



Teacher

RECRUITMENT INFORMATION PACK

Park View Primary Academy
Harlech Road
Leeds
LS11 7DG

RECRUITMENT INFORMATION PACK

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November 2016

Dear Applicant,

Post: Teacher

Thank you for your enquiry requesting further details and an application form for the post of Teacher at Park View Primary Academy.

Park View Primary is a Good school with Outstanding leadership (Ofsted June 2014) where “pupils are enthusiastic and enjoy their learning”

We are now seeking to appoint an excellent, ambitious and enthusiastic teacher to join our team. Park View Primary has so much to offer a keen and dedicated person who want the very best for our children:

- a welcoming, vibrant and inclusive school community
- a creative, caring atmosphere with a strong commitment to the education of the whole child
- a hardworking, talented and dedicated team of staff, governors and supportive parents
- pupils who behave well in lessons, get on well together to support each other with their learning
- an attractive, modern, well-resourced learning environment
- an exciting curriculum which interests and inspires the children
- excellent professional development opportunities
- an opportunity to make a real difference

Visits to our academy are warmly welcomed and we hope that after finding out more about us, you will feel encouraged to apply for the advertised post.

I look forward to receiving your application in due course; the closing date for receipt is **12 noon, Monday 12th December 2016.**

With very best wishes,

Eleanore Pickard
Principal

Introduction

Delta Academies Trust is a not for profit charitable organisation that is committed to changing outcomes for children in the academies it sponsors and the wider education system. We are a teaching school, training teachers, school leaders and other professionals who work with children.

Delta Academies Trust firmly believes that an outstanding education should be the right of every child and should not be determined by a post code lottery. The Trust will strive to ensure that all pupils and students in our academies attend an outstanding school.

We are determined that local children can attend a local school and we will place those children who need extra help first in our admissions policy.

In our family of academies we currently have a range of educational provision that includes: Secondary, Primary, Infant, Junior, Alternative Provision and Pupil Referral Units.

Delta places at the heart of its school improvement a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for the children and young people we serve.

You can find out more details about Delta and our academies at **www.deltatrust.org.uk**

Delta Academies Trust - Our Vision and Values

Our vision is based on the values and the principles of Delta Academies Trust. Our academies will:

- Change children's and young people's lives for the better, providing them with the skills, knowledge and understanding to be successful throughout life and contribute positively to their communities.
- Place learners at the heart of everything we do and ensure that we promote social responsibility, honesty, integrity and caring for others.
- Deliver outstanding academic outcomes for all pupils and students and engender in them the confidence and aspiration to be successful.
- Create a generation of young people who care about their environment and recognise that they can shape the future through their own actions.
- Recognise and appreciate the different beliefs others hold but will promote British Values and encourage active citizenship, promoting social cohesion.
- Promote scientific enquiry and the development of analytical thinking skills that enable pupils and students to question the world around them and evaluate received wisdom.
- Celebrate human creativity and the enrichment Arts bring to our lives and community.

Why work for Delta Academies Trust?

- You will be joining a team that is committed to changing lives through transforming educational outcomes. A Trust **highly committed** to ensuring that you benefit from high quality development and training.
- You will work alongside professionals in a fast-paced and **dynamic environment**.
- You will develop your skills alongside **like-minded colleagues**.
- Each of the Delta academies is committed to a climate of **mutual support** and **partnership** and to working closely with each other.
- **Career Development** - Delta Academies Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The Trust offers a central CPD programme involving a range of training, which can include Ofsted training, safer recruitment, paediatric first aid and Evolve training. We also have a clear strand of Teaching and Learning CPD and an innovative and exciting Leadership and Development programme.
- **Pension** - Every employee of Delta Academies Trust has access to a pension scheme.
- There is a **Cycle to work scheme**
- You will have access to **private medical Insurance** (Prices are provided on request)
- **Work-life balance** - We aim to be a 'best practice' employer. We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality staff.
- **Child care vouchers by Sodexo** - Child care vouchers work through a salary sacrifice and they are taken from your salary each month before your usual Tax and NI contributions.
- **Tech Salary Sacrifice Scheme** - this gives employees the opportunity of having the latest technology and the cost directly deducted from their gross monthly salary, saving on Tax and National Insurance Contributions.

The Core Team

The Core Team consists of a range of specialists, staff who are committed to working alongside colleagues within our academies to ensure that they have the support they need to succeed. These Specialists include; Senior Leaders, National Leaders of Education, Academic Subject Experts (Directors) for most areas including Primary and Business Support Services. Positions within the core team offer career progression and a range of opportunities.

Our Teaching School Alliances provide initial teacher training as well as on-going professional development courses and opportunities. Curriculum leaders, special needs specialists and support staff from the Trust regularly meet and are deployed to provide the support for school improvement. This mechanism of support is flexible and capable of expansion.

The Trust benefits from a range of expertise in Finance, Data, ICT, Facilities and Health & Safety, Human Resources and Governance and Compliance. The Core Team delivers centralised services supporting the non-teaching operations of our academies and ensures consistent working practices and best value for the group. Core services include:

- Financial management, centralised purchasing and payroll
- Governance and Compliance
- HR
- Legal support
- ICT strategy
- Curriculum design
- Post 16 leadership
- Business services
- Facilities management
- Continued Professional Development
- Audit services
- Data and Sims support



The Application Process

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at www.deltatrust.org.uk

Completed applications should be returned to jobswest@deltatrust.org.uk or by post to Delta Academies Trust, Recruitment Team, Education House, Spawd Bone Lane, Knottingley, WF11 0EP

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt.

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume your application has been unsuccessful.

Queries

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 0345 196 0095.

We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on our recruitment website at: <http://recruitment.deltatrust.org.uk>

PARK VIEW PRIMARY ACADEMY CLASS TEACHER

**Full Time
Permanent**

MPS/UPS – with the possibility of TLR 2b for a candidate with suitable experience

Park View Primary converted to an academy on the 1st September 2012 sponsored by the Delta Academies Trust, an educational organisation which in partnership with its schools delivers the best possible outcomes for young people and families in the local communities in which they serve.

We are seeking to appoint a Teacher to start January 2017 to teach a year 6 class.

The ideal candidate will be enthusiastic, conscientious, talented and caring. This person must have a professional approach to their work, joining our committed staff at our well established active academy. The successful candidate will help support our inclusive vision and help us to achieve the next level of success.

The successful candidate will:

- be an excellent classroom practitioner
- have the knowledge and experience to teach children with EAL
- be enthusiastic, resourceful and keen to ensure that the highest possible standards of pupil achievement, personal development and well-being are achieved.

This post would suit either a newly qualified or a more experienced teacher.

Visits to the academy are warmly welcomed by prior appointment with the academy.

Closing Date: Monday 12th December 2016
12 Noon

An application pack can be downloaded from
www.recruitment.deltatrust.org.uk
or by contacting our recruitment team on
0345 196 0095
or email
jobswest@deltatrust.org.uk

The Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced Disclosure and Barring Service Check.

PARK VIEW PRIMARY ACADEMY JOB DESCRIPTION CLASS TEACHER

Grade: MPS/UPS

Responsible to: The Principal

Responsible for: N/A

Purpose of the job:

To teach pupils across the full age and ability of KS1 or KS2 in order to ensure the highest possible standards of pupil achievement, personal development and well-being.

AREAS OF RESPONSIBILITY AND KEY TASKS

PLANNING, TEACHING AND CLASS MANAGEMENT TO:

Teach allocated pupils by planning their teaching to achieve progression of learning through:

- Identifying clear teaching objectives and specifying how they will be taught and assessed
- Setting tasks which challenge pupils and ensure high levels of interest
- Setting appropriate and demanding expectations
- Setting clear targets, building on prior attainment
- Identifying SEN or very able pupils
- Provide clear structures for lessons maintaining pace, motivation and challenge
- Make effective use of assessment and ensure coverage of programmes of study
- Ensure effective teaching and best use of available time
- Monitor and intervene to ensure sound learning and discipline
- Use a variety of teaching methods to:
 - i. Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
 - ii. Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
 - iii. Select appropriate learning resources and develop study skills through library, ICT and other sources
- Ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught
- Evaluate their own teaching critically to improve effectiveness.

ADDITIONAL STANDARDS FOR NURSERY AND EARLY YEARS

- take account of pupils' needs by providing structured learning opportunities which develop the areas of learning identified in national and local policies and particularly the foundations for literacy and numeracy
- encourage pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively
- use a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning
- manage parents and other adults in the classroom

MONITORING, ASSESSMENT, RECORDING, AND REPORTING TO:

- Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching
- Mark and monitor pupils' work and set targets for progress
- Assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving.
- Prepare and present informative reports to parents

OTHER PROFESSIONAL REQUIREMENTS TO:

- Have a working knowledge of teachers' professional duties and legal liabilities
- Operate at all time within the stated policies and practices of the school
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct
- Endeavour to give every child the opportunity to reach their potential and meet high expectations;
- Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school
- Take responsibility of their own professional development and duties in relation to school policies and practices
- Liaise effectively with parents and governors
- Take on any additional responsibilities which might from time to time be determined

Any additional responsibilities in line with Teachers' Pay and Conditions as negotiated with the Principal.

PERSON SPECIFICATION CLASS TEACHER

	Ess	Des	MOA
KNOWLEDGE/QUALIFICATIONS			
Graduate with Qualified Teacher Status	*		A/C
Knowledge of current educational practice and issues	*		A/I
An excellent classroom practitioner	*		I/R
Knowledge of the new National Curriculum	*		A/I
Knowledge of all phases of primary education		*	A/I
Effective use of ICT to support learning	*		A/I
The implications of the Code of Practice for Special Educational Needs for teaching and learning		*	A/I
Any statutory curriculum requirements and requirements for assessment, recording and reporting of pupils' attainment and progress		*	A/I
Full working knowledge of relevant policies/codes of practice/legislation		*	A/I
A knowledge of the new Professional Teaching Standards	*		A/I
EXPERIENCE			
Experience of teaching in the Primary phase	*		A/I/R
Experience of teaching pupils with EAL	*		
SKILLS			
High level of written, oral and communication skills	*		A/I
Ability to communicate effectively orally and in writing to a range of audiences	*		A/I/R
Able to offer expertise in a specific subject or area		*	A/I/R
High level of organisational and planning skills	*		A/I.R
Evidence of sharing in and contributing to the corporate life of the academy	*		A/I/R
Work effectively as part of a team, relating well to colleagues, pupils and parents	*		A/I/R
Ability to demonstrate a commitment to equality of opportunity for all pupils	*		A/I
Ability to investigate, solve problems and make decisions	*		A/I
Able to use own initiative and motivate others	*		A/I/R
Ability to relate to and empathise with pupils and to develop trusting and respectful relationships with them	*		A/I/R
Respect for confidentiality of information concerning individual pupils and ability to use discretion in circumstances of disclosure	*		A/I/R

Key: MOD=Method of Assessment, Ess=Essential, Des=Desirable, A=Application, I=Interview and assessment, R=Reference, C=Certificate

ACADEMY'S STATISTICS PAGE

Park View Primary Academy Facts and Statistics	
Type of School	Primary Academy
Age Range	3 – 11
Location	Beeston, South Leeds
Denomination	None
Co-educational or single sex	Co-ed
Specialisms	
Number of students on roll	243
Value Added	100.1
Attendance	96.1%
Date school established	1 st September 2012
School Awards	Stephen Lawrence Education Standard. Healthy Schools
Number of teaching staff	10
Number of associate staff	14
% of students on free school meals	18.5%
% of pupil premium students	38.5%
% of early years pupil premium students	21%
% of students with SEN- EHCPs	22%
% of students with EAL	68 %