Deanwood Primary School

Classroom Teacher

Maternity Cover

Candidate Briefing Pack

THE HOWARD
Academy Trust

Welcome to the Howard Academy Trust



The Howard Academy Trust has created a close-knit family of good, outstanding and developing schools in Medway. We have achieved this via partnership, challenge, accountability and support, set within a cooperative framework.

We are an innovative and creative Trust, responding to the ever-changing needs of our students and the demands from higher education and employers. We recognise and emphasise the importance of aspiration, energy and ambition.

From August 2017, The Howard Academy Trust will comprise of 5 academies (1 secondary and 4 primary) with two more schools scheduled to join in the next academic year.

Our Trust values all staff working within our academies. We have a growing reputation for being a good and supportive employer. Our aim is to make our Trust the best place in Medway to work, develop and learn. We have a commitment to high-quality Continued Professional Development for all and endeavour to ensure that all staff are happy and equipped to support students on their learning journey.

Paul Morris
Chief Executive
The Howard Academy Trust

Deanwood Primary School

Vision

Our vision is for everyone at Deanwood to be "Happy, Successful and Safe"

Context

Deanwood chose to become an academy in 2016 as part of The Howard Academy Trust because we wanted to be part of a group of schools that serve the same community and have similar aspirations for their success. Deanwood was judged by Ofsted to be "Good" in November 2018.

The Senior Leadership Team consists of the Headteacher and the Deputy Headteacher who is also the SENCo. They are supported by two Middle Leaders who are responsible for EYFS/KS1 and KS2. The school is fully staffed with permanent teaching staff.

The school provides a broad and balanced curriculum which includes the following programmes:

- Power of Reading
- Talk for Writing
- Inspire Maths
- Philosophy for Children
- Mindfulness

If you would like to come and see our school in action please contact the school office to arrange a tour.

Yours sincerely

Headteacher

The Howard Academy Trust

Striving for progress, excellence and positive change

We aim to create a close knit family of Good and Outstanding schools through partnership, challenge, accountability and support within a cooperative framework.

We are committed to enhancing the life chances of young people by improving their educational achievement.

Schools within the Trust will retain their unique and individual character.

We strive for excellence and aim to bring about transformational change where necessary in schools.

We are truly inclusive and aim to establish the highest expectations for young people and all those who work with them.

As a Trust we have four fundamental tenets:

- We strive to create a culture of dignity, respect and trust in all our schools
- There is no ceiling to achievement for young people
- All staff have the right to exceptional professional development
- Our moral purpose is to make a positive difference to the lives of young people

Our Family of Schools

Deanwood Primary School
204 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent

Temple Mill Primary School
210 Pupils on Roll
Sponsored by The Howard Academy Trust
Located in Strood, Kent

Thames View Primary School
420 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent

The Howard School
1,500 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent

Miers Court Primary School
420 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent

Working for The Howard Academy Trust

Further information about our academy

The Howard Academy Trust value employees who work for our organisation. The following benefits are available to employees within our academies.

Financial



- Salary
- Pension
- Sick Pay

Family Friendly

- Maternity, paternity and adoption leave
- Parental and dependent care leave
- Flexible working

Employee Benefits - Permanent Contracted Employees & Fixed Term

- Childcare Vouchers - Purchase of Childcare Vouchers provided by Edenred
- Free Confidential Counselling Service

Professional Development

- Access to Middle and Senior Leadership Courses
- Role specific training courses for Associate Staff

About Deanwood Primary School

Deanwood Primary School is a community primary school serving the full primary age range 3 to 11. We share our site with a Children and Families Well-Being Centre and Deanwood Ducklings Pre-School.

School Characteristics

NOR:	204
Age Range:	4-11
Gender of Pupils:	Mixed
OFSTED Rating:	Good (November 2018)
Disadvantage (PP + FSM):	16%
SEN:	15%
EAL:	5.4%

Ofsted

Deanwood Primary School was inspected by Ofsted on 2nd November 2018. The report states that Deanwood continues to be a good school and that:

- "High staff morale reflects your success in ensuring that staff feel valued and well-supported"
- "Pupils are keen to learn and concentrate well in lessons. They are proud of their school and speak to visitors enthusiastically about school life"
- "Parents are very pleased with the school's work and with their children's progress"
- "The quality of pupils' learning continues to improve across the school"
- "You provide high-quality training for teachers and teaching assistants"

Classroom Teacher Maternity Cover Job Description

Job Title: Year 3 Classroom Teacher
Department: Key Stage 2
Responsible to: Head Teacher
Remuneration: MPS/UPS

General description of the post

The holder of this post is expected to carry out the professional duties of a classroom teacher as described below, as circumstances may require and in accordance with the school's policies under the direction of the Head Teacher and as set out in the school's Teacher's Pay and Conditions Document. The post-holder is required to fully support the vision, ethos and policies of the school.

School Improvement Plan Priorities

Teaching Staff within the school are expected to make a valuable contribution to the School Improvement Plan priorities for the current academic year:

- To ensure that the percentage of children achieving at the expected level is at or above the national average both for Year 1 phonics and at the end of each Key Stage
- To further raise the quality of teaching and learning by implementing strategies to enhance the development of mastery across the curriculum
- To further develop the middle leaders within the school
- To further enhance the quality of our provision for Personal Development, Behaviour and Welfare so that it is graded as outstanding
- To further enhance our EYFS provision

Report to:

- The Head Teacher and Key Stage Leader
- The post holder is responsible for line managing any members of staff for which the Head Teacher delegates line management responsibility.

Personal and professional conduct

Values and behaviour

Teaching Staff play a vital role in assisting teaching staff to make the education of their students their first concern, and are accountable for achieving the highest possible standards in work and conduct. All members of staff must act with honesty and integrity; have strong knowledge within their field, keep their knowledge and skills up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of the students in the school.

Personal and professional conduct

The classroom teacher is expected to demonstrate good standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout your career.

It is important to maintain high standards of ethics and behaviour, within and outside school, by:

- treating pupils with dignity, building relationships rooted in mutual respect, and at all

times observing proper boundaries appropriate to the 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 and 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;
- ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

Teaching Staff must have proper and professional regard for the ethos, policies and practices of the school in which they work, and maintain high standards in their own attendance and punctuality.

Responsibilities

The post holder is accountable to their line manager at all times.

The appraisal process is the vehicle for determining the performance of a teacher and this assessment will directly relate to pay determination (in accordance with the school pay policy), CPD provision and career advancement (in accordance with the school CPD policy).

Classroom Teacher

Duties and responsibilities specific to the post:

- Be an excellent classroom practitioner adapting teaching styles to suit all groups of learners
- Ensure planning of work is differentiated appropriately and evaluate the impact on progress and attainment for all groups of learners
- Use assessment to set clear targets for improvement of pupils' achievement and monitor pupils' progress towards those targets
- Use appropriate teaching learning strategies to communicate clear learning objectives and expectations for achieving excellence
- Secure a good standard of behaviour for learning within the classroom through establishing appropriate rules and high expectations which pupils respect, acting to pre-empt and deal with inappropriate behaviour in the context of the school's behaviour policy
- Be familiar with the SEND Code of Practice and support and plan for pupils' needs accordingly
- Evaluate your own teaching critically to improve effectiveness
- To work as part of a strong team to evaluate and accurately assess children's learning needs
- To encourage children's initiative, creativity, responsibilities and independence

Curriculum leadership responsibilities:

- Develop expertise in the subject area
- Keep abreast of the subject area through research and CPD
- Act as a consultant to other staff
- Produce, in consultation with colleagues, written policies and guidance; lead staff in the discussion of policy
- Oversee the effective use of curriculum resources

- Ensure legal compliance with statutory curriculum guidance
- Coach colleagues to ensure good practice
- Monitor and assist in the evaluation of the delivery of a subject area across the school
- Network and liaise with colleagues in other schools to ensure equity and continuity
- Assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies throughout the school

Strategic direction and development:

- Formulate and support the aims, ethos, vision and policies of the school
- Develop positive working relationships and sustain motivation
- Contribute to the achievement and implementation of the school's development
- Contribute to the school's self-evaluation
- Develop, implement, monitor and maintain policies and practices which reflect the school's commitment to high achievement and which are consistent with national and school strategies and policies
- Develop links with the wider community, especially parents

Generic duties and responsibilities:

- All teachers – with the support of the school's designated DCPC - have a responsibility for providing and safeguarding the welfare of children and young people
- To be familiar with and support any health and safety procedures and medical routines
- To attend meetings in school and outside school, as appropriate to the role
- Positively promote the school's policies on Equal Opportunities

The duties and responsibilities detailed within this job description should be supplemented by those accountabilities, roles and responsibilities common to all classroom teachers, as set out within the School Teachers Pay and Conditions Document.

Conditions of Employment:

The post is graded at UPS/MPS.

The working week is 32.5 hours per week. The holder of this post is expected to be flexible about these hours as and when necessary.

This Job Description does not form part of the Contract of Employment and the duties may be varied to meet the changing demands of the school at the reasonable discretion of the Headteacher and following consultation with you.

This job description may be amended at any time following discussion between the Director of Finance & HR and member of staff, and will be reviewed annually as part of the appraisal process.

Deanwood Primary School

Person Specification

Post: Classroom Teacher

Please refer to these requirements when completing the application. The person specification is related to the requirements of the post as determined by the job description.

Essential	Desirable
Education & Qualifications	
Teaching Qualifications Degree or equivalent	Further Degree Evidence of ongoing Professional Development
Experience	
Outstanding teaching experience Excellent oral and written communication skills Record of successful teaching with a clear understanding of the teaching provision required Sound knowledge and understanding of the National Curriculum/EYFS Curriculum (Early Learning Goals) An ability to plan the curriculum to match the needs of the children in the class and a thorough understanding of assessment for learning Experience of implementing strategies to raise student attainment with evidence of success Effective behaviour management skills with a track record of success in student behaviour management Ability to implement a range of teaching strategies Experience of promoting highly effective communications within and between teams and other stakeholders in the community	Experience of working within a primary school environment Experience of teaching Key Stage 2
Knowledge and Understanding	
effective use of data to analyse performance and manage interventions to measure the impact this can have on achievement and attainment good understanding of effective procedures for managing and promoting positive behaviour among pupils equal opportunity issues within the workplace and the importance of culture and ethos and how this impacts on morale, high expectation and high standards	

Sound understanding of equality of opportunity issues and how they can be effectively addressed in schools Clear understanding of the role of parents and the community in school improvement and how this can be practised and developed Good understanding of what keeps children safe	
Characteristics and Competencies	
Ability to promote the school's aims positively Ability to develop good personal relationships within a team; making an effective contribution to high morale Ability to create a happy, challenging and effective learning environment A solution-focussed mind-set and determined "no-excuses" approach to raising standards A personable nature to build effective relationships with parents and all members of the school community A creative and good humoured approach to all aspects of teaching, management and leadership Ability to keep up to date on relevant policies and procedures in line with the duties identified in the job description Ability to work to professional standards, to develop effective working relationships, think independently and make judgements and to influence others through persuasion/discussion Ability to be flexible and well organised to manage, at times, unpredictable and variable workloads Ability and keenness to promote the school's positive culture and ethos	

Application Process

Application Process

We will review applications as they are received and contact those shortlisted for interview. Early applications are encouraged as we will close the recruitment process once a suitable candidate is appointed.

Applicants should submit their application via TES www.tes.com.

Important Information for Applicants

Visits: Please contact Jo Simmonds on 01634 231901 to arrange a tour of the school.

Closing Date: Noon on Friday, 14 December 2018

Interviews: To be confirmed

Person Specification

This specification sets out the criteria which will be used to shortlist candidates for interview and during the interview process.

We hope you find the information in this pack useful. Should you have any further queries, please do not hesitate to contact Sharon Teachen, HR Manager, on 01634 265771 or email hr@thatrust.org.uk.