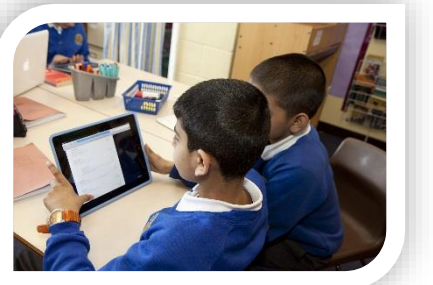




Appointment Information Pack



Vacancy	Class Teacher – KS2
Details	Full time, fixed term for 2 terms - Sept 2022 to Easter 2023 (maternity cover)
Location	Wilsden Primary School
Start date	September 2022
Visiting times	Wednesday 11th May 10am and 2pm Wednesday 8th June 4pm
Closing date & time	Monday 13th June at 12 noon
Shortlisting	Wednesday 15th June
Interviews	Wednesday 22nd June
Salary	MPS1-UPS3
Return application to	f.holmes@focus-trust.co.uk

Welcome from the Executive Headteacher

Start small, dream and achieve big

Wilsden Primary School joined the Focus Academy Trust group in February 2017, and together we are moving forward to strengthen the school further for the benefit of all the children in our care.

I feel privileged to work with the community within Wilsden and to be leading the exciting developments within school. As a staff and governing body we are all extremely proud of our fabulous children and our school, and are committed to providing the very best possible education for all of them. It is imperative to us that all of our children are happy and enjoy their learning and they are encouraged to develop a lively and enquiring mind. We want them to have the confidence and the skills to make their way in the world when they leave us.

Our vision for school is to provide an engaging and challenging learning environment where children are happy and confidently explore the world around them. We encourage and empower members of our community to challenge the norm and to ask questions, to aim and climb high and above all else to shine. In short, our aim is for all of our children to be happy and enjoy a world full of opportunities, as they are the stars of our school.

To realise this vision our school is based around some key aims and values including: the happiness of children, families and staff; raising aspirations; the praise and celebration of the achievements of everyone and co-operation, collaboration and teamwork.

Thank you for your interest in our post and I look forward to meeting you in the future,

Liz Davison

Executive Headteacher

Academy details

Address	Wilsden Primary School, Tweedy Street, Bradford, BD15 0AE
Telephone	01535 272263
Email	wilsden.office@focus-trust.co.uk
Website	www.wilsdenprimary.co.uk



Wilsden Primary School

KEY STAGE 2 CLASS TEACHER

Contract: Full time, Fixed Term Contract for 2 terms (September 2022 – Easter 2023 – Maternity Cover)

Salary: MPS1-UPS3

Start Date: September 2022

We are looking for a teacher who is passionate, a teacher with the desire to change lives and in return have theirs changed, a teacher with aspiration and a teacher who wants to be part of an amazing, caring team at Wilsden.

We have a fantastic school, wonderful children and a great working environment. We love that we are part of the Focus Multi Academy Trust, a family of schools that support, care and appreciate the work that is done in and out of the classroom.

There are lots of adverts saying 'outstanding' teacher required and whilst we would love an outstanding practitioner to join our team, we feel that Wilsden is a little bit different. We have a staff team who demonstrate their care and love of children and learning everyday through excellent relationships, understanding and approaches. We value high quality CPD for our staff and offer a wide range of opportunities. We know that Wilsden can create great leaders and we are looking for a class teacher to join our team.

Vast experience is not needed but energy and enthusiasm are essential. We don't need you to know every curriculum objective off by heart but we do need you to know your children inside out.

If you think you could be our next great class teacher and if you want to get a real feel for Wilsden Primary School then please come and visit us.

Visiting times: Wednesday 11th May 10am and 2pm
Wednesday 8th June 4pm

Closing date: 13th June at noon

Shortlisting: 15th June

Interviews: 22nd June

Focus Trust applications forms can be found on www.wilsdenprimary.co.uk or by contacting the school office on wilsden.office@focus-trust.co.uk

Please send completed application forms to
Mrs Francesca Holmes – School Business Manager

Tel: 01535 272263

Email: f.holmes@focus-trust.co.uk

Focus Trust is committed to safeguarding and promoting the welfare of all our children. All posts will be subject to an enhanced DBS check (which the school will fund). Please note all applications must be submitted on a Focus Trust application form.

Job Description

School/Academy	Wilsden Primary School
Job title	KS2 Class Teacher
Accountable to	Executive Headteacher
Line manager	Head of School

Introductory statement

The responsibilities and professional duties of the post are to be performed in accordance with the provisions of the most recent version of the Teachers' Standards.

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents, colleagues and external agencies in the best interests of their pupils.

Purpose of the role

To ensure all pupils achieve high standards of learning and well-being.

Main duties

Set high expectations which inspire, motivate and challenge pupils

- Establish a safe and stimulating environment for pupils, rooted in mutual respect
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- Lead by example and demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils

Promote good progress and outcomes by pupils

- Be accountable for pupils' attainment, progress and outcomes.
- Plan teaching to build on pupils' capabilities and prior knowledge.
- Guide pupils to reflect on the progress they have made and their emerging needs.
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching.
- Encourage pupils to take a responsible and conscientious attitude to their own work and study.

Demonstrate good subject and curriculum knowledge

- Have a secure knowledge of all curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings.
- Demonstrate a critical understanding of developments in curriculum areas, and promote the value of learning and scholarship.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of Standard English, whatever the teacher's specialist subject.
- Demonstrate a clear understanding of the teaching of systematic synthetic phonics, reading and the teaching and application of basic skills.
- Demonstrate a clear understanding of the teaching of mathematics and the application of basic skills.

Plan and teach well-structured lessons

- Impart knowledge and develop skills and understanding through effective use of lesson time.
- Promote a love of learning and children's intellectual curiosity.
- Set and assess homework and plan other out-of-class and enrichment activities to consolidate and extend the knowledge and understanding pupils have acquired.
- Reflect systematically on the effectiveness of lessons and approaches to teaching.
- Contribute to the review, design and provision of an engaging curriculum.

Adapt teaching to respond to the strengths and needs of all pupils

- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively.
- Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these.
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development.
- Make effective use of resources (including other adults) to impact on pupil learning and progress.
- Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

Make accurate and productive use of assessment

- Undertake formative, summative and statutory assessments in line with the Academy's policy and assessment calendar.
- Make use of formative and summative assessment to plan for and secure pupils' progress.
- Use data to monitor progress, set targets, and plan subsequent lessons.

- Give pupils regular and timely feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.
- Prepare and present written and verbal reports for parents and carers.

Manage behaviour and resources effectively to ensure a good and safe learning environment

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms, around the academy and when learning off-site, in accordance with the Academy's behaviour policy.
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- Ensure the learning environment is kept well ordered, tidy and free from hazards.

Fulfill wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the Academy and the Trust.
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Deploy support staff and other adults in a support role effectively.
- Liaise with external agencies with regard to pupil progress, safety and welfare.
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues and external advisers.
- Work with other staff across the Trust and in other maintained schools.
- Communicate effectively with parents with regard to pupils' achievements and well-being.
- Lead an area or strand of school improvement (excl NQT).

Personal and professional conduct

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside the Academy, by:
 - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position;
 - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions;
 - showing tolerance of and respect for the rights of others;
 - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs; and
 - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the Academy and the Trust, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities; and within the policies, handbooks and guidelines of the Academy and of the Focus-Trust.

General

The post holder will:

- Be expected to actively support work and values of the Focus-Trust;
- Be expected to undertake such additional duties as may reasonably be requested by the Principal or their representative.
- Respect confidentiality of staff, pupils, families and visitors and not breach this trust. Any breaches of confidentiality must be reported to the Principal immediately.
- Comply with the requirements of all policies, procedures & handbooks of the Focus-Trust and individual academy.
- Participate in arrangements for appraisal and in the identification of areas in which s/he would benefit from training and undergo such training.
- Proactively keep abreast of developments in relation to the post, and whenever possible and appropriate, attend professional development opportunities.
- Comply with and support all requirements related to equal opportunities and safeguarding children.

This job description is neither exhaustive nor exclusive, and it may, after consultation with the post holder be subject to modification and amendment in accordance with the needs of the academy.

Teacher
Personnel specification

Key:

App- application form

Ref- Reference

SP- Selection process. This could include a range of exercise, including an interview

Knowledge, experience and skills	Essential/ Desirable	How identified
Experience	E/D	App/sp
Ability of raising attainment of all pupils		
Ability to reflect on practice and improve teaching methods to increase pupils achievements		
Ability to continually improve teaching and learning through schemes of work, assessment and extra curriculum activities etc		
Knowledge		
Up to date knowledge in the primary curriculum		
Ability to use strategies needed to establish consistently high aspirations and standards of results and behaviour		
Skills		
Able to play a full and active role in a team		
Clear understanding of expectations, accountabilities and consistency		
Aligned with the Trusts values		
Motivated to continually improve standards and achieve excellence		
Commitment to the safeguarding and welfare of all pupils		
Excellent classroom practitioner		
Effective and systematic behaviour management, with clear boundaries, sanctions, praise and reward		
Excellent communication, planning and organisational skills		
Fulfil wider professional responsibilities		
Understand when and how to seek advice and support.		
Able to develop and maintain good relationships with staff, parents, pupils, governors and the community		
Committed to own development as a professional.		
Able to reflect on own practice and identify areas for improvement		
Qualifications and training		
Qualified Teacher Status or other educational qualification		
Qualified to degree level and above		
Evidence of further professional development.		
Personal qualities and attributes		
Moral purpose (Equality, children and adults treated with respect)	SP	
Excellent communicator (Listening, putting a message across)	SP	
Child centred	SP	
Resilient	SP	
Integrity	SP	
Self motivated and able to motivate others	SP	
Enjoys challenge	SP	
Works to deadlines	SP	
Enthusiastic and optimistic	SP	