



## RECRUITMENT INFORMATION PACK

### TEACHER

Mersey Primary Academy  
Derwent St  
Hull  
HU8 8TX

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### Contents

Principal letter	3
Introduction	4
Delta Academies Trust Vision and Values	5
Why Work for Delta Academies Trust	6
Application Process	7
Vacancy Advertisement	8
Job Description	9
Person Specification	10



June 2017

Dear Candidate,

Thank you for expressing an interest in the post of **Teacher**.

Mersey Primary Academy currently has 221 pupils on roll. It is situated a few of miles east of Hull City Centre. Before becoming an academy the school was placed into special measures. The last Ofsted rated the academy as a good with outstanding leadership.

This is a fantastic opportunity for the successful candidate to be part of something special. Mersey Primary Academy views challenge as something to overcome and not to be used as an excuse for underachievement.

Delta Academy Trust is looking for an outstanding practitioner who will improve the life chances of our young people, engaging with their families and the local community. You will join a team of professionals who are determined to develop the school into a great place to be, contributing in innovative ways to develop our curriculum and extended provision.

The Academy works in a Hull Cluster of Delta Trust Academies, comprising of four primary academies and one secondary academy.

We are looking for an outstanding member of staff to inspire the children to attain the highest level possible.

Mersey Primary Academy strives to ensure achievement for all: working in partnership with our families to enable learners to develop emotionally, socially and academically within a safe and secure environment. We would like to hear from you if you share our vision.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Jacqui Overfield'.

Mrs. Jacqui Overfield

Head of Academy

## 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](http://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, pediatric 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**
- **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 Application Process

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at [www.deltatrust.org.uk](http://www.deltatrust.org.uk)

Completed applications should be returned to [jobseast@deltatrust.org.uk](mailto:jobseast@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>



**Class Teacher  
Permanent / Full Time  
MPR/UPR  
Required from 1<sup>st</sup> September 2017**

Mersey Primary Academy is 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 a creative and vibrant academy, constantly seeking to improve and develop our teaching and learning. We are looking for an enthusiastic, conscientious, talented and caring person, with a professional approach to their work, to join the friendly staff team in our well established, active school. The successful candidate will help support our inclusive vision and help us to work to the next level of our success.

The successful candidate will:

- Be an excellent classroom practitioner
- Have the knowledge and experience, or ambition to confidently teach across the whole range of age and ability
- Be enthusiastic, resourceful and keen to ensure that the highest possible standards of pupil achievement, personal development and well-being are achieved.

Applications are welcome from newly qualified teachers.

Visits to Mersey Primary Academy are warmly welcomed by appointment through the academy. Please contact the academy on 01482 327417.

**Closing Date: Wednesday 28<sup>th</sup> June at 12 noon**

**An application pack can be downloaded from  
[jobseast@deltatrust.org.uk](mailto:jobseast@deltatrust.org.uk)  
or by contacting our recruitment team on  
0345 196 0095**

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



## Job Description

**Post:** KS1/2 Teacher  
**Grade:** MPR/UPR  
**Responsible to:** Principal and Assistant Principal  
**Responsible for:** N/A

### **Purpose of the job:**

To teach pupils across the full age and ability 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, 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

### KS1/2 Teacher

	Ess	Des	MOA
<b>KNOWLEDGE/QUALIFICATIONS</b>			
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 provisions of national strategies, i.e. Literacy, Numeracy and ICT	*		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 the 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
Knowledge of the new Professional Teaching Standards	*		A/I
<b>EXPERIENCE</b>			
Ability to teach in the Primary phase	*		A/I/R
<b>SKILLS</b>			
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
Commitment to an involvement in extra-curricular activities		*	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/R
Able to play the piano for school assemblies and performances		*	A/I
Management of people and resources	*		A/I/R

	Ess	Des	MOA
<b>BEHAVIOUR AND OTHER RELATED CHARACTERISTICS</b>			
Evidence of continuing professional development	*		A/I
Establish clear expectations and constructive working relationships in your own classroom through team working and mutual support; devolving responsibilities and delegating tasks where appropriate	*		A/I
Commitment to an involvement in extra-curricular activities	*		A/I
Work in ways that promote equality of opportunity, participation, diversity, and responsibility	*		A/I
A commitment to abide by and promote the Equal Opportunities, Health and Safety and Child Protection Policies	*		A/I
The post holder will require an enhanced DBS	*		C

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