



# Classroom Teacher

## Application Pack

Caldmore Primary Academy,  
Walsall, West Midlands

# Contents

Caldmore Primary Academy,  
Walsall, West Midlands



01

About Academy  
Transformation  
Trust

Page 3



02

Caldmore Primary  
Academy  
Information

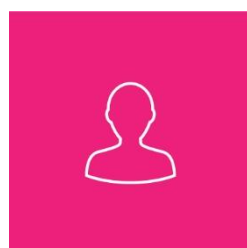
Page 4



03

Job Description

Page 5 - 6



04

Person  
Specification

Page 7 - 9



05

How to apply

Page 10

Improving Education **Together.**



# 01. About Academy Transformation Trust

## We're on a mission

Our mission is to provide the very best education for all pupils and the highest level of support for our staff to ensure every pupil leaves our academies with everything they need to reach their full potential.

## These are the things we hold dear

### Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do.

### Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

### Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

### Ambition

We are determined to improve education nationwide by encouraging collaboration and giving academies everything they need to realise their full potential.

We believe every child matters and deserves a first class education.

Our team knows first-hand how to make education better for schools, pupils and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands, East of England and South East.

## 02. Caldmore Primary Academy Information

Caldmore Primary is a learning community in which everybody wants to continuously improve, is expected to continuously improve and has a duty to help others to do so. There is a relentless pursuit by all staff to create a happy, respectful and purposeful learning environment.

Our motto, 'Aspire, Believe, Achieve', is central to the inclusivity of the academy; there are strong, nurturing relationships between staff and pupils and an unswerving commitment to help all of our children fulfil their potential.

The image of the rainbow in our school badge depicts the way in which we are all unique, but in the most important ways, we are very much the same. Caldmore Primary Academy serves a richly diverse community, with around 30 different languages being spoken by children who join us from all around the world.

All pupils, regardless of their starting points or backgrounds, are supported and challenged to be the very best that they can be.

The combination of high expectations, an engaging and tailored curriculum and a dedicated, highly skilled team combine to create an ambitious academy that continuously strives for excellence. It is an absolute privilege to work with such wonderful pupils and staff every day.





## 03. Job Description

### Classroom Teacher – Primary Academy

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. It may be modified by the Principal, in consultation with yourself, to reflect or anticipate changes in the job, commensurate with the salary and job title.

#### Key responsibilities are:

- > to embrace our vision
- > to engage with a culture that promotes excellence, equality, high expectations and aspirations of all pupils in our care
- > to engage with a culture and systems which ensure that safeguarding and child protection are of the highest priority
- > to engage with and implement all policies and procedures, including providing feedback for continuous improvement of policies and procedures as appropriate
- > to create and deliver lessons that are at least Good, and strive towards Outstanding
- > to ensure that pupils are offered world class 21<sup>st</sup> century learning opportunities
- > to support the development of our family of academies
- > to undertake adhoc duties as required.

# Specific Responsibilities

## Overview

The successful candidate will:

- > work collaboratively within the academy and with other Trust academies to enhance the whole network
- > engage with a culture of high expectations and aspirations so that all pupils are able to achieve their potential and the academy secures high attainment for all
- > continue to transform the quality of teaching and learning by creating and delivering lessons that are at least Good and strive for Outstanding, including the use of effective differentiation within lesson
- > ensure that all staff are respectful towards all pupils, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability
- > take a leading role in the development of new and emerging technologies to enrich and extend the learning experiences of all pupils
- > maintain and enhance best practice as an academy which works with and for its community.

## Pupils

The successful candidate will:

- > ensure pupils are always engaged in safe and healthy educational activities in an environment that is rich and colourful and designed to promote enjoyment and excitement in learning
- > identify pupils who require interventions in collaboration with colleagues
- > create and deliver tailored lessons that lead to improved outcomes for pupils
- > engage and build effective working relationships with pupils
- > plan and deliver opportunities to develop the social, emotional and cultural aspects of pupils' learning
- > organise and manage groups or individual pupils; ensuring differentiation of learning needs, reflecting all abilities
- > ensure the academy's Behaviour Policy is implemented effectively.

## Ethos

The successful candidate will maintain:

- > our vision to aspire to create a learning community built and sustained by a culture of citizenship, respect, trust, honesty, well-being and financial independence
- > an environment where all members of the academy and its community actively demonstrate their care and concern for everyone and fulfil the requirements of our shared vision
- > high morale, with the Principal setting an example in terms of professional standards and leadership.

## Other

The successful candidate will:

- > maintain links with organisations
- > liaise as necessary with other recognised bodies or agencies in the furtherance of the academy's needs or those of any child, employee or parent/carer.



## 04. Person Specification

### Classroom Teacher – Primary Academy

#### Key responsibilities

At the academy, we strive to achieve excellence and to be judged an outstanding academy. In order to maintain the high standards and build on success of the academy, you will need to:

- > champion a culture of high expectations and aspiration so that all pupils are able to achieve their potential and the academy secures high attainment for all
- > support the continued transformation of the quality of teaching and learning so that all pupils consistently make progress which is better than pupils nationally
- > ensure that all staff are respectful towards all pupils, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability
- > take a leading role in the development of new and emerging technologies to enrich and extend the learning experiences of all pupils
- > maintain and enhance best practice as an academy which works with and for its community.

	Essential	Desirable
Professional qualifications and learning	<ul style="list-style-type: none"><li>• has qualified teacher status</li><li>• has an undergraduate degree</li></ul>	<ul style="list-style-type: none"><li>• undergone safer recruitment training</li><li>• evidence of recent and relevant continuing professional development, including in leadership and management</li><li>• held variety of roles and responsibilities within a primary school/academy</li></ul>
Experience of	<ul style="list-style-type: none"><li>• being a “Good” classroom teacher</li><li>• working with children with a variety of needs</li><li>• linking with statutory agencies</li></ul>	<ul style="list-style-type: none"><li>• being an “Outstanding” classroom teacher</li></ul>

## 04. Person Specification

	Essential	Desirable
Safeguarding	<ul style="list-style-type: none"> <li>• displays commitment to the protection and safeguarding of children and young people</li> <li>• has up to date knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, children and young people</li> <li>• will co-operate and work with relevant agencies to protect children</li> </ul>	<ul style="list-style-type: none"> <li>• holds relevant safeguarding training/qualifications</li> </ul>
Shaping the future	<ul style="list-style-type: none"> <li>• can think strategically to identify where interventions will be most effective</li> <li>• can ensure creativity, innovation and use of appropriate technologies to ensure the academy 'achieves excellence'</li> <li>• can ensure our shared vision is clearly articulated, shared and implemented in a range of compelling ways</li> <li>• can respond effectively to change and challenge</li> </ul>	<ul style="list-style-type: none"> <li>• has the ability to lead and implement change and challenge</li> <li>• can motivate and enthuse all staff in the development of the academy</li> </ul>
Leading, Learning and Teaching	<ul style="list-style-type: none"> <li>• demonstrates excellent understanding of the principles of effective teaching and learning</li> <li>• has excellent and current knowledge of all curriculum requirements and can implement, monitor and support these effectively</li> <li>• can articulate characteristics of outstanding teaching and learning for pupils of all abilities</li> <li>• has a successful, proven track record of monitoring, evaluating and improving the quality of teaching and learning</li> <li>• has an excellent understanding of assessment and how it can be used to improve pupil progress has a track record of securing high standards and at least good progress for all pupils</li> <li>• has a track record that demonstrates the very best quality of teaching and learning for all pupil groups including SEN and vulnerable</li> <li>• has a proven track record in setting challenging targets, monitoring and evaluating effectively to challenge poor performance and celebrate success</li> </ul>	<ul style="list-style-type: none"> <li>• has a track record of securing high standards and at least good progress for all pupils</li> <li>• has a track record that demonstrates the very best quality of teaching and learning for all pupil groups including SEN and vulnerable</li> <li>• has a proven track record in setting challenging targets, monitoring and evaluating effectively to challenge poor performance and celebrate success</li> <li>• can take a strategic role in the development of new and emerging technologies to enhance and extend the learning of all students</li> <li>• is committed to continuous learning for all members of the academy community including professional development</li> <li>• demonstrates excellent understanding of the principles of effective teaching and learning in all phases</li> <li>• is an outstanding classroom practitioner within primary education</li> </ul>



## 04. Person Specification

	Essential	Desirable
Developing self and working with others	<ul style="list-style-type: none"> <li>• can develop and maintain effective strategies and procedures for intervention</li> <li>• can ensure effective planning, allocation, support in the delivery of interventions</li> <li>• can develop and maintain a culture of high expectations for self and for others</li> <li>• can review own practice, set personal targets and take responsibility for personal development</li> <li>• can manage own workload and that of others to allow appropriate work/life balance</li> <li>• can maintain confidentiality</li> <li>• can articulate and understand current educational issues</li> </ul>	<ul style="list-style-type: none"> <li>• can demonstrate a proven track record of developing self within an educational context</li> <li>• can show resilience in the face of challenge</li> <li>• has excellent interpersonal skills, with the ability to listen and communicate effectively in all contexts and to command respect</li> </ul>
Managing the organisation	<ul style="list-style-type: none"> <li>• has the ability to articulate and communicate the vision and values that make the academy unique</li> <li>• has the ability to secure high levels of engagement from staff which enable excellent pupil achievement</li> </ul>	<ul style="list-style-type: none"> <li>• has a proven track record in demonstrating best value</li> </ul>



## 05. How to apply

Caldmore Primary Academy,  
Walsall, West Midlands

### Salary:

M1 to UPR3

### Closing date:

23 January 2018

### Interviews:

TBC

### Start Date:

September 2018

### Visits to the school:

For further information about the role and the academy, or if applicants wish to visit prior to completing their application, please the academy on 01922 721359.

### Applying

Please apply by visiting  
[www.academytransformationtrust.co.uk/vacancies](http://www.academytransformationtrust.co.uk/vacancies)

# Forward as one. Improving Education Together.

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