



Diocese of Salisbury  
Academy Trust  
*'Beyond expectations for all of God's children'*



# Dunbury Church of England Academy

**Working for the  
Diocese of Salisbury Academy Trust**



**Welcome to the Diocese of Salisbury Academy Trust (DSAT)  
and thank you for your interest in working with us. The Trust is based at the  
Diocesan Education Centre in the historic village of Wilton, located three miles  
to the West of the mediaeval city of Salisbury.**

In this pack we have enclosed some interesting and useful information about the Trust, which works with twelve academies across the Diocese. You can find out more about these and the strengths of our organisation on our website at [www.dsat.org.uk](http://www.dsat.org.uk). We take safeguarding seriously and candidates will be subject to rigorous procedures to ensure that our children are suitably protected at all times. This will include an enhanced DBS check for all successful candidates before employment is confirmed.

**This recruitment pack includes:**

**DSAT Vision and Values**

This document outlines the strength of the ambitions that we have for our Trust and our vision for all of the children in the Trust.

**Job Advert and how to apply**

Please ensure that your application relates to the correct advertisement and that you have been able to find details of how to apply with the correct form.

**Job Description and Person Specification**

We aim to provide you with a clear indication of the role you are applying for. When completing your application, we ask you to relate your experience and skills to the Job Description and Person Specification in a clear and succinct manner.

**Application Form**

To apply for the role you are required to complete an application form and return this to the academy or the Trust HR department (please read the instructions carefully) before the closing date. We do appreciate the time taken to complete the application form. Unfortunately CVs will not be accepted.

**Equal Opportunities Monitoring Form**

We are committed to equality in the workplace and supporting the development of all our employees.

**Living and working in our Diocese**

We have aimed to capture a brief overview of the rich social and cultural diversity across our beautiful area.





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Our vision is for the growth of thriving Christian learning communities, providing everyone with the opportunity to achieve more than they ever thought possible. Christian service is at the heart of all we do, as we help young people to develop excitement in learning and to live life to the full. We value everyone equally and demonstrate this through our words, actions, community life and the quality of the opportunities we provide.

## Children at the heart of all we do

Our young people will be inspired to develop academically and spiritually, aspiring beyond their own and others' expectations.

## Faithfulness to our Christian tradition

We put God's love into action through our values of love, reconciliation, hope, forgiveness, peace, grace, justice and joy. Working with our parishes and communities, we encourage an understanding of the significance of faith through teaching, worship and prayer.

## Striving for excellence

We love learning and are passionate about the high standards we can achieve in all aspects of life.

## Collaboration

We build strong partnerships, learning with and from others as we challenge ourselves to reach new heights. We give of our best and expect the best from one another.

## Celebrating success

We celebrate the achievements of every individual and share our successes widely.



*'I can do everything through Christ, who gives me strength'*



## Letter from the Headteacher

Dear colleague,

Thank you for showing an interest in the post advertised at Dunbury Church of England Academy. I am tremendously proud of our lovely, small, but growing school. Dunbury is an unusual school in that we operate a split site: it was the first federated primary school in the country, back in the day, when four small village schools joined to become The Dunbury School. These days, as Dunbury Church of England Academy, we operate two sites, with our infants in Winterborne Kingston and our juniors in Winterborne Whitechurch.

Although we work across two villages and two benefices, we are very much one school community. The children join together regularly on link days, the teachers meet together weekly and we share resources and expertise together all the time. We are a happy, collaborative and innovative team and we are looking for two excellent teachers to join us at Key Stage Two from September.

You will join a team of professionals who are welcoming, compassionate and highly motivated and who promote high expectations and aspirations at Dunbury and throughout our Academy Trust: we are proud to be a part of the Diocese of Salisbury Academy Trust (DSAT) and we benefit from a supportive network of colleagues from across Dorset and Wiltshire. We are also a member of the Blandford Schools Network and we enjoy strong local collaboration within our network of partner schools.

It really is a great time to join us at Dunbury: we have done some inspiring things recently and, having been recently inspected by Ofsted and SIAMS and judged to be good by both, we are excited to continue to innovate what we do and take some even bolder steps. I would like to invite you to join us in finding ways to make learning truly come to life for our children, so that their school days are filled with the things they will remember for ever and not just the stuff in between!

I look forward to welcoming you and I highly recommend coming to visit us. For an informal chat or to find out more about the post or the school, please do not hesitate to get in touch.

Yours sincerely,



Ben Barker, Headteacher

### Foundation Stage and Key Stage 1

Dunbury Church of England Academy  
Winterborne Kingston, Dorset, DT11 9BJ  
01929 471475

### Main Office and Key Stage 2

Dunbury Church of England Academy  
Winterborne Whitechurch, Dorset, DT11 0AW  
01258 880501



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## Background to DSAT

The Diocese of Salisbury Academy Trust (DSAT) was established at the end of 2013 to provide a home for schools within the Diocese of Salisbury who wanted to convert to academy status. At the start of the academic year 2015-16, the Trust has seven academies, six sponsored and one through voluntary conversion. Whilst the Trust is a separate entity to the Diocesan Board of Education (DBE), they work together in dynamic and strategic partnership to transform provision and outcomes for the children in their care.

Alongside its improvement work in its current member academies, the Trust is working actively with other schools and the Regional Schools Commissioner (RSC) to grow its family of academies. This will enable a greater level of system-led improvements, further opportunities for collaboration between leaders and staff at all levels of the organisation and better economies of scale, vital in the current challenging economic climate.

DSAT provides an opportunity for schools to convert to academy status in a way that is different to many academy trusts.

- Individual schools that can thrive in their own context and in line with their own vision and values;
- A home for church schools committed to maintaining their distinctiveness, based upon their Christian values;
- A home for schools without a Christian foundation, who are wanting to work with us in partnership to secure better outcomes for children;
- A dynamic collaboration, working in conjunction with a range of partners, to deliver tailored programmes of school improvement that will meet the needs of each academy;
- Services available to academies that will support improvements to teaching and learning, allowing schools to focus on their core business rather than being distracted by academy business;
- The flexibility to meet schools where they are on their journey and to adapt to their specific circumstances;
- Opportunities to operate in close partnership and strong relationship with the DBE, the RSC and local authorities for the good of our academies.



The Salisbury Diocesan Board of Education (SDBE), formed in 1830, is one of the oldest formal diocesan bodies. Many of the church schools were founded before that date, and the Board, or Council as it was called then, was formed to support their work and to promote new schools. The Diocese today extends over 2000 square miles, with a population of just under 860,000. There are a total of 195 schools and academies serving 40,000 children. We work across a number of counties and local authorities, working closely in mutually beneficial partnership with them in order to progress the life-chances of the children in our care. We are open to both church and non-church affiliated schools across the region.



**Dunbury**  
Church of England Academy

Headteacher: **Ben Barker**  
Chair of Local Governing Board: **Richard Marchant**

Email: [office@dunbury.dsat.org.uk](mailto:office@dunbury.dsat.org.uk)  
Website: [www.dunbury.dsat.org.uk](http://www.dunbury.dsat.org.uk)

### **KS2 Class Teacher (part-time: 0.6) – Dunbury Church of England Academy**

#### **Salary details: Teachers' Main Scale (£22,917 - £33,824 pro rata)**

Dunbury Church of England Academy would like to appoint an inspirational and enthusiastic teacher to join our friendly, happy and talented team at Key Stage Two. There are TWO vacancies: one full-time post and one 0.6 post, both in Key Stage Two. Both are for permanent vacancies, starting from September.

Our school is at an exciting time in its development, ready to achieve some amazing things and build on our successes, so we are looking for someone who can motivate and enable children to achieve highly: someone who will inspire children, parents and colleagues alike to delight in learning.

#### **The successful candidates will be able to demonstrate:**

- real energy and enthusiasm for learning;
- high expectations for all pupils;
- a commitment to work closely with colleagues to share and develop skills and expertise;
- a creative and inspirational approach to teaching and learning;
- a commitment both to the professional teaching team of the school and to the wider school community;
- a commitment to supporting and upholding our school's Christian values.

#### **We can offer:**

- exceptionally caring, polite and well-behaved children with a love of learning;
- a very talented, supportive and approachable team of colleagues, including excellent TA support;
- first-class professional development with strong prospects for developing leadership;
- a shared determination to inspire children to learn
- a leadership team ready to support you fully in innovating teaching and learning;
- a well-resourced learning environment in a beautiful village setting
- a dedicated and approachable governing body who share the school's vision.

Applications from experienced teachers are preferred. This will be, initially, a Teachers' Main Scale position.

Dunbury is a wonderful and truly exciting place to be a teacher. We are proud to have been recently inspected and judged "Good" in all areas by both Ofsted and SIAMS. We strongly encourage you to visit our school, to meet our amazing children and see something of our exciting plans for the future.

Please contact Ben Barker (Headteacher), on 01258 880501, to arrange a visit.

We will use the person specification for the post to shortlist applications. When applying, please address each of the criteria to ensure we can invite you to interview.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to have an Enhanced DBS check in line with government safer recruitment guidelines.

**Closing date: Monday 23<sup>rd</sup> April 2018 (deadline extended)**

**Interviews: week commencing 30<sup>th</sup> April 2018**

#### **Foundation Stage and Key Stage 1**

Dunbury Church of England Academy  
Winterborne Kingston, Dorset, DT11 9BJ  
01929 471475

#### **Main Office and Key Stage 2**

Dunbury Church of England Academy  
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## How to Apply

If you are interested in this position and would like to have a more detailed conversation before making the decision to apply, please give us a call and we will be happy to help you with as much detail as possible to support this process. We encourage visits to our academies and conversations with our Headteachers and these can be arranged between yourself and the school.

When you have enough information to make your decision to apply, please complete all sections of the application form. Please email, post, or deliver your completed application form to:

Ben Barker, Headteacher  
Dunbury Academy  
Dolway Lane  
Winterborne Whitechurch  
DT11 0AW

email: [office@dunbury.dsat.org.uk](mailto:office@dunbury.dsat.org.uk)

All applicants will be notified of the shortlisting decisions by email. References for shortlisted candidates will be requested before interviews. Interviews are planned for the week commencing 23<sup>rd</sup> April 2018 and further details about the interview process will be emailed to the candidates as soon as possible after the closing date for applications.

## Job Description

<b>Job Title: Teacher</b>	<b>Grade: M1 – M6</b>
<b>Reports To: Headteacher</b>	<b>Salary Range: £22,917 - £33,824</b>
<b>Main Duties:</b>	
1.	<p><b>Planning, Teaching and Class Management</b></p> <ul style="list-style-type: none"> <li>• To teach allocated pupils by planning their teaching to achieve progression of learning through: <ul style="list-style-type: none"> <li>○ identifying clear teaching objectives and specifying how they will be taught and assessed;</li> <li>○ setting tasks which challenge pupils and ensure high levels of interest;</li> <li>○ setting appropriate and demanding expectations;</li> <li>○ setting clear targets, building on prior attainment;</li> <li>○ identifying SEN or very able pupils;</li> <li>○ providing clear structures for lessons maintaining pace, motivation and challenge;</li> <li>○ making effective use of assessment and ensure coverage of programmes of study;</li> <li>○ ensuring effective teaching and best use of available time;</li> <li>○ monitoring and intervening to ensure sound learning and discipline;</li> <li>○ working in accordance with school policies, providing excellent moral, social, spiritual and cultural role models;</li> <li>○ putting the needs of the school's pupils first and actively promote and enthusiasm to learn;</li> <li>○ actively promoting environmental sustainability;</li> </ul> </li> <li>• To use a variety of teaching methods to: <ul style="list-style-type: none"> <li>○ match approach to content, structure information, present a set of key ideas and use appropriate vocabulary;</li> <li>○ use effective questioning, listen carefully to pupils, give attention to errors and misconceptions;</li> <li>○ select appropriate learning resources and develop study skills through library, ICT and other sources;</li> <li>○ ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;</li> <li>○ evaluate their own teaching critically to improve effectiveness.</li> </ul> </li> <li>• To liaise with other teachers in the year group(s), key stage and, where appropriate, other phases, in planning, delivering, assessing and evaluating each area of the curriculum.</li> <li>• To 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.</li> <li>• To encourage pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively.</li> <li>• To use a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.</li> <li>• To manage parents and other adults in the classroom.</li> </ul>
2.	<p><b>Monitoring, Assessment, Recording, Reporting</b></p> <p>To:</p> <ul style="list-style-type: none"> <li>• assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;</li> <li>• mark and monitor pupils' work and set targets for progress;</li> <li>• 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;</li> <li>• prepare and present informative reports to parents.</li> </ul>

3.	<p><b>Other Professional Requirements</b></p> <p>To:</p> <ul style="list-style-type: none"> <li>• have attained the National Standards for Qualified Teacher Status;</li> <li>• enhance and update their teaching skills through continuing professional development;</li> <li>• have a working knowledge of teachers' professional duties and legal liabilities;</li> <li>• operate at all times within the stated policies and practices of the school;</li> <li>• establish effective working relationships and set a good example through their presentation and personal and professional conduct;</li> <li>• endeavour to give every child the opportunity to reach their potential and meet high expectations;</li> <li>• contribute to the corporate life of the school through effective participation in meetings and management systems necessary to co-ordinate the management of the school;</li> <li>• take responsibility for their own professional development and duties in relation to school policies and practices;</li> <li>• liaise effectively with parents and governors;</li> <li>• take on any additional responsibilities which might from time to time be determined.</li> </ul>
4.	<p><b>To fully comply with the Trust's safeguarding policy.</b></p>
5.	<p>This job description is not exhaustive and will be subject to periodic review. It may be amended to meet the changing needs of the business. The post-holder will be expected to participate in this process and we would aim to reach agreement on any changes.</p>

## Person Specification

	Essential	Desirable
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Evidence of commitment to further professional development</li> <li>• Teaching in Key Stage Two</li> <li>• Proven record of effective teaching and learning</li> <li>• Developing positive relationships with parents</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching in mixed-age classes</li> <li>• Teaching across Primary school age range</li> <li>• Developing partnerships in the wider school community</li> <li>• Subject leadership (core or foundation)</li> </ul>
<b>Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• Know and understand a range of effective teaching and learning styles</li> <li>• Know how to use assessment to match teaching to pupils' needs;</li> <li>• Have strong subject knowledge for the requirements at KS2</li> <li>• Have working knowledge of the monitoring, assessment, recording and reporting of pupils' progress;</li> <li>• Understand responsibilities concerning Equal Opportunities, SEND, Health and Safety and Safeguarding;</li> </ul>	<ul style="list-style-type: none"> <li>• Have a working knowledge of statutory assessments at KS1 and KS2</li> </ul>
<b>Skills</b>	<p><i>The Class Teacher will have the ability to:</i></p> <ul style="list-style-type: none"> <li>• Create a happy, motivating and challenging learning environment;</li> <li>• Plan and deliver stimulating lessons;</li> <li>• Reflect on own practice and liaise effectively with colleagues in order to continually improve and innovate;</li> <li>• Maintain the highest standards of both achievement and behaviour;</li> <li>• Skilfully use assessment strategies throughout the teaching sequence in order to meet individuals' learning needs;</li> <li>• Communicate effectively (both orally and in writing) to a variety of audiences</li> </ul>	<ul style="list-style-type: none"> <li>• Lead foundation or core subjects across the school and report to the governing body</li> <li>• Lead curriculum workshops for parents and the community</li> </ul>
<b>Working with others</b>	<ul style="list-style-type: none"> <li>• Establish and develop close relationships with parents, governors and the community;</li> <li>• Be cheerful, optimistic and resilient;</li> <li>• Have a positive approach to problem-solving;</li> <li>• Be committed to valuing, nurturing and developing young people.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience leading a high-performing team</li> </ul>

**NB: We will shortlist candidates using the person specification above. Please address as many of the points above as you can in your supporting statement so that we will be able to invite you to interview.**



## Salisbury Diocese

### Living and Working in Dorset

Dorset has such a varied range of great attractions there is certainly something to suit every taste. Dorset boasts some of the finest stately homes and gardens in the country and has a rich heritage with some stunning castles and forts that will transport you back to years gone by. For history buffs Dorset is a must: home to some of the most intriguing museums, with collections from war time history, to the wonders of Dorset's Jurassic Coast. Not forgetting the younger members of the family, Dorset has some fabulous family attractions to entertain. From children's farms to steam trains and activity centres to high wire adventures, the children will be more than happy.

If you are after clear air, sweeping cliff walks, breathtaking views and snug little towns brimming with restaurants and shops to explore, Dorset is for you! Dorset is as multi-layered as the famous fossil flecked cliffs along its Jurassic Coast – a stunning stretch of shoreline that has been designated a Natural World Heritage Site by UNESCO, due to its outstanding geological make-up. The charming countryside Dorset has to offer has been designated as an Area of Outstanding Natural Beauty and it is easy to see why.

There is more to Dorset than just fabulous scenery and magnificent coast - the history of this county is rich and vivid. How many areas do you know that can boast a huge naked chalk giant, England's first Natural World Heritage Site and Maiden Castle, the largest hill fort in Europe!!

All over Dorset there are charming market towns and tiny villages tucked into tranquil rural settings. Each town has its own individuality, character and history to relate.

It is no wonder that the area has captivated film and TV makers from all over the world. Productions of all kinds have been filmed on location here, with Dorset's unspoilt countryside, dramatic coastline and spectacular historic houses and gardens being used as a backdrop to the action.

Dorset is also renowned for its year round events calendar, holding some rather famous international festivals such as the Great Steam Fair and the Chalke Valley History Festival that help to enhance its glowing reputation as a fantastic destination: from small local community events in some of Dorset's beautiful towns and villages to large-scale festivals and seasonal events with turnouts in the thousands. If music and the arts are more your thing then keep your eye out for acts performing at Dorset festivals and concerts.

<http://www.visit-dorset.com/>



## Salisbury Diocese

### Living and Working in Wiltshire

Wiltshire is home to the best preserved copy of the Magna Carta in the magnificent Salisbury Cathedral. Not only the UK's tallest medieval cathedral spire, but, as quoted by Bill Bryson in *Notes from a Small Island*, 'Salisbury Cathedral is the single most beautiful structure in England, and the Close around it the most beautiful space'. How wonderful to be part of this, as well as so many other highlights of the west country: the highest concentration of prehistoric sites in Europe, the World Heritage sites of Stonehenge and Avebury, England's first safari park at Longleat, and National Trust and historic homes at Stourhead, Bowood and Wilton House, set in surroundings made famous by palladium landscapers.

Discover an endless variety of music, literature and art festivals, food and drinks events, village fêtes and local markets. Wiltshire has year round activities, including sporting events at Salisbury Racecourse and Castle Combe racing circuit, as well as traditional events such as the Downton Cuckoo Fair and the Wessex Country Fair.

For theatre goers, there is not only the Salisbury Playhouse, but the Wiltshire Music Centre in Bradford-on-Avon, Salisbury Arts Centre, the Lighthouse Arts Centre in Poole and many local amateur dramatic, art, literary and music societies.

Wiltshire is proud to have award-winning dining with three Michelin starred restaurants at some of our prestigious hotels as well as AA rosettes for fine dining. Keep an eye out for the Wiltshire Food & Drink logo which is awarded to properties that meet certain criteria regarding sourcing local produce. The keen foodies may want to follow one of the food trails, head to one of the Wiltshire farmers' markets for fresh produce directly from the supplier, or perhaps improve your culinary skills at a cookery school.

Wiltshire is also lucky to have some fine vineyards and breweries, including the Wadworth Brewery famed for its 6X bee and Bishop's Tipple and the Hopback Brewery selling wonderful flavours such as Summer Lightning and the Crop Circle! Why not also sample local cider and apple juice found in the local farmers' markets?

Wiltshire has lots of amazing places to explore. Discover more about Salisbury, Swindon, Bradford-on-Avon, Trowbridge, Royal Wootton Bassett, Cricklade, Calne, Amesbury, Marlborough, Devizes, Chippenham, Tisbury and Corsham as well as other towns and villages.

<http://www.visitwiltshire.co.uk/>