

**Early Careers Teacher  
(NQT/ RQT)**

**One-year fixed term  
initially, pending funding.  
MPS**



**Information pack  
April 2021**



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# Welcome to Newby

## Letter from our Headteacher

Dear Candidate

Welcome to Newby, and thank you for your interest in this exciting position at our school. We are looking for a new member of our fantastic teaching team.

There has been a school on this site since the 1870's and we are proud of our continuing status as a community school. We serve the vibrant and multicultural inner city area of West Bowling in Bradford. Newby has a long history of being a successful school. This is due to the shared commitment of our staff and community to the children. We often refer to ourselves as 'the Newby family'!

Our school vision, '**Creating future leaders who are kind, confident and successful**', applies to everybody Newby. This reflects our passionate commitment to learning and the recognition of the uniqueness of individual learners. It is driven by our desire to offer the best possible education for our pupils in partnership with parents and the local community. We believe our approach will inspire a love of learning and unlock the potential that lies within all of our children, preparing them to be kind, confident and successful citizens in the future. The same principles also apply to our staff, with research driven CPD at the heart of all school improvement. We work hard together to be the best, so we can give the best to our lovely children.

Essentially, we are a happy school and are looking for 'can do' people who do believe in going the extra mile, have a growth mindset of continuously exploring and developing. We believe we are creating a culture of curiosity, which leads to an open, innovation-friendly environment where the whole team contribute effectively to our school's success.

If the above whets your appetite and warms the cockles of your heart...we may well be the school for you!

Sara Rawsley

Proud Headteacher of Newby Primary School



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Ofsted – 2013



# About Newby



## Our community and our school

Newby is a two form entry Primary School, with a 78 place nursery, catering for children aged from 3 – 11. The school is in West Bowling, one mile south of Bradford City Centre, and ten minutes from the M606, giving easy links to the M62. Unlike many inner city schools, Newby has a settled population. 93% of our children stay with us from Reception until Year 6. Our families are ambitious, upwardly mobile and caring members of society.

The school was rebuilt in 1985 and has had several improvements and additions since then. We pride ourselves on providing a warm, welcoming and modern environment for our community. In addition to our main school building, we have a separate Sports Hall with a well-resourced art room, a multi-use games area, and two separate blocks comprising our Community Room and additional meeting, PPA and office space in the School House. These facilities result in us being able to offer a broad range of activities and events across the school year.

We have a Home School Liaison Officer and a dedicated Pupil & Parent Support Manager who work with our families. Even not in a global pandemic, we have a full timetable of classes to promote life-long learning and strengthen links with school. The school is a significant hub in the community and has excellent relationships with local mosques, churches, and community groups.

We enjoy offering a wide variety of enrichment activities to our children, including successful sports teams, music tuition, clubs, and games. The community are welcome to book our facilities out of hours and have free access to our grounds in the evenings and at weekends.

Pupils receive a standard of education at Newby that is at least good with aspects that are outstanding. Progress is significantly above national average. Our children enjoy a rich and varied theme-based curriculum enhanced by a range of planned opportunities that engage and excite the learners.



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# Teaching at Newby

## What makes us different?

Every school will tell you that it is unique – and there is some truth in that – but here are the things that *we* do differently at Newby.

We see working together as a team as a real strength. Each year group consists of a shared open plan learning area with separate teaching spaces. Year group teams comprise of two class teachers and support staff. This enables a flexible and responsive approach to teaching. The team comprises a range of experience and skills to support continued professional development. Each year group teachers take PPA time together. This enables a collective responsibility for learning across the year group with collaborative lesson planning and shared resources being the norm.

We use coaching at the heart of our work together. Our CPD addresses both pedagogical and subject pedagogical development, followed by year team coaching to 'test out' and develop new learning. This then, in turn, feeds into Appraisal.

We know that our children learn best through experiential learning, so we bring the curriculum to life through trips out of school and visitors coming into school. We are passionate believers of Sustained Shared Thinking and have fully embedded this into our EYFS & KS1 practice, with plans in place to further extend this into KS2 from Sept 2021.

We have new and innovative bespoke curriculum, where work is culminated in children's 'Beautiful Work Books'. In fact, we believe in beautiful learning environments which inspire and initiate explorative learning.

Our children are our best ambassadors! They have strong learning behaviours and conduct. Our ethos ensures that our children are actively engaged in their learning and encouraged to become the best they can in a positive climate of high expectation and respect. Rigour with joy!

We are a passionate 'Reading School' and we have a whole school culture that 'reads'!



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# About Bradford

## Living and Working here

The city of Bradford nestles within the rolling hills of West Yorkshire, and combines modern architecture with graceful Victorian buildings. It has benefitted from recent high quality investment: the central City Park features regular light and water shows and has a friendly beach-like atmosphere in the Summer; there is a brand new



indoor shopping centre; and the unique underground tunnel complex at Sunbridge Wells that includes shops, restaurants and bars.

Bradford events calendar includes the annual Mela, Bingley Music Live and Saltaire Festival. Bradford is widely acknowledged as the 'Curry Capital of Britain', and has many award-winning restaurants.

Culturally, Bradford is well catered for. It hosts the National Media Museum with the largest IMAX screen in Europe, the Alhambra Theatre (one of the north's premier touring venues) and St George's Hall for concert. We are extremely proud that Bradford was the first ever UNESCO City of Film.



If you prefer a rural environment, the elegant spa town of Ilkley, the UNESCO village of Saltire, Haworth (home of the Brontes) and many other village communities are a short commutable journey to Newby. The Yorkshire Dales has some of the most beautiful countryside in England and is just 40 minutes from the city centre.

Bradford is very well connected. It has great road and rail links as well as Leeds Bradford International Airport that has flights directly to over 75 destinations.

Bradford University has approximately 42,000 students, and the metropolitan district as a whole is the fastest growing outside London so you would be working in a young, vibrant, multicultural and exciting city.

Last but not least, the cost of living in Bradford is one of the lowest in the UK, with Bradford regularly appearing in the top 5 most affordable cities – particularly due to our house prices, giving you the chance to take full advantage of all the entertainment on your doorstep and enjoy a great standard of living.

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# Job Description pg 1



## Job Description for Class Teacher

Area of Responsibility: To be agreed

### PRIME OBJECTIVE:

To teach children within the primary age range and to carry out such other associated duties as are reasonably assigned by the Headteacher.

The details set out below describe the main duties and responsibilities relating to the post of class teacher.

However, a document such as this does not allow for every item to be specified in detail, nor does it direct the particular amount of time to be spent on carrying them out.

Reference therefore should also be made to the current School Teachers Pay and Condition Document as well as the school's Directed Time Document.

### PRINCIPAL RESPONSIBILITIES

To teach children within the primary age range in the role of a class teacher.

To work within the curriculum policies of the school, with due regard to the requirements of the National Curriculum.

To be responsible to the Headteacher through the school leadership team.

To maintain good classroom practice including the control and use of teaching materials /resources / books relating to class and/or curriculum responsibilities.

To be responsible with other staff, for the pastoral care, discipline and guidance of pupils.

To set and achieve the highest possible standards for each child.

To plan and monitor children's work.

To record, monitor and track pupil's achievements – to maintain satisfactory records in accordance with National Curriculum Requirements.

To identify, along with other staff, children with additional needs such as SEN or Gifted and Talented and to inform the Inclusion Leader.

To report to parents as required and to consult with parents regarding the educational needs and progress of their children.

To supervise the work of support staff as required and to supervise students when necessary.

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# Job Description pg 2

To participate in Performance Management or any School Improvement arrangements with regard to local and national guidelines /requirements.

To lead collective worship on agreed occasions and to participate in other assemblies as and when required.

To contribute to and attend Open Evenings, Parents Consultation Evenings and meetings organised for giving information to Parents / Governors and for reporting to parents.

To have responsibility for the leadership and oversight of that area of the school budget allocated to you as Class Teacher.

Any other duties as directed by the Headteacher.

## **ADDITIONAL RESPONSIBILITIES**

To be involved in, and contribute to, curriculum responsibilities within the school.

Responsibility for the learning environment in areas of the school as designated by the Headteacher. This will include contributing to displays on agreed themes.

To attend staff meetings /planning sessions and INSET. To contribute to discussions as a member of the school team.

To supervise children at playtimes.

## **RESPONSIBILITIES AS LEADER FOR A SUBJECT THROUGHOUT THE SCHOOL;**

*NB: This section is not applicable to NQT's for the induction period*

To be responsible for facilitating the systematic review of school policy stating overall aims for your area of responsibility.

To be responsible for the systematic review of the schemes of work for your area of responsibility for use by colleagues when planning for their own year group /class.

To plan and work as part of a subject team to create and establish links between subjects ensuring learning is meaningful, relevant and enjoyable for children.

To set a high standard of classroom practice.

To meet with Key stage /Year groups to advise and support with planning.

To advise and support individual teachers in their planning, offering suggestions about appropriate classroom activities to ensure equality of learning.

To support class teachers and the key person for assessment in planning opportunities within the subject.

To assist with the diagnosis of individual pupils' needs and developing differentiated materials and approaches liaising with the Inclusion Leader.

To identify and budget for resource needs and inform the SLT of these.

To manage a small budget ordering and allocating resources appropriately; maintaining and updating high quality resources for the teaching of the subject.

To keep the Senior Leadership Team informed about the development of the subject throughout the school and identify priorities for the SIP, and formulate an action plan for the subject on an annual basis.

To plan with the SLT for an allocation of time to work alongside colleagues where possible.

To meet with other subject leaders to plan and review the curriculum.

To moderate assessments both within and across phase.

To maintain a subject leaders file

To plan for local visits and visitors to enhance topics within the subject.

To liaise with the press, marketing opportunities which celebrate our achievements.

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# Person Specification

## Person Specification



Post Title:	Teacher
Grade	Main scale

Method of assessment: Application form (AF), Interview (I), Lesson observation (LO)

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Education and Qualifications	<p>Qualified Teacher Status (AF)</p> <p>Evidence of improving teaching through appropriate professional development including responding to advice and feedback from colleagues as well as self reflection (AF)</p>	Other relevant higher professional qualification (AF)
Experience and Knowledge	<p>Have a secure knowledge of the relevant subject(s) and curriculum areas. (I &amp; LO)</p> <p>Understand and evidence promoting high standards of literacy, articulacy and the correct use of standard English, whatever the Teacher's specialist subject (LO)</p> <p>Demonstrate a clear understanding of systematic synthetic phonics and appropriate teaching strategies for maths (I &amp; LO)</p> <p>Demonstrate a critical understanding of developments in the subject/ curriculum areas. (I)</p> <p>Demonstrable experience of making a positive contribution to the wider life and ethos of a school. (AF)</p> <p>Understand the statutory frameworks which set out your professional duties and responsibilities including reference to health and safety and safeguarding. (AF &amp; I)</p> <p>Demonstrate knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>• how pupils develop and learn</li> <li>• what can inhibit learning</li> <li>• pupils' capabilities and prior</li> </ul>	To have good curriculum knowledge across the key stages relevant to the primary phase (AF)

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# Person Specification pg 2

	<p>knowledge and how you incorporate this into your planning and teaching (AF &amp; I)</p> <p>Evidence of building and maintaining good relationships with pupils rooted in mutual respect and adhering to proper boundaries. (I &amp; LO)</p> <p>Communicate effectively and professionally with colleagues and parents, the latter with regard to pupils' achievements and well-being as well as with colleagues. (AF)</p> <p>Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback and take responsibility for their learning. (AF)</p> <p>Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements and making use of formative and summative assessment to secure pupils' progress. (AF &amp; I)</p> <p>Experience of using relevant data to monitor progress, set challenging targets, and plan subsequent lessons. (AF &amp; I)</p> <p>Experience of using differentiation effectively and appropriately, using approaches which can be taught effectively (AF &amp; I)</p> <p>Evidence how home work and other out of class activities can extend the knowledge and understanding pupils have acquired (AF)</p> <p>Experience of deploying support staff effectively to enhance the learning of pupils. (AF)</p>	
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# Person Specification pg 3

<b>Ability and Skills</b>	<p>Be able to inspire, motivate and challenge pupils of all backgrounds, abilities and dispositions to achieve the high expectations set for them by understanding their needs and using and evaluating distinctive teaching approaches to engage and support them (AF &amp; I).</p> <p>Be able to manage behaviour effectively, fairly and consistently using a range of strategies both in the classroom and beyond. (I &amp; LO)</p> <p>Building and maintaining good relationships with pupils rooted in mutual respect and adhering to professional boundaries.</p> <p>Demonstrate consistently the positive attitudes, values and behaviours which are expected of pupils. (AF)</p>	
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This post requires satisfactory clearance of an enhanced DBS with barred list check as well as the Right to Work in the UK



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# How to Find us



**Newby Primary School**  
**Ryan Street**  
**Bradford**  
**BD5 7DQ**

**Tel: 01274 772208**

**email: [admin@newby.bradford.sch.uk](mailto:admin@newby.bradford.sch.uk)**

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# Next Steps

## How to apply

If you would like to visit our school, please contact the school Office Manager, Linda Bristow, on 01274 772208 to arrange an appointment. We will be delighted to welcome you, show you around our school and answer any questions you may have.

If you wish to apply for this post:

- Please complete the application form on Prospects online outlining how you meet the criteria on the job description and person specification.
- Supplement your application with a letter of no longer than two sides of A4. Your letter of application should outline your reasons for applying for the post at Newby and give an indication of what you can offer our school.



References will be sought for shortlisted candidates prior to the interview date. Successful candidates are subject to an enhanced disclosure check from the Disclosure and Barring Service.

### Key Dates

Closing date: 12 noon, Friday 23<sup>rd</sup> April 2021

Selection days: 28<sup>th</sup> & 29<sup>th</sup> April 2021

Hard copies can be sent for the attention of, Headteacher, Newby Primary School, Ryan Street, Bradford, BD5 7DQ.

<https://prospectsonline.co.uk/>

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# Advertisement

*Advert for Early Careers Teacher (NQT/ RQT)*

*One-year fixed term initially, pending funding. MPS*

*An exciting opportunity has arisen to join the wonderful Newby Primary School.*

*Do you want to join a forward thinking, innovative school, driven by the latest pedagogical research? Do you want to work with amazing, well behaved and enthusiastic children, passionate and motivated staff, a welcoming parental community and highly-driven yet supportive leaders?*



*Are you someone who goes above & beyond to be the best you can be? Are you interested and excited by research-based practice? Do you pay attention to the small detail? Are you driven to form strong and purposeful relationships with both children & colleagues?*

*If yes, we are the school for YOU!*

Newby Primary School  
Ryan Street  
West Bowling  
BD5 7DQ

☎ 01274 772208

✉ [recruitment@newby.bradford.sch.uk](mailto:recruitment@newby.bradford.sch.uk)



*Covid-safe visits are warmly welcomed.*

*Closing Date 12pm Friday 23rd April 2021*

*Shortlisting Mon 26th April 2021*

*Selection days Wed & Thu 28th & 29th April*



*Our school is committed to safeguarding and promoting the welfare of children. This post is subject to an enhanced disclosure check from the Disclosure and Barring Service.*

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