

'Every child flourishing.'



ASSISTANT HEADTEACHER OF KS1

RECRUITMENT PACK

FLOREAT STAFF SAY...

- ✓ 'Leadership opportunities from the moment you start your Floreat career.'
- ✓ '5 Inset Days before the children start in September allows the team to bond and establish a vibrant learning environment.'
- ✓ 'The leadership team always have your best interests at heart.'
- ✓ 'The chance to work for a thriving community of families.'
- ✓ 'It's an easy commute from London, just 5 minutes from Junction 10 on the M4. It's also accessible by public transport!'
- ✓ 'Easy transport links to great places to live e.g. Wokingham, Reading, Bracknell and Slough.'
- ✓ 'Straightforward and efficient marking. This allows more time to focus on the next day of learning.'
- ✓ 'Everything is positive... the children are full of joy and are always very well behaved!'

And opportunities to be trained and led by...

Pie Corbett



Founder of Talk4Writing

Janet Hilary



a National Leader of Education

John Walker



Founder of SoundsWrite

Please click on the photos above to find out about the inspiring people who you will work with!

'OUR SCHOOL IS FULL OF HAPPY HIGH ACHIEVERS!'



There is a **leader** in all of us. From the three year old taking their first steps into our inspirational Nursery to the brand new teacher fresh out of university – everyone has a part to play at this school.

Our mission is to enable all children and staff to **flourish**. Your lively **creativity** will ensure that children flourish in your care. Floreat's **Calm School** ethos will enable you to grow dignified, learning-focused pupils who love school.

This is a wonderful opportunity for a **passionate** teacher who is either new to school leadership or an experienced middle leader. You will lead teaching and learning and be rooted in one class, in Year 2. 2018/19 will be the first year in which the school will have a Year 2 cohort. This is your chance to shine!

Floreat parents are very supportive and willing to help in every way they can. Please click on the '**Parent Voice**' logo below to find what our parents think!

Show us **determination**, **courage** and **spark** and we will do everything we can to ensure you are the very best teacher and leader you can be. If you are excited to join the **dedicated** team at Floreat, then we'd love to hear from you. Come and meet us and see how we **serve**.

With warmest wishes,

Kate Harper-Cole,
Headteacher

[Click here!](#)





APPOINTMENT DETAILS

Salary: Leadership Group Pay Range (London Fringe)

Dates: Apply by Friday 2nd March

Job start: September 2018

Location: Floreat Montague Park School, Wokingham

Contract type: Full Time

Contract term: Permanent

Reports to: The Headteacher

Job Description – Main Responsibilities

- To teach at a consistently outstanding level.
- To provide a highly stimulating classroom environment that supports children to flourish.
- Role modelling of Floreat's core values of curiosity, honesty, perseverance, and service to others.
- Management of effective external relationships and communications with parents, teachers and the wider community.
- Delegation of responsibilities across senior leaders and staff.
- Working with the Headteacher to instil the culture of high expectations for behaviour and achievement of all pupils.
- Effective use of data to report outcomes and plan effective interventions.
- Communication with Floreat staff to secure robust and efficient operational systems for the school.

JOB DESCRIPTION – TEACHING & LEARNING

- Plan and prepare highly effective lessons and learning experiences.
- Teach engaging and effective lessons that motivate, inspire and develop pupils' knowledge and character strengths.
- Use assessment very effectively, setting targets for pupils, monitoring progress and rapidly closing any gaps in attainment.
- Ensure that all students achieve nationally expected outcomes and that any with diagnosed SEND make outstanding progress.
- Communicate very effectively with parents, including termly reports so that they can support learning outside of school.
- Deliver family learning programmes that equip parents to take learning forward in all areas of the curriculum.
- Direct additional adults so that they add significant value to learning outcomes.
- Implement and adhere to Floreat's safeguarding policies, ensuring the health and well-being of pupils is maintained at all time.

JOB DESCRIPTION – WHOLE SCHOOL & WIDER FLOREAT ROLES



- Role model Floreat's core virtues: curiosity, honesty, perseverance, and service to others.
- Engage in the school's appraisal system and professional development programme.
- Contribute to the development and implementation of policies, practices and procedures.
- Help support Floreat's family of schools across the Trust.
- Help develop a culture and ethos that is committed to high academic achievement and the development of good character.
- Undertake other duties as directed by the Headteacher or CEO.

PERSON SPECIFICATION

VIRTUES

- Proven ability to teach at an outstanding level, including assessment and feedback.
- Proven ability to manage pupils in positive ways, maintaining a 'Calm School' and modelling dignity in every situation.
- Proven ability to lead your class with courage and integrity, basing decisions on securing the best outcomes for every child.
- Commitment to modelling Floreat's character virtues in order to grow these across the school community.
- Exceptional organisational skills including time management.
- Approach every school day with a sense of dedicated service to the children and families of Floreat Montague Park Primary School.



QUALIFICATIONS & EXPERIENCE

- Qualified to degree level or higher
- Qualified to teach and work in the UK.

OTHER

- Commitment to equality of opportunity and safeguarding and welfare of all pupils
- This post is subject to an enhanced Disclosure and Barring Service check

OUR EDUCATION MODEL

Our mission is to enable all children to flourish in school by giving them a **knowledge-rich academic education** and developing their **character strengths** and **virtues**. Our pupils will learn how to work hard and study well, and also to be good and do good for others. This will ensure that they enjoy every moment of the school day and have a future of success and wellbeing, whatever they choose to do in their lives.



Knowledge: Our approach promotes deep understanding of the humanities, arts and music, and includes Adventure and Service Learning.



To achieve ambitious pupil outcomes, Floreat has developed a complete educational model for use in our schools: the **Virtue and Knowledge** school model. This introduces children to a rich understanding of the world whilst preparing them to seek a good life for themselves and others.

Virtue: We believe that developing good character in children leads to their future success and happiness. Character Education runs through the pores of Floreat schools and is also developed through explicit lessons. We constantly review and improve our approach, linking with other Character Schools nationally to ensure that we give our pupils the best offer.

The **Virtue and Knowledge School Model** is designed to:

- Make every moment of the school day work harder so that it educates for character virtue as well as academic outcomes;
- Train teachers so that they can flourish while delivering our curriculum; and,
- Provide a broad assessment tool that informs teachers, parents and pupils about progress in both academic and character development.
- As a result of our using the Virtue and Knowledge School Model, we aim to equip our pupils with the **core skills**, **knowledge** and **character**. Together they enable every child to flourish.

SAFEGUARDING & SAFER RECRUITMENT

- PART ONE

EQUALITY & DIVERSITY

Floreat Education is committed to **eliminating discrimination** and **encouraging diversity** amongst our employees. We are proud of our diverse workforce and ensure that every employee feels respected and able to give their best.

We oppose all forms of unlawful and unfair discrimination. We are committed to providing equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

SAFER RECRUITMENT

Floreat is committed to safeguarding and promoting the welfare of children and young people in our schools. In order to meet this responsibility, our schools follow a rigorous selection process to

discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail on request.

DISCLOSURE

Floreat requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment – this will depend upon the nature of the offence(s) and when they occurred.

RECRUITMENT TIMELINE

Dates available on request	School Tour with Kate Harper-Cole, Headteacher
Friday 2 nd March	Deadline for submission of application form and covering letter.
Monday 5 th March	Candidates will be informed of the outcome of shortlisting.
Week beginning Monday 12 th March	Interview day at Floreat Montague Park

SAFEGUARDING & SAFER RECRUITMENT – PART TWO

APPLICATION

Please complete the [application form](#) and send it, together with a [covering letter](#) of no more than 2 pages outlining why you are drawn to this position, to

k.harper-cole@montaguepark.floreat.org.uk

or to

Mrs Kate Harper-Cole

Headteacher

Floreat Montague Park Primary School

William Heelas Way

Wokingham

RG40 1BG

Come and meet the Headteacher and see what we do here at Floreat!

Please email office@montaguepark.floreat.org.uk to arrange a school tour.



SHORTLISTING

Candidates meeting the criteria will be taken forward from application.

INTERVIEW

Interviews will be held at Floreat Montague Park Primary School.

REFERENCE CHECKING

References will be taken up prior to interview unless you request otherwise.