



The Collegiate Trust
EXCEPTIONAL EDUCATION FOR ALL

Class Teacher

Information for Applicants

Academy	<i>Gossops Green Primary, Crawley</i>
Required	September 2018
Salary	TCT1-11, £24017-£34933 (<i>depending on experience</i>)
Closing Date	17.4.2018
Interviews	TBC



Welcome

Dear Applicant

Thank you for your interest in the post of class teacher. I hope that this information pack will help you to learn more about our fantastic school and that you will be excited about the prospect of joining our excellent team. High quality and well supported staff are crucial for the success of our children and, as a large primary school, we are able to offer a comprehensive professional development package to ensure that they are provided with the best possible teaching and support.

Opened almost 60 years ago, *Gossops Green Primary School* is an established and important part of our local community and is at an exciting time in its development. We are part way through our expansion to 3 forms of entry which will mean the school will grow to 630 children over the coming years. We joined *The Collegiate Trust* and converted to academy status on 1st November 2016 and have benefitted from the support which that brings. We have received significant capital investment over the last few years which has expanded the school and improved many of our facilities. Colleagues joining the school will be coming to a vibrant and ambitious learning community which works in a highly collaborative manner.

The Collegiate Trust has a clear vision to deliver *exceptional education for all*. Our pupils are well-motivated and a pleasure to work with, whilst our staff are talented, hard-working and ambitious for themselves and others. Our excellent facilities enable us to provide the very best learning environment and learning experiences for our pupils and it is the combination of these factors that leads to the improving standards at our school and the enviable reputation that *The Collegiate Trust* has built. I am very proud of what we do and what we have achieved at *Gossops Green* and I hold the highest aspirations for what we will do and achieve in the future.

Whether you are at the very beginning of your career or are looking to develop your experience, a school within *The Collegiate Trust* is a great place for professional growth. NQTs benefit from a focused induction period, prior to appointment, and a well-established programme of support throughout the year, whilst more experienced colleagues have many opportunities to develop skills and extend their professional learning through an extensive and varied programme of professional development. Our aim in all appointments is to appoint colleagues who will share our aspirations and make a major contribution to building the best life chances for our pupils.

I would be delighted to receive an application from you if, upon consideration, you feel that this role and the Collegiate may be right for you. To submit an application, please complete the form on the Trust website, attaching where requested a statement of no more than two sides of A4, identifying clearly how you meet the person specification. If you have any further questions about this post or would like to arrange a visit prior to the interview day, I would be pleased to speak with you; please feel free to telephone me at *Gossops Green*.

Yours sincerely

Mrs P Farrelly
Principal

Information about *The Collegiate Trust*

Our Trust works in the Crawley and Croydon, teaching children and young people from 3-19 years old and with a clear vision to deliver **exceptional education for all**. Such an education achieves excellent outcomes in pupil progress and attainment, a rich creative, cultural and physical learning experience, and great personal and social development for all pupils. We achieve this by working with and developing strong teams of staff in each school, under the direction of the Principal of the school and the *Local Governing Body* (LGB)

The Trust has grown out of *Riddlesdown Collegiate*, an **outstanding** (OFSTED, May 2016) secondary school in Croydon with almost 2000 students and over 200 staff. *Gossops Green*, in Crawley, was the next school – and the first primary – to join the Trust, followed by *Waterfield Primary* (also in Crawley) on 1st March 2018. We also have approval to develop a primary free school in Croydon / Sutton, and we shall also welcome *The Quest Academy*, *Courtwood Primary* and *Gilbert Scott Primary* into the Trust over the coming months.

Each school within the Trust is supported centrally by a designated *Director of School Improvement* on teaching and learning issues, the *Chief Operating Officer*, *Finance Manager & HR Manager* on business management and HR issues, and the *CEO* on wider leadership issues. This complements rather than replaces in-school functions and allows the Principal and LGB to operate with a high level of autonomy in delivering the highest standards in their school. The LGB works to a *Scheme of Delegation* approved by the Trust's Board of Directors.



Key Information

Our school is located in *Gossops Green*, a neighbourhood in the north-west of Crawley in West Sussex, although children travel to learn at our school from across Crawley and beyond. We have amazing pupils and a talented team of staff and governors, who all work together to make learning fun and purposeful.

We are a large, 3-form entry school. We are therefore a very vibrant and busy community which our pupils value and in which they can thrive.

We are lucky to have lots of fantastic facilities for our children, including; a large field and play areas with a wide range of equipment, e.g. climbing frames, a 'Peace Area' for those who want to chat quietly, large playgrounds, a wildlife area and pond, a wonderful library, jam-packed with books for everyone to enjoy and two halls.

You can find out more information about our school, and our Trust at the following websites:

www.gossopsgreen.com

www.tct-academies.org

Our Values

AIMS

Respect

Enjoy

Achieve

Learn

Keep it **REAL**!

SCHOOL CHARTER

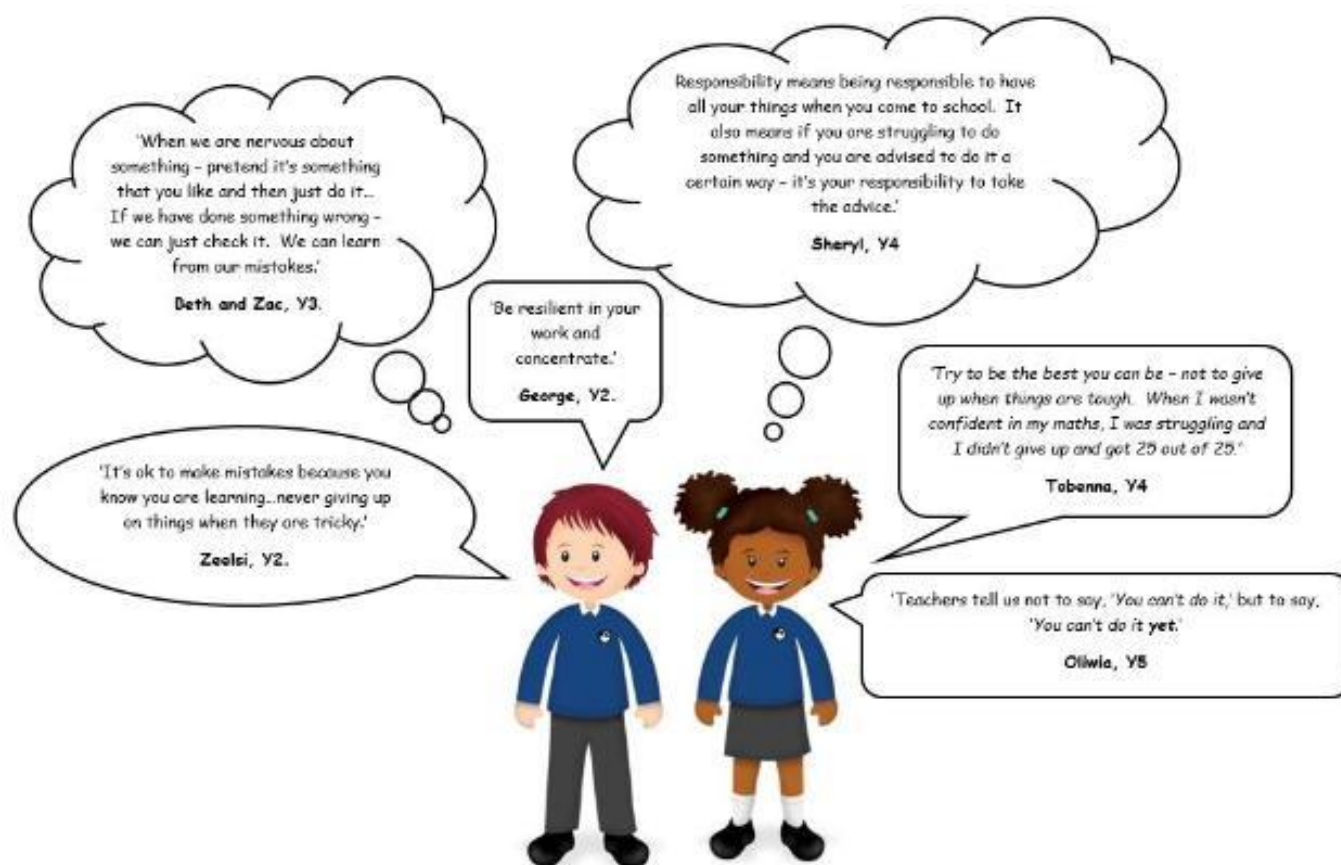
Always be safe and sensible

Be kind to others

Care for our school

Do our best

Our Approach



Growth Mindset

At *Gossops Green Primary*, we do not believe that intelligence is fixed and work as a *growth mindset* school.

We use mixed attainment groups by default, but this does not mean that a group cannot be segregated for a one-off input following assessment for learning.

We remove barriers to *growth mindset* so that children:

- ✓ recognise that intelligence can continually be improved through effort
- ✓ thrive on challenge
- ✓ throw themselves into difficult tasks
- ✓ are self-confident
- ✓ ignore the sometimes lower aspirations of those in the world around them
- ✓ react to failure by trying harder
- ✓ engage in self-monitoring
- ✓ have learning goals
- ✓ like feedback on their performance so they can improve
- ✓ are not driven by rewards but by the intrinsic worth of the learning task
- ✓ value process over product (it is the learning that matters)

Metacognition

At Gossops Green, we aim to create high level independent and collaborative thinkers and learners. At the heart of our teaching and the children's learning are our learning attitudes. These are explicitly taught by the teacher and learned and applied by the children. Research (Hattie, 2011) shows that this high level of metacognition has significant impact on learning progress. Children who demonstrate the desired attribute are awarded a *metacognition animal* for the remainder of the session and this is acknowledged in their home-school diary.

Planning

Short term plans are written personally by each teacher to adapt the medium term plans to the individual class needs. Planning includes the overall WALT linked to the learning journey, WALT and WILF specific to the lesson (***understand*** content/***master*** skill), introduction, activities (differentiated as appropriate), plenary, resources (including allocation of adult support) and key vocabulary. Wherever appropriate, WILF lists are used to focus learning on the desired objectives and to support pupils to develop self-assessment skills. When planning work for children with special educational needs, due regard is given to information and targets contained in the children's *Individual Learning Plans* or *Educational and Health Care Plans*, and *Individual Behaviour Plans*.

Job Description

Purpose of Post To teach all areas of the primary curriculum, taking responsibility for the progress of the pupils and contributing fully to the life of the school.

Reporting to: Senior Leadership Team

Principal Accountabilities

Curricular Leadership

- i. To teach an agreed timetable.
- ii. To prepare and teach effective lessons, ensuring regular assessment, including reporting to parents, informs all aspects of planning and supports improved standards.
- iii. To contribute fully to collaborative development and improvement within the year group, phase, school and Trust.

Pastoral Leadership

- i. Promote the general progress and well-being of individual pupils and of the class as a whole, liaising with colleagues to ensure the implementation of the school's pastoral system
- ii. To undertake duties at the direction of the SLT.
- iii. To promote and safeguard the welfare of all children and for whom you are responsible or with whom you come into contact.

Professional Leadership

- i. To participate in all performance management processes.
- ii. To maintain all professional standards as laid down by the school and the Trust.
- iii. To work with colleagues and governors to contribute to whole school improvement.
- iv. Through line management arrangements, ensure professional development needs are identified and addressed.

Person Specification

Qualifications	
1	Good honours degree
2	Qualified Teacher Status
Experience	
3	Effective working with young people of a range of ages and abilities
4	Evidence of making an effective contribution to a team
Skills and Attributes	
5	Ability to deliver high quality learning over time to all pupils in a class
6	Ability to be provide effective pastoral care
7	Capacity to work alongside colleagues, contributing effectively to a team
8	Ability to quickly establish and maintain positive relationships with pupils, staff and families
9	Understanding of safeguarding issues and promoting the welfare of children and young people
10	Well-developed communication skills, including high level of written and oral literacy and competent ICT use
11	Suitability to work with children
12	Potential for professional progression
13	Commitment to extra-curricular activities

The Collegiate Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the *Disclosure and Barring Service*. Appointment will be dependent upon further health, medical and attendance checks.

How to find us

By Car

Please see the Map. Parking is available on and off site on the roads surrounding the school. Please do not obstruct the residents' garages.

By Train

The nearest station is Ifield Station (see map).

By Bus

Bus routes: 1 and 20, disembarking at Gossops Green Parade (shops).



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