




RECRUITMENT INFORMATION PACK

Teacher (Lower KS2)

Park View Primary Academy
Harlech Road
Leeds
LS11 7DG

RECRUITMENT INFORMATION PACK

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DELTA Academies Trust

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Park View Primary Academy

October 2017

Dear Applicant,

Post: **Teacher**

Thank you for your enquiry requesting further details and an application form for the post of **Teacher** at Park View Primary Academy.

Park View Primary is a Good school with Outstanding leadership (Ofsted June 2014) where "pupils are enthusiastic and enjoy their learning"

We are now seeking to appoint an excellent, ambitious and enthusiastic **Teacher** to join our team. Park View Primary has so much to offer a keen and dedicated person who want the very best for our children:

- a welcoming, vibrant and inclusive school community
- a creative, caring atmosphere with a strong commitment to the education of the whole child
- a hardworking, talented and dedicated team of staff, governors and supportive parents
- pupils who behave well in lessons, get on well together to support each other with their learning
- an attractive, modern, well-resourced learning environment
- an exciting curriculum which interests and inspires the children
- excellent professional development opportunities
- an opportunity to make a real difference

Visits to our academy are warmly welcomed and we hope that after finding out more about us, you will feel encouraged to apply for the advertised post.

I look forward to receiving your application in due course; the closing date for receipt is **12 noon, Monday 16th October.**

With very best wishes,

Patricia Gavins
Executive Principal

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**

Vision

'Changing lives'

Mission Statement

To improve educational outcomes for communities in the North of England, creating a sustainable organisation that improves our society and the wider environment.

Strategies

1. To ensure high quality sustained performance and educational outcomes for all Delta academies.
2. To operate a financially sustainable organisation, characterised by high value for money
3. To collaborate with others to establish a Northern Alliance of powerful MATs and other stake holders that will transform educational outcomes in the North of England.
4. To develop high quality education leadership to enhance the capacity to drive improvement
5. Train and develop high quality teachers and staff
6. To create a generation of young people who are socially and environmentally responsible
7. To ensure that young people are confident, employable and have the knowledge and skills to challenge received wisdom

Core Values

We will:

- Place children and students at the heart of everything we do
- Place collaboration before competition, working with others for the betterment of all
- Develop and support professionals in our own and other academies and schools to establish practice that improves lives
- Ensure that all children make good progress irrespective of their starting point and those young people facing disadvantage are lifted from educational poverty
- Never do anything to the detriment of learners, staff, or other stakeholders, in a neighbouring community
- Adhere to the 'Seven Principles of Public Life'
- Promote environmental awareness and protection locally, nationally and globally

Why work for Delta Academies Trust?

- Delta Academies Trust is committed to transforming education across the North of England and as such we are recruiting a range of the very best educationalists to join us in our mission. We are looking for talented and driven professionals who share our drive, passion and enthusiasm to enhance the life chances of young people. We recognise you may not have all the skills or confidence at the start of your journey as part of our team and we are committed to ensuring you get the very best high quality leadership training, much of which is directly delivered by the CEO who has a national profile and reputation for rapid school improvement.

- You will work alongside professionals in a fast-paced and dynamic environment.

- You will develop your skills alongside like-minded colleagues.

- Delta academies work and collaborate as a family of schools. This provides colleagues a conduit to share best practice and affords our professionals the opportunity to develop their own skills, that of others and seek further promotion as they take on responsibilities across academies or at a whole Trust level.

- 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 the full range of NPQs delivered in association with Ambition School Leadership. The Trust also provide a range of bespoke CPD and is committed to developing all staff.

- Pension - Every employee of Delta Academies Trust has access to a pension scheme.

- There is a range of benefits available to staff which include childcare vouchers, cycle to work scheme and a tech salary sacrifice scheme.

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**

Completed applications should be returned to **jobswest@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**

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Park View Primary Academy

Teacher (Lower KS2)
MPR/UPR
Full Time / permanent
To start 1st January 2018

We are seeking to appoint a Teacher to start from 1st January 2018 on a permanent basis.

The ideal candidate will be enthusiastic, conscientious, talented and caring. This person must have a professional approach to their work, joining our committed staff at our well established active academy. The successful candidate will help support our inclusive vision and help us to achieve the next level of success.

The successful candidate will:

- be an excellent classroom practitioner
- have the knowledge and experience to teach children with EAL
- be enthusiastic, resourceful and keen to ensure that the highest possible standards of pupil achievement, personal development and well-being are achieved.

This post would suit either a newly qualified or a more experienced teacher.

Visits to our Academy are welcomed by prior appointment; please contact the academy on tel 01132 716754 to arrange.

Closing Date: Monday 16th October 2017
12 Noon

An application pack can be downloaded from
www.recruitment.deltatrust.org.uk
or by contacting our recruitment team on
0345 196 0095
or email
jobswest@deltatrust.org.uk

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

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Job Description

Post: KS2 Teacher
Salary: MPR/UPR
Responsible to: Principal

Purpose of the job:
To teach pupils across the full age and ability of Key Stage 2 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 teaching which achieves 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
- providing clear structures for lessons maintaining pace, motivation and challenge
- making effective use of assessment and ensure coverage of programmes of study
- ensuring effective teaching and best use of available time
- monitoring and intervene to ensure sound learning and discipline
- using 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

- ensuring pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught
- evaluating their own teaching critically to improve effectiveness

ADDITIONAL STANDARDS FOR NURSERY AND EARLY YEARS

- taking 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
- encouraging pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively
- using a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning
- managing parents and other adults in the classroom

MONITORING, ASSESSMENT, RECORDING, REPORTING WHICH WILL:

- 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 QUALITIES REQUIRED:

- 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 Vice Principal and affirmed by the Principal

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PERSON SPECIFICATION
KS2 Primary Teacher

	Ess	Des	MOA
KNOWLEDGE/QUALIFICATIONS			
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 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
EXPERIENCE			
Experience of teaching in the Primary phase	*		A/I/R
SKILLS			
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
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
Able to use own initiative and motive others	*		A/I/R
Ability to relate to and empathise with pupils and to develop trusting and respectful relationships with them	*		A/I/R
Respect for confidentiality of information concerning individual pupils and ability to use discretion in circumstances of disclosure.	*		A/I/R

BEHAVIOUR AND OTHER RELATED CHARACTERISTICS			
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: MOA=Method of Assessment, Ess=Essential, Des=Desirable, A=Application, I=Interview and assessment, R=Reference, C=Certificate

ACADEMY'S STATISTICS PAGE

Park View Primary Academy Facts and Statistics	
Type of School	Primary Academy
Age Range	3 – 11
Location	Beeston, South Leeds
Denomination	None
Co-educational or single sex	Co-ed
Specialisms	
Number of students on roll	243
Value Added	100.1
Attendance	96.1%
Date school established	1st September 2012
School Awards	Stephen Lawrence Education Standard. Healthy Schools
Number of teaching staff	10
Number of associate staff	14
% of students on free school meals	18.5%
% of pupil premium students	38.5%
% of early years pupil premium students	21%
% of students with SEN- EHCPs	22%
% of students with EAL	68 %