences of race and gender, and taking account of the needs of pupils who are under achieving, very able, or not yet fluent in English.
- To plan effectively to meet the needs of pupils with Special Educational Needs and in collaboration with the SENCO, prepare, implement, monitor and review Individual Educational Plans.
- To monitor pupil's class and home activities, providing constructive, oral and written feedback.
- To use teaching strategies that keep pupils engaged through effective questioning, lively presentation and good use of resources.

- To create a safe and stimulating learning environment that supports learning and in which pupils feel secure and confident.
- To set high expectations for pupil behaviour, establishing and maintaining a good standard of discipline based on mutual respect and personal responsibility. To deal with inappropriate behaviour in the context of the school Mission Statement, Positive Behaviour Policy and Anti-Bullying Policy.
- To set a good example to the pupils taught through one's presentation and one's personal conduct.

WIDER PROFESSIONAL EFFECTIVENESS

- To take responsibility for one's own professional development including Performance Management procedures.
- To attend training in and out of school, as directed by the Leadership Team.
- To work effectively as a member of the school team, establishing and maintaining good relationships with colleagues, parents and pupils.
- To manage support staff and other adults effectively, involving them where appropriate with the planning and management of pupil's learning.

Accountable for:

- The education and welfare of the children in accordance with national conditions of service and the religious ethos of the school.
- The quality of learning and the achievements of all pupils in the class.

Authority to:

- Implement rewards and sanctions within the school policies and procedures.
- Liaise with parents or other responsible adults and with external professional staff in accordance with school policies and procedures.

Child Protection:

- The school takes the safety of children seriously. All staff are expected to follow the school's Child Protection Procedures.

Entitlements:

- Training and development within the school's INSET programme and in accordance with School Development Priorities.
- Appropriate professional support from the Headteacher and other colleagues.
- Performance Management
- Supportive Governing Body.

Class Teacher Personnel Specification

To ensure high quality teaching, effective use of resources and the highest standards of care, learning and achievement for all pupils.

The postholder will carry out the duties of a class teacher as set out in the current edition of the School Teachers' Pay and Conditions Document issued by the Department for Education.

	Essential	Desirable	Evidence
Qualifications and CPD Record	<ul style="list-style-type: none"> Qualified Teacher Status and First Degree Record of CPD relevant to the post 	<ul style="list-style-type: none"> Higher degree relevant to the role NPQs CPD record includes substantial relevant achievement in the last two years Relevant safeguarding training 	Application form
Successful experience of delivery of Teaching and Learning	<ul style="list-style-type: none"> Knowledge of assessment systems for KS1 and KS2 Good working knowledge of the National Curriculum Ability to work closely as part of a team Commitment to continuing professional development 	<ul style="list-style-type: none"> Proven experience/ examples of leading innovative work in a school Experience in supporting colleagues to develop practice through coaching for example Commitment to develop knowledge in other curriculum areas and key stages. Knowledge of the whole primary curriculum 	Application form Interview
Developing and working with others	<ul style="list-style-type: none"> Demonstrate high standards of personal integrity, loyalty, discretion and professionalism Has a DfE recognised teaching qualification. Is an active learner and can show evidence of own continuing professional development and is committed to learning, listening and reflecting. Has a good knowledge and understanding of relevant legislation and current educational developments, 	<ul style="list-style-type: none"> Have further relevant qualifications. Able to balance work and personal life and is considerate of the well-being of others Has experience of leadership in rigorous Performance Management. 	Application Form, Interview, References and Selection testing

	Essential	Desirable	Evidence
	<p>including the safeguarding of children.</p> <ul style="list-style-type: none"> • Treats all people fairly, equitably and with dignity to create and maintain a positive school culture. • Able to develop a rapport with children. 		
Undertaking the role of the Class Teacher	<ul style="list-style-type: none"> • Experience of teaching a class, including planning, recording, assessing and meeting the social and learning needs of pupils • Knowledge and experience of quality first teaching, ensuring that all pupils make good progress to fulfil their targets; • Evidence of maintaining the positive ethos and core values of the school • Demonstrate all core teaching standards in everyday duties. • Knowledge and experience of strategies to maintain good order and discipline 		Application form, selection task, interview, references

In line with the Immigration Act 2016 the Government has created a duty to ensure all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard; for this role the post holder is required to meet the Advanced Threshold Level.

The post holder should demonstrate they can:

- Express themselves fluently and spontaneously at length effortlessly.
- Explain difficult concepts simply without hindering the natural smooth flow of language.
- Take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English in School.

Statement:

Bradford Girls' Grammar School will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade in line with the school's changing needs.

Dated: September 2023

6. Enhanced Disclosure

Thank you for your interest in this post at Lady Royd Primary School. The post you are applying for involves working with young people. It is therefore exempt from the Rehabilitation of Offenders Act and any offer of employment will be subject to an Enhanced Disclosure.

As this post is exempt from the Rehabilitation of Offenders Act, you must declare any convictions, including pending convictions, cautions, reprimands and warnings which would otherwise be regarded as “spent” under this Act. Further details will be sought prior to appointment.

An Enhanced Disclosure is carried out by the Criminal Records Bureau and will check criminal records for information on any convictions, cautions, reprimands and warnings held on the Police National Computer and on local Police records.

All information on criminal records provided both by you and within the Enhanced Disclosure will be used, stored and disposed of in confidence and in line with the Criminal Records Bureau Code of Practice of Disclosure Information.

Lady Royd Primary School is committed to safeguarding and promoting the welfare of children.

Successful candidates will be required to complete a satisfactory enhanced Disclosure and Barring Service (DBS) clearance.

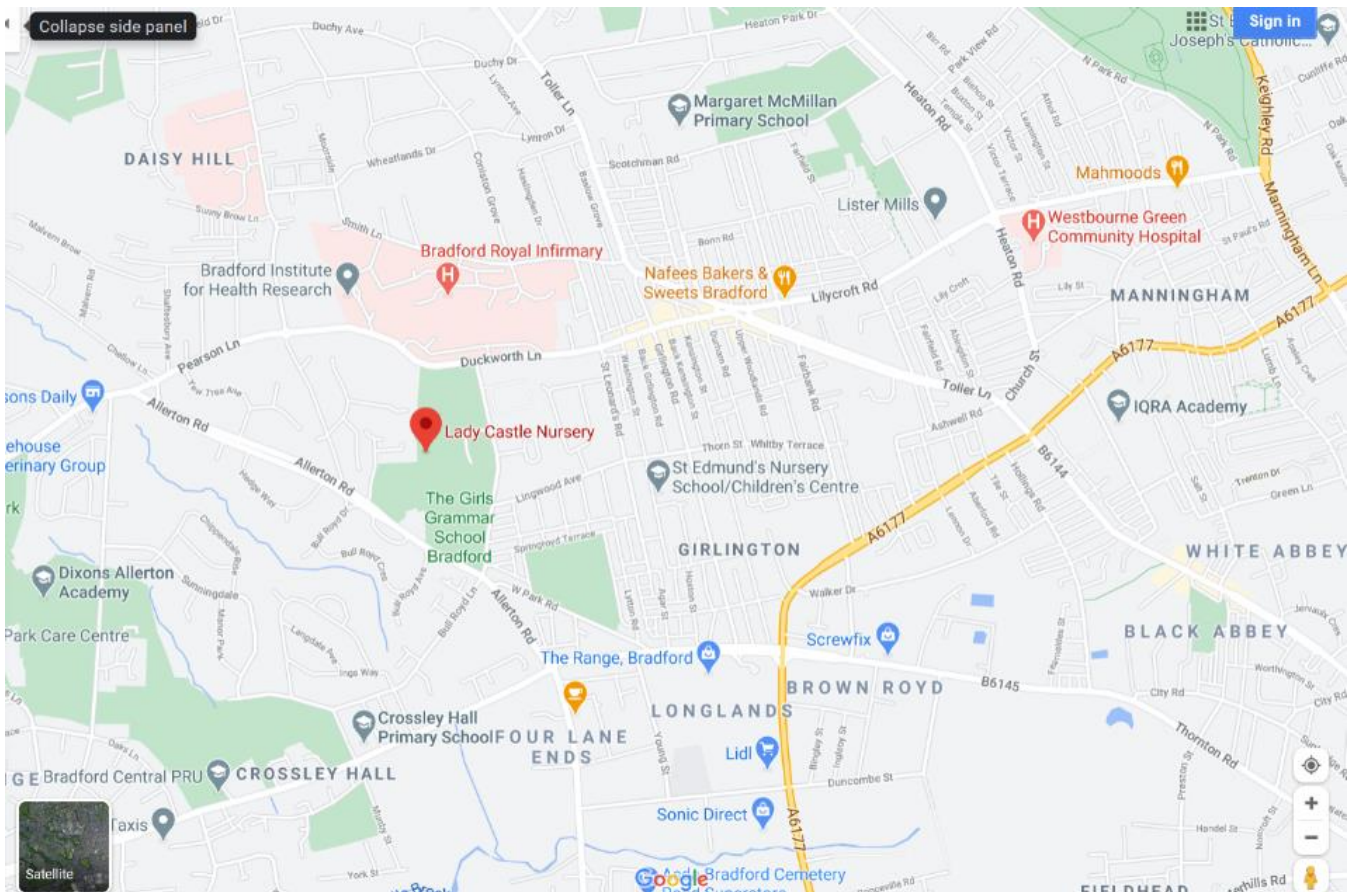
We are committed to safeguarding and promoting the welfare of our pupils and expect all staff and volunteers to share this commitment.

7. School Location and Travel Information

Lady Royd Primary School
Squire Lane
BRADFORD
BD9 6RB

Tel: 01274 545395

www.bggs.com



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