



*The*  
**Dolphin  
School**

**Class Teacher**  
**Maternity Cover (Year 1)**

**INFORMATION FOR CANDIDATES**

[dolphinschoolbristol.org](http://dolphinschoolbristol.org)



## Class Teacher

**Maternity cover Teacher (0.5 / 2 ½ days per week) – Year 1**

**Start date: 1<sup>st</sup> September 2018**

**MPS + Health Cash Plan and Benefits package**

An exciting opportunity has arisen at The Dolphin School. We are looking for a fantastic teacher to work in a Year 1 team. Applications are invited from high quality candidates to join an exciting and committed team at The Dolphin School.

We are looking to appoint a positive, hardworking, skilled and ambitious practitioner who wants to make a real difference to children's lives and is ready and able to take on a role teaching our children and working in harmony with staff, families and other key stakeholders.

### **Candidates for this post should be:**

- Passionate about how children learn best with a genuine belief that all children can succeed.
- Able to demonstrate their resilience to cope with the daily challenges that working in a busy, successful inner city school can bring.
- Flexible, with a good sense of humour.
- An innovative practitioner who values and can support positive play and work as a team to resolve conflict.
- A confident professional, keen to share their knowledge and understanding with others.

In addition the successful candidate will have a deep pedagogical knowledge of teaching and learning to help children realise their academic potential as well as an interest in the wider community that the school serves.

### **We can offer you:**

- A genuine opportunity to make a difference where it is needed.
- Well-resourced classrooms, necessary IT equipment and structured administrative support.
- A fantastic community of children, parents and carers who deserve the best.
- An amazing enquiry led curriculum 'Curiouscity' which uses Bristol and the community as the basis for learning.
- A new purpose built building right in the city centre with excellent transport links (opened 24<sup>th</sup> April 2017).
- To join a wonderful happy team and have every opportunity to further your professional development and career with an excellent benefit package including; Wellbeing Health Cash Plan, Higher Degree Support Funding, Childcare Vouchers, Retail Discounts, ICT Loans, Professional Induction Incentive plus others.

If you are hardworking, reflective, resilient, and looking to further develop your talents and skills at The Dolphin School then we would love to receive an application from you.

**Closing date: Monday 21<sup>st</sup> May at 9.00am with interviews being held Friday 25<sup>th</sup> May 2018**

***The Dolphin School is part of Venturers Trust and is committed to equality, safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all staff***





## Venturers Trust and our Sponsors



Venturers Trust is a new Multi Academy Trust based in Bristol formed through the merger of CGS Trust and Merchants' Academy Trust in September 2017. Comprising Primary, Secondary, all-age schools and a Special school the Trust has 3,200 pupils and 700 staff. The Trust is sponsored by the Society of Merchant Venturers and the University of Bristol.

The Society of Merchant Venturers is a private entrepreneurial and charitable organisation that actively supports enterprise in Bristol. It has been involved in improving the city's education for at least 400 years. As a sponsor, the Merchant Venturers are heavily involved in all aspects of the Trust including Governance. They bring first class expertise in governance and a wide range of business acumen to the benefit of our schools.

The University of Bristol ranks as one of the top 10 universities in the United Kingdom. It is committed to encouraging the number of local pupils seeking a place within Higher Education. The University is actively involved in the development of the Trust's curriculum and Governance and allows our pupils to access its excellent academic facilities. The University has created an extensive programme of opportunities for our pupils which no other schools have. The University also offers support in other areas, such as research and mentoring.

Both sponsors seek to ensure that all our young people receive a truly inspiring education. Their support, challenge and expertise are greatly valued.

The Academies of Venturers Trust comprise of:

- Bannerman Road Community Academy
- Barton Hill Academy
- Colston's Girls' School (consisting of Secondary and Sixth Form phases)
- The Dolphin School
- Fairlawn School
- The Kingfisher School
- Merchants' Academy (an all-age school consisting of Primary, Secondary and Sixth Form phases)
- Venturers' Academy



# Benefits of Working with Us



Venturers Trust is fortunate to be able to recruit and retain the very best staff. In addition to contractual entitlements such as annual leave and occupational pension, we recognise the important role our staff play by providing for them a range of benefits as well as flexible employment arrangements and a family-friendly approach.

Our current benefits (*for all staff on Venturers Trust contracts and working over 10 contractual hours per week*) include:

**WELLBEING HEALTH CASH PLAN** - A valuable Health Cash Plan that provides cover for routine healthcare such as dental check ups, eye tests, physiotherapy, and specialist consultations. Benefits for children of employees up to the age of 18 are included free

**EMPLOYEE ASSISTANCE PROGRAMME** - The EAP offers cover for employees and their immediate family members residing at the same address, including children in full-time education

**TRAINING AND DEVELOPMENT** - First class training and development opportunities are provided within the Trust, including an outstanding induction programme for newly qualified and experienced teachers.

**HIGHER DEGREE SUPPORT FUNDING** - Significant contribution to the funding of Master's Degrees at the University of Bristol by the Trust and the University of Bristol as our sponsors

**RESEARCH PRACTITIONER BURSARIES** - Significant contribution to the funding of an MSc in the Graduate School of Education at the University of Bristol by the Trust and the University of Bristol as our joint sponsors.

**PROFESSIONAL DEVELOPMENT** - w.e.f. Sept 2018: 10 Professional Learning days per year (\*excepting Colston's Girls' School who have 5)

**CHILDCARE VOUCHERS** - Participation in the Childcare Voucher Scheme, free of tax and national insurance

**BICYCLE PURCHASE LOANS** - After having successfully passed the probationary period employees are eligible to request a Bicycle Purchase loan up to the value of £1,000 through the 'Cycle to Work' scheme

**ICT LOANS** - A loan repayable over a 2 year period as part of a Salary Sacrifice scheme

**RETAIL DISCOUNTS** – An extensive range of free goods/services and discounts available to staff

**INTEREST FREE SEASON TICKET LOAN** - The option to purchase a season ticket with an interest free loan, deducted from salary in monthly installments over a 12 month period.

**PROFESSIONAL INTRODUCTION INCENTIVE** - Payable following the successful completion of the probationary period of the new member of staff to the member of staff who made the introduction

**RELOCATION SUPPORT** - An interest free loan to staff who are relocating repayable over 2 years up to £5,000 or the equivalent of 2 month's salary

*Further details of our employee benefits can be found on the Academy website.*





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## Welcome to The Dolphin School



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I am delighted to welcome you to The Dolphin School. We are a vibrant city centre school which sits firmly at the heart of its diverse community. We have an amazing brand new purpose built building which provides our children with an excellent place to learn and grow. Our rich and challenging curriculum focuses on using the local community to support our learning and our children regularly go into the community to find out more about the place they live in.

I am proud to lead a team who are committed to achieving high standards and providing the best opportunities for our children. We prepare children for lifelong learning giving them the skills and enthusiasm needed to pursue learning for the rest of their lives.

As a school we work closely with families, children, staff, governors, Trust and the local community to ensure that the values on which the school is founded on drive our development forward so that The Dolphin School offers children the strongest foundations for learning.

Shelley Flanagan  
Headteacher







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## Living in Bristol



The Dolphin School is located in Bristol city, very close to the open fields of Bath and North Somerset and easy travelling distance from country villages and further afield. Academy staff have an enviable choice of places to live within a city and region that is viewed as one of the areas with the highest quality of living in the UK. The local economy remains buoyant, benefiting from a strong knowledge economy and particular strengths in the creative, financial and legal businesses. Within 90 minutes you can be in London or on the coast.

Bristol itself is a beautiful, vibrant and fashionable city. Its harbour, which weaves its way through the heart of the city is lined with restaurants, clubs and bars, museums, arts, science and media centres. The narrow winding streets, radiating from the water's edge, reveal elegant parks and squares and stunning architecture. Recently the city celebrated Brunel 200, the 200th anniversary of the birth of Isambard Kingdom Brunel, one of the most inspirational engineers of the 19th century and the person responsible for some of the great icons of Bristol's industrial heritage. Bristol is the 8th largest city in the United Kingdom with a population of over 400,000. Built on the confluence of the Rivers Avon and Frome, it has been in existence from well before the time of the Romans.

Bristol grew to be one of the most important cities in England during the Middle Ages as a result of its port and in 1497 the brothers Sebastian and John Cabot, sponsored by the Merchant Venturers, sailed from the docks to mainland America, landing in Newfoundland. A working replica of their ship, The Matthew, can be seen in the harbour today.

Bristol is the largest city in the South West and the region's leading centre for business, culture and education. It has been the subject of a massive programme of investment and regeneration that has had a major impact on its retail, leisure and business facilities. The city has a long tradition of trade and engineering, and is also home to many of the newer financial services and creative and media industries. It is also close to some of the most beautiful countryside and coastal areas.



**Post:** Teacher

**Responsible to:** Headteacher

**Key Outcomes:**

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

**PART ONE: TEACHING**

**A teacher must:**

**1 Set high expectations which inspire, motivate and challenge pupils**

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

**2 Promote good progress and outcomes by pupils**

- be accountable for pupils' attainment, progress and outcomes
- analyse pupils' data and test/exam performance to inform planning and intervention.
- plan teaching to build on pupils' capabilities and prior knowledge
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study.

**3 Demonstrate good subject and curriculum knowledge**

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

**4 Plan and teach well-structured lessons**

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework according to the Academy timetable and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

**5 Adapt teaching to respond to the strengths and needs of all pupils**

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these

- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

## **6 Make accurate and productive use of assessment**

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking within the agreed time, and encourage pupils to respond to the feedback.
- follow the Academy assessments reporting policies.

## **7 Manage behaviour effectively to ensure a good and safe learning environment**

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the Academy, in accordance with the Academy's behaviour for learning policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

## **8 Fulfil wider professional responsibilities**

- make a positive contribution to the wider life and ethos of the Academy including co-curricular
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- plan with and deploy support staff effectively to engage fully in learning and progress.
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to pupils' achievements and well-being.
- work with other professionals as needed e.g. speech and language, EP etc.

## **PART TWO: PERSONAL AND PROFESSIONAL CONDUCT**

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside Academy, by:

- treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional 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
- 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.



- Teachers must have proper and professional regard for the ethos, policies and practices of the Academy in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

### **PART THREE: PERSONAL TUTOR**

- To act as a personal tutor within the Year system or as a class teacher in Primary.
- To be responsible for the welfare and academic progress of their personal tutor group.
- To act as the first point of contact for parents.
- To monitor and improve attendance rates for the tutor group/class.
- To be responsible for the Academy's reward system within the tutor group/class.
- To meet regularly with the Head of Learning and attend year team meetings (secondary)
- To support inter-house activities as arranged by the Head of House.
- To ensure that pupils follow the Academy's uniform policy.
- To ensure that pupils follow the Academy's rules and policies.
- To set a good example in terms of dress, punctuality and attendance.

#### **Other duties and responsibilities:**

Carry out other duties that the Headteacher of the Dolphin School may reasonably request.

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CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Good Honours Graduate with QTS or as required by the DfE</li> </ul>	<ul style="list-style-type: none"> <li>Masters in Education</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>A successful teaching record</li> <li>Experience of working with pupils of all abilities in the age group for which trained</li> <li>Experience of KS1</li> </ul>	<ul style="list-style-type: none"> <li>Working in a diverse community with pupils with English as an Additional Language</li> <li>Working in an inner city school</li> <li>Taught in year 1</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Skills set as outlined in the Teachers' Standards</li> <li>Demonstrate good subject and curriculum knowledge including the national curriculum /EYFS</li> <li>Know how to secure outstanding progress and outcomes by pupils adapting teaching as needed</li> </ul>	<ul style="list-style-type: none"> <li>Outstanding subject and curriculum knowledge</li> <li>Evidence of significant progress and outcomes for children</li> <li>Leading a subject in a Primary School</li> <li>Has used an enquiry led curriculum</li> </ul>
<b>Professional Learning</b>	<ul style="list-style-type: none"> <li>Commitment to continuing personal and professional learning development</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of Professional Learning relevant to the role</li> </ul>
<b>Leadership Skills and Values</b>	<ul style="list-style-type: none"> <li>Ability to inspire, motivate and challenge pupils</li> <li>Commitment to the pursuit of excellence in educational standards</li> <li>Ability to communicate effectively with colleagues, pupils, families and external agencies</li> <li>Commitment to and promotion of co-curricular opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of high level co-curricular activities</li> <li>Potential for further leadership role</li> <li>Has developed links with other schools</li> </ul>
<b>Pupil Involvement</b>	<ul style="list-style-type: none"> <li>Commitment to pupil involvement</li> <li>Personal commitment to listen to pupil voice</li> <li>Focus on individual pupil's needs and development of independent learning</li> <li>High expectations of pupils</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of pupil involvement Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies including how to personalise learning to provide opportunities for all learners to reach their potential.</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>Flexibility to cope with diverse needs of the post</li> <li>Resilience to work under pressure</li> <li>Positive, tenacious and optimistic</li> <li>Ability to quickly establish positive relationships with pupils, staff and families</li> </ul>	<ul style="list-style-type: none"> <li>Initiative and ability to create new processes and practices to raise standards</li> <li>Has previously worked in a successful job share</li> </ul>

# HOW TO APPLY



**Closing Date for Applications:** Monday 21<sup>st</sup> May 2018

**Interviews:** Friday 25<sup>th</sup> May 2018

**Start Date:** 1<sup>st</sup> September 2018

**Dates for looking around the school:** Thursday 10<sup>th</sup> at 11.00, Friday 11<sup>th</sup> at 4pm, Monday 14<sup>th</sup> at 2.15pm, Tuesday 15<sup>th</sup> at 5pm. Please come to the entrance on Cheltenham Road (not Bath building). Come down the sloping path to the right of the white Georgian Building.

Application forms must be completed in full and applicants should directly address the skills and experience outlined in the person specification.

An Application Form is available in electronic format at [venturerstrust.org](http://venturerstrust.org) and should be returned electronically along with the Equality Monitoring Form by following the instructions at the [Work with us](#) section of the Academy's website.

Send your completed application form and any questions you may have to [recruitment@venturerstrust.org](mailto:recruitment@venturerstrust.org)

**Please note due to the expected volume of applications it may not be possible to acknowledge and respond to all applicants.**

# SAFER RECRUITMENT IN EDUCATION



Venturers Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work. The aims of our Safer Recruitment procedures are to help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them.

## Information for Applicants

All applicants for all vacant posts will be provided with:

- A job description outlining the duties of the post, including safeguarding responsibilities.
- A person specification which will include a specific reference to suitability to work with children.
- A Venturers Trust Application form, and all applicants for employment will be required to complete this application form, containing questions about their academic and full employment history and their suitability for the role (in addition all applicants are required to account for any gaps or discrepancies in employment history).

## Shortlisting and Reference Requests

References will be requested at the selection stage directly from the referee. They will be asked:

- the referee's relationship with the candidate;
- details of the applicant's current post and salary;
- performance history and conduct;
- any disciplinary action involving the safety and welfare of children, including any in which the sanction has expired;
- details of any substantiated allegations or concerns relating to the safety and welfare of children;
- Whether the referee has any reservations as to the candidate's suitability to work with children. If so, the Trust/Academy will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

## Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

## Pre-Employment Checks



All staff will require an enhanced DBS. Prohibition and Overseas checks will also be completed if necessary.