



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



St. John's
CE Primary School

Class Teacher and Literacy Leader

**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 nine 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. 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'



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 2017-18, the Trust has twelve academies. 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.

Job Advert



St. John's
CE Primary School

Job Title	Class Teacher and Literacy Leader
Academy Name	St Johns CE Primary School
Location	Salisbury SP2 9FL
Hours	Full Time
Contract Type	Permanent
Salary	M4 - UPS
Pension	Teachers Pension Scheme
Child Care Vouchers	Available upon request
Contact	office@stjohnswey.dsat.org.uk
Closing Date	Thursday 10 th May 2018
Interview Date/s	Tuesday 22 nd May 2018
Start Date	1 st September 2018

An exciting opportunity has arisen to join our school as key stage 1 or 2 Class Teacher, Literacy Leader and potential TLR2 for Creative Curriculum Lead- securing excellence in application of skills across the curriculum in KS1 and KS2.

We are highly ambitious in our expectations about what our children are able to achieve, no matter what their starting points may be when they join our school. We are a professional team who work effectively together to give our children the best opportunities in an environment where everyone is encouraged and given opportunities to be the best they can be, including the grown-ups.

We are looking for someone who can:

- Bring previous knowledge and expertise based upon successful practice in teaching in key stage 1 or 2 (preferably both).
- Build upon a growing, positive journey of a love of books and reading for all children.
- Continuing our encouraging development of a high standard of reading and writing throughout the school.
- Develop a sophisticated understanding and flair with vocabulary in discussion, reading and writing for every year group from EYFS to Y6.
- Develop exceptional writing across the curriculum to include science and humanities to demonstrate fantastic application of literacy skills in both key stages.
- Continue to develop and promote full use of Cornerstones Curriculum so that all children are excited and enthused by a creative curriculum.

We can offer

- A commitment to continued professional development.
- A warm welcome from our friendly team of staff, governors and parents.
- Excellently behaved children who are eager and willing to learn.
- A fantastic seaside location.

If you feel that we are what you are looking for to progress your teaching career further and a teacher who truly cares about providing the best learning for children, we would love to hear from you.

Please state clearly your reasons for applying. It is important that you write your application based upon the person specification.

Visits to the school are very much encouraged. Please contact the school to make an appointment on 01305 785711 or email office@stjohnswey.dsat.org.uk

Applicants should be able to support the aims of a Christian school with strong church links. St John's is committed to safeguarding and promoting the welfare of children and equal opportunities in employment and expects all staff and volunteers to share this commitment.

Any offer of employment will be subject to receipt of an enhanced check by the Disclosure and Barring Service and two acceptable references. Applicants are invited to apply by application form obtainable from the school office and website.

We regret that we are not able to accept CV's. When you feel you have enough information to apply, please complete the application form and return by hand or by post to: Mrs Amanda Aze (Head Teacher) St John's CE Primary School, Coombe Avenue, Weymouth, DT4 7TP

Or via email: office@stjohnswey.dsat.org.uk

Job Description

This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the Education Act 1997, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of government.

Job Title: Class teacher and Literacy Leader		Grade: M4 - UPS3
Reports To: Headteacher		Salary Range: £28,772 - £38,663
Main Duties:		
1.	Teach in accordance with the requirements of the Conditions of Employment of School Teachers, in line with the National Curriculum, school policies and schemes of work: <ul style="list-style-type: none">• Set a high standard of professional example, ensuring that the classroom is well-planned, tidy and provides a bright and stimulating environment in which children can learn.• Manage the classroom in such a way so as to provide a variety of teaching and learning styles as appropriate and to allow for differentiation according to ability.• Be accountable for the quality of teaching and learning and the standards attained within their class	
2.	Secure and sustain effective teaching by: <ul style="list-style-type: none">• Being clear about teaching objectives and learning outcomes in lessons• Understanding the sequence of the teaching and learning cycle and communicating this to pupils• Providing guidance on appropriate teaching and learning methods to suit differing pupil needs, focussing on quality differentiation and providing a fully inclusive classroom• Ensuring curriculum coverage, continuity and progression for all pupils	

	<ul style="list-style-type: none"> • Gathering, analysing and using data to inform planning and reporting • Setting expectations and targets for pupils that are realistic and challenging and bring about improvement in pupil performance • Evaluating the quality of teaching and standards of pupils' achievements, using the analysis to identify effective practice and areas for improvement <p>Carry out the duties of a class teacher, in accordance with school policies, in respect of pupils to include:</p> <ul style="list-style-type: none"> - The establishment of rapport with pupils to develop their social and academic potential. - Assessing recording and reporting on the development, progress and attainment of pupils using the agreed assessment for learning and summative strategies. - The planning and review of the year group curriculum on a regular, weekly basis with the year team - Responding to pupils' work in accordance with school policy including the monitoring of pupils' homework - The maintenance of discipline and acceptable standards of conduct and appearance of pupils. - The marking of the register, ensuring absences and lateness are accounted for <ul style="list-style-type: none"> • Carefully manage the use and storage of stock and resources used within the classroom • Deal with all administrative, organisational and supervisory tasks pertaining to the class teacher role efficiently and effectively • Be aware of the health and safety and risk policies and practices of the workplace and share in collective responsibility for their implementation • Attend collective worship with the class and take turns to lead these events • Participate, as directed, in meetings with colleagues and parents in respect of the duties of the post • Attend staff meetings as directed • Participate, as directed, in in-service training in order to keep abreast of trends and developments in education, especially those relevant to the duties and responsibilities of the post • Participate in the Performance Management programme operated by the school • Lead a curriculum subject/area
3.	<p>Mirroring the school's practice in school-home links, develop a partnership with parents that involves them in their child's learning and informs them about pupil achievement through effective reporting procedures:</p> <ul style="list-style-type: none"> • Where appropriate, develop effective links with the community to extend both the curriculum and pupils' wider understanding • Contribute to the overall aims and objectives of this school and its commitment to high standards and securing school improvement, acknowledging that all pupils have an important part to play in realising these objectives • Engage in appropriate opportunities for staff development, taking a leadership role whenever appropriate • Contribute to the process of self-evaluation and continuous improvement of St John's Primary School • Promote and demonstrate across the school the agreed values and ethos of St John's Primary School • Through their own good practice and professional relationships with others be a positive role model to all those in the school community • Be committed to promoting and safeguarding the welfare of children
4.	<p>Where appropriate, develop effective links with the community to extend both the curriculum and pupils' wider understanding:</p> <ul style="list-style-type: none"> • Contribute to the overall aims and objectives of this school and its commitment to high standards and securing school improvement, acknowledging that all pupils have an important part to play in realising these objectives • Engage in appropriate opportunities for staff development, taking a leadership role whenever appropriate • Contribute to the process of self-evaluation and continuous improvement of the school

	<ul style="list-style-type: none"> • Promote and demonstrate across the school the agreed values and ethos of the school • To assist the Head teacher in providing professional leadership for the school which secures its success and improvement, ensures high quality education for all its pupils and improves standards of learning and achievement within the ethos of the school • Through their own good practice and professional relationships with others be a positive role model to all those in the school community • Be committed to promoting and safeguarding the welfare of children
5.	To fully comply with the Trust's safeguarding policy.
6.	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.

Person Specification

Key criteria	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Two fully supportive references • Evidence of commitment to further professional development • Recent experience of teaching in either KS1 or KS2, preferably will have taught in both. 	<ul style="list-style-type: none"> • Developing partnerships in the wider school community • Evidence of personal responsibility for extending professional development
Disposition and Attitude	<ul style="list-style-type: none"> • Self-motivated, determined and resilient • Able to motivate and enthuse others • Open-minded and receptive to new ideas, approaches and challenges • Totally enjoy working with children/staff/parents and maintain high standards of professionalism at all times • Supportive and hard-working team member • Support the Christian ethos of the school • Committed to children's personal, social, emotional and spiritual education • Ability to solve problems, make decisions and meet deadlines • Clear commitment to extra- curricular activities • Strong evidence of sharing and contributing to the wider school life 	
Knowledge and Understanding/ Skills	<ul style="list-style-type: none"> • An excellent classroom practitioner committed to improvement • Create a happy, motivating and challenging learning environment; • Proven track record that promotes the highest standards of both achievement and behaviour; 	<ul style="list-style-type: none"> • Previous subject leadership experience • Experience of using The Power of Reading to deliver exciting literacy lessons • Previous experience of using School Pupil Tracker Online to

Key criteria	Essential	Desirable
	<ul style="list-style-type: none"> • Evidence of effectively supporting children with difficulties in learning • Is able to relate to and empathise with children and to develop trusting and respectful relationships with them • Knowledge and understanding of developments within the National Curriculum and assessment • Evidence of ability to employ secure subject knowledge to teach inspiring lessons • High level of organisational and planning skills leading to quality opportunities for children • Excellent written and oral communication skills and an ability to communicate effectively to a range of audiences • Working effectively as a team member and be able to show initiative • Skilfully use assessment strategies throughout the teaching sequence in order to meet individuals' learning needs; 	<p>analyse pupil progress and attainment</p> <ul style="list-style-type: none"> • Excellent at keeping up to date with new thinking and seeking out examples of best practice in other schools nationally • Knowledge and use of Cornerstones Curriculum
Leadership	<ul style="list-style-type: none"> • As the lead professional for literacy show the ability to advise and support other staff • Establish clear expectations and constructive working relationships in own classroom and across the school through team working and mutual support, devolving responsibilities and delegating tasks where appropriate • Plan, allocate, support and evaluate work undertaken by other staff in school • Ability to lead staff training relating to subject responsibilities 	<ul style="list-style-type: none"> • Previous experience of successfully leading literacy across the Primary age range • Can demonstrate whole school improvement through introduction of an initiative and using effective leadership skills



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 hillfort in Europe!!

All over Dorset there are charming market towns and tiny villages tucked into tranquil rurality. 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/>