



EYFS
and
PHASE 1 LEAD

INFORMATION FOR CANDIDATES

venturersacademy.org

EYFS and PHASE 1 LEAD

Full time, Permanent

MPS/UPS (£22,917 - £38,633) + Health Cash Plan and Benefits package plus £2000 allowance per annum.

Applications are invited from high quality candidates to join an exciting and committed EYFS and Phase 1 Team at Venturers' Academy.

We are seeking an inspirational teacher who is committed to raising the attainment and aspirations of our students.

Candidates for this post should be:

- inspiring and able to motivate and challenge students to make rapid progress.
- able to establish strong relationships and have excellent interpersonal skills.
- bold, optimistic and tenacious in setting and achieving high standards.

In return 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.
- To join a wonderful 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 Venturers' Academy then we would love to receive an application from you.

Closing Date: 20th April 2018 at 12.00

Interviews : 4th May 2018

Venturers' Academy 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 students 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 and students 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





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 checkups, 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

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 - Awards of up to £1,000 per project, for staff to undertake in-house research that would benefit the Academy

PROFESSIONAL DEVELOPMENT - 10 Professional Learning days per year

FREE LUNCHES - A free lunch is provided every day to any member of staff who performs lunchtime duty

FREE USE OF THE GYM AT THE SPORT CENTRE - use the gym free of charge and get subsidised prices for the many classes available

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

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.



Living in Bristol

Venturers' Academy is on the southern fringe of Bristol very close to the open fields of Bath and North Somerset and easy travelling distance from the city, 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: EYFS and Phase 1 Leader

Responsible to: Vice Principal

Liaising with: Principal, Vice Principals, Raising Standards Leads and Teachers

Purpose: To take specific responsibility and accountability for the day to day leadership, management and organisation of your key stage. You will deliver on the highest possible levels of achievement and attainment through ensuring that the key stage area has the best staff, improves standard of learning and has the highest level of expectations for all. In order to achieve this, the job description is in addition to that of a teacher.

Quality of Teaching and Learning

- Monitor the quality of teaching and learning across all key stage lessons.
- Work with teachers across all phases of Venturers' Academy to ensure best practice is consistently applied.
- Promote others in their understanding of your key stage.
- Lead in the scrutiny of both teaching and assessment to ensure the highest standards for all staff and students.
- Ensure that key stage staff develop a range of teaching strategies to drive up progress, improve teaching standards and learning experiences.
- To facilitate collaborative planning and assessment to ensure the highest possible level of teaching, learning and student progress.
- Support all key stage staff in the relentless approach to the Engagement and Mood Management Policy.
- Ensure the effective setting, marking and scrutiny of homework tasks.
- Monitor and analyse attainment and progress levels across the curriculum area and within teaching groups in order to put in place appropriate interventions for staff and students.
- Monitor and analyse attainment and progress levels of all students, inclusive of specific groups such as MORE ABLE, FSM/PPM and CLA.
- To ensure all aspects of teaching and learning are planned appropriately to take into account the needs of all groups, inclusive of MORE ABLE, FSM/PPM and CIC.

Leadership and Management

- Lead, develop and hold to account staff within the key stage.
- Ensure high expectations from all staff within the key stage.
- Ensure all staff are motivated in delivering the Academy vision.
- Ensure the effective implementation of the Academy policies, in particular the teaching and learning policy and the Engagement and Mood Management Policy.
- Induction of new staff to the key stage and ensure requirements for teaching and learning are met.
- Ensure lesson observations and performance management processes are completed for all staff within the key stage.
- Monitor and evaluate the performance of all staff and work with your VP to take action where there is under performance.
- To be active in the staff meetings to ensure highest possible standards.
- Calibrate assessments made by staff to ensure accurate predictions for students.
- Ensure that all key stage staff communicate regularly and effectively with parents.
- Ensure that there is effective planning for the induction and support of new staff, newly qualified staff and training teachers that may hold posts within the key stage.

Strategic Vision and Curriculum Planning

- Ensure that key stage staff are up to date with education developments.
- Monitor and implement continual professional learning opportunities for staff within the key stage.
- Ensure the effective and efficient use of resources, including budget management and support staff, in order to drive up standards.
- Inspire teachers to take learning outside the classroom (LoTC) through the provision of excellent opportunities.
- Contribute towards the curriculum structure and learning interventions across the whole Academy.

Other duties and responsibilities

Carry out other duties that the Principal of the Venturers' Academy may reasonably request.

Venturers' Academy is part of the Venturers Trust and is committed to the safeguarding and welfare of children and expects all staff to share this commitment. An enhanced DBS check is required for all staff.

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	Good Honours Graduate with QTS or as required by the DfE	Higher Degree
Experience	A successful teaching record	
Skills	Skills set as outlined in the Teachers' Standards	Outstanding curriculum knowledge Evidence of significant progress and outcomes for children
Professional Learning	Commitment to continuing personal and professional development	Evidence of Professional Learning relevant to the role
Leadership Skills and Values	Ability to inspire, motivate and challenge students and staff Ability to monitor, evaluate and develop strategy priorities Demonstrable commitment to the pursuit of excellence in educational standards. Ability to communicate effectively with colleagues, students, parents and external agencies Support staff across all phases of the Academy.	Evidence of leading on themed days and / or LoTC activities
Knowledge & Understanding	A clear understanding of how to improve the quality of learning and teaching throughout a key stage. Know how to promote high levels of progress and outcomes by students and staff adapting teaching and leadership as needed	
Student Involvement	Commitment to student involvement Personal commitment to listen to student voice Use data analysis to focus on individual student's needs and development of independent learning High expectations of students and staff	Evidence of student involvement
Personal Attributes	Flexibility and responsibility to cope with diverse needs of the post Resilience to work under pressure Positive and optimistic Ability to quickly establish positive relationships with students, staff and parents Clarity of thinking and analysis	Initiative and ability to create new processes and practices to raise standards

HOW TO APPLY



Closing Date for Applications:

Friday 20th April 2018 at 12:00

Interviews:

Friday 4th May 2018

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 and should be returned electronically along with the Equality Monitoring Form by following the instructions at the [Work With Us](#) section of the Trust's website.

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.