HABERDASHERS' ASKE'S

CRAYFORD ACADEMY









2017-18 PRIMARY TEACHER UPPER KS2 RECRUITMENT PACKAGE

AN ALL THROUGH
3 - 18 ACADEMY

www.haaf.org.uk



From the Principal

Dear Candidate

Thank you for your interest in the post of Upper Key Stage 2 Primary Teacher. This is an exciting opportunity for an experienced and motivated Primary Teacher to embark on a new role within a Multi Academy Trust, who can inspire and engage Primary students to reach their full potential.

Crayford Temple Grove (CTG), the Primary Phase of the Haberdashers' Aske's Crayford Academy started as a one form entry Primary on the Crayford site in 2009. Since then it has grown and opened a second campus on the old Slade Green Junior Site. This has given the opportunity for more children in Bexley and Kent to receive a Haberdashers' education. Although we have two campuses we are a single primary school with a philosophy of ensuring that children receive the same high quality education which ever class or campus they are in.

Haberdashers' Aske's Crayford Academy is a large all-through school of over 1600 children that takes pride in getting to know pupils and parents; working in partnership to get the best possible academic results for children and providing an education for character that is synonymous with the Haberdashers' ethos. Our school opened in 2009, and our facilities for learning and recreation are first class, purpose built and safe. We provide targeted support and a broad education to enable each and every one of our students to reach their full potential and to grow into well-rounded members of our community. We Offer education across all key stages which has consistently been judged 'Good' by Ofsted, most recently in December 2014.

Facilities at the school are first class, from the building itself to the resources which support the delivery of a broad curriculum including an extremely popular and well maintained Learning Resource Centre. Our playing fields, gymnasium, drama theatre and ICT facilities all contribute to ensuring we deliver an education for character, a feature of all Haberdashers' schools that is part of our DNA. Haberdashers' Aske's Crayford Academy is 30 minutes from London Bridge by train and the school's proximity to the capital is a strong factor in enabling teachers to enhance the cultural experience for our pupils through enrichment activities.

The Federation currently comprises three all-through schools and one free primary school, which totals over 5,000 students and 600 staff. The scale of expertise and leadership across our Federation gives us enormous capacity. It is this capacity that has resulted in the success of the Federation, and it is this capacity that allows us to mount new ventures and allows our staff to take on new opportunities and rapid development trajectories.

Our school and our Federation is a uniquely exciting place to be and I hope that you decide to join us in our current phase of rapid development and growth.

Mr Richard Farrow
Principal
Haberdashers' Aske's Crayford Academy



About the Federation

A message from the Chief Executive

A very warm welcome to Haberdashers' Aske's Federation. We are a Multi-Academy Trust of three secondary schools and five primary schools organised as three all-through 3-18 academies and a primary free school:

- Haberdashers' Aske's Crayford Academy
- Haberdashers' Aske's Knights Academy
- Haberdashers' Aske's Hatcham College
- Hatcham Temple Grove Free School

Our schools are in the London Boroughs of Lewisham and Bexley and educate over 5,000 children and young people in south-east London. All our schools have a single vision and ethos and are committed to valuing tradition, as well as progress, and promoting excellence in every area of school life, and to ensuring every student in our care fulfils their potential. We have a strong ethos based on mutual respect and responsible behaviour.

Our Principal Sponsors, the Worshipful Company of Haberdashers, take a keen interest in the welfare and progress of our students and are extremely generous with their support and expertise.

Being part of a Multi Academy Trust

Our Federation brings together primary and secondary schools in an innovative and ambitious way. United by a single Trust Board, Chief Executive, Finance Director and Director of Performance, our three all-through school clusters are autonomous schools with their own Principals and senior leadership teams.

At the same time, links develop at every level and in every area of school life. There are excellent opportunities for sharing resources, learning from each other and student and teacher exchange. The Federation is at the cutting edge of national educational initiatives, committed to research and development and to adopting creative solutions that will benefit all students.

All our students are inspired to reach their full potential, no matter their ability or background; aspirations and achievements are constantly raised; the improvement of standards reflects the needs of the local and wider communities, through the highest quality academic, personal and vocational teaching and guidance. We build on the strengths and experiences of our schools so that our students become independent learners, fully equipped for the opportunities, challenges and responsibilities of adult life in the 21st century and well prepared to be the leaders, professionals and parents of tomorrow.



Our Vision

The Haberdashers' Aske's Federation is a Federation of three all-through academies, each at the heart of their community that share a vision for the education of children and young people. Our vision is built from our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect. We are forward-looking and value innovation within the context of our long tradition of providing excellent education. Based upon these values we aim to ensure all the children and young people who come to our schools:

- are happy and safe at school and are able to learn successfully within a supportive environment.
- are able to achieve their full potential personally, academically and socially.
- develop and grow as independent, resourceful and resilient individuals.
- are equipped with the skills, qualifications and love of learning they will need to be successful in the world they will join as adults.

> "We are forward-looking and value innovation with-in the context of our long tradition of providing excellent education."

We will achieve these aims by providing a safe environment where all children and young people can succeed through:

- Provision of a curriculum that is stretching, relevant and provides each student with the opportunity to excel.
- High expectations of every member of our community.
- Excellent teaching, leading to the highest standards of academic excellence.
- The best standards of behaviour based upon our values of mutual respect, self- discipline and self-confidence.
- A respect for tradition that embraces innovation and challenge.



Role Description

Upper KS2 Primary Teacher

We are seeking a Primary practitioner with QTS and experience teaching in KS2. You will need to be enthusiastic and committed to offering an outstanding teaching experience for the children in our academy bringing real energy and dynamism to the role, alongside genuine enthusiasm for your students.

You will uphold consistently high standards of pupil progress in your classes and ensure that planning, preparation, recording, assessment and reporting meet pupils' learning and social needs, and maintain the positive ethos and core values of the school, both inside and outside the classroom

The successful post holder will be expected to teach in either Year 5 or Year 6 .



Key Responsibilities

Key responsiblities

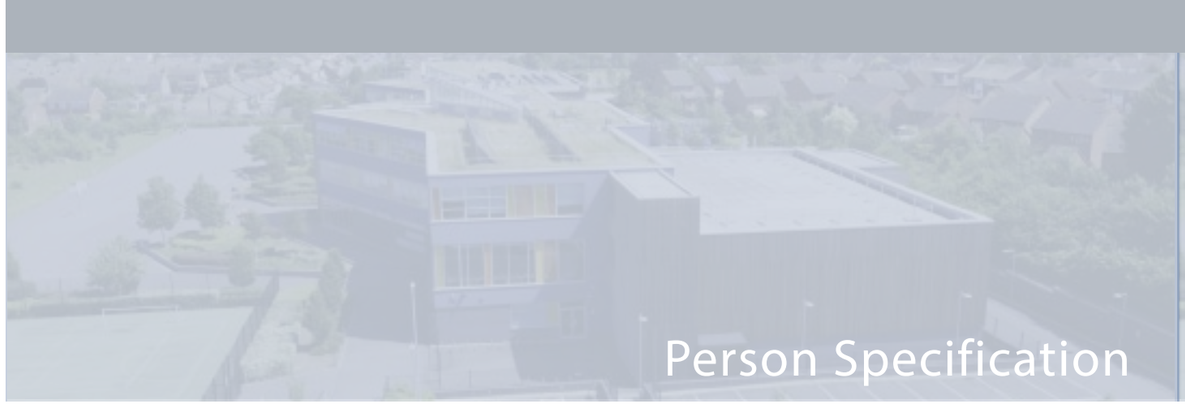
- To carry out teaching duties, as required, in accordance with the Primary Phase schemes of work
- Plan lessons that meet the needs of all pupils, through differentiation of tasks and appropriate challenge
- Be creative in providing imaginative learning opportunities for pupils and to take full responsibility for the learning environment in which you teach
- Work effectively with year group and phase partners to plan dynamic and effective learning schemes
- To prepare and review, annually, learning and teaching development plans and policies, which support the school improvement priorities
- Keep appropriate and efficient records, integrating formative and summative assessment into weekly and termly planning
- To ensure that achievement data is collected and used effectively to raise standards of learning and teaching
- To be instrumental in helping to develop a stimulating and engaging curriculum for pupils within a phase group and learning and teaching team
- To monitor and review the quality of learning and teaching, ensuring that pupils make good progress
- To inspire, motivate and influence staff and pupils, being instrumental in developing and maintaining the highest standards of learning, teaching and pupil behaviourReport to parents on the development, progress and attainment of pupils
- To plan and work effectively with members of the support team as appropriate so that all pupils achieve their potential
- To ensure that agreed policies and procedures for learning and teaching are implemented
- To carry out teaching duties, as agreed with the Principal/ Head of Primary
- Support learning and teaching in the setting, monitoring and attainment of learning targets



Key Responsibilities

General Responsibilities

- Promote the principle of equal opportunities in the school.
- Promote the single Federation ethos.
- Promote the school's commitment to the continued professional development of all staff.
- Undertake any duties as may reasonably be required by the Principal or CEO.
- Work within the school's framework with regard to Health and Safety.
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children.
- Report any safeguarding concerns in accordance with the Federation's safeguarding policies.



Person Specification

Criteria	Essential	Desirable	How identified and assessed*
Education/qualification and training			
Degree	✔		AP,R
Qualified Teacher Status	✔		AP,R,I
Evidence of continuous INSET and commitment to further professional development		✔	AP,R ,I
Experience/Knowledge/Skills			
Experience of teaching at Key Stage applying for	✔		AP,I
Experience of working across the whole Primary age range; working in partnership with parent		✔	AP,I
Knowledge and understanding of the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);	✔		AP,I
Knowledge and understanding of statutory National Curriculum requirements at the appropriate key stage; the monitoring, assessment, recording and reporting of pupils' progress	✔		AP,I
Knowledge and understanding of the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection;the positive links necessary within school and with all its stakeholders	✔		AP,AS,I,R
Knowledge and understanding of effective teaching and learning styles	✔		AP,,I,
Knowledge and understanding of the preparation and administration of statutory National Curriculum tests; the links between schools, especially partner schools		✔	AP,I
Be able to promote the school's aims positively and use effective strategies to monitor montivation and moral.	✔		AP,I
Devlop good personal relationships within a team and with parents, governors and the community (developing community links)	✔		AP,i
Personal characteristics/other requirements			
Approachable and empathic	✔		AP,I,R
Comitted and resourceful	✔		AP, I, R
Patient and organised	✔		AP,I, R
Enthusiastic	✔		AP,I,R

* AP: application, AS: assessment, I: interview, P: presentation; R: references



Additional Recruitment Information

Recruitment Schedule

- Closing date: 6th July 2018, 12 Noon
- Interview date: Candidates will been as soon as applications are received so please apply as soon as possible

Recruitment Process

Once you have submitted your application, it will be assessed against the criteria in the person specification. If you attain high scores you will then be invited to attend an interview assessment.

This may include:

- Psychometric assessment
- Biographical and competency based interview
- Classroom observation
- Visit around the school
- Case study
- Presentation
- Software tests

References

Before you are invited to interview, the Academy will obtain references from your referees. In order to prevent a delay please ensure that the reference section of the application form is accurate and completed in full.

Right to work in the UK

Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview you will be asked to produce original and up to date documentary evidence of your right to work in the UK.



Additional Recruitment Information

Data Protection

Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form you are giving consent to the processing of your data.

Criminal Convictions

All education establishments in the UK are exempted from the Rehabilitation of Offenders Act 1974. In practice this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. List 99 is also obtained on anymore who will be working or coming into contact with children; and must be received by the Academy before employment can commence.

Equality and Diversity

We recognise the benefits of a diverse workforce such as ideas and talent. We are committed to eradicating discrimination in the workplace; and becoming an employer of choice.

Newly Qualified Teachers (NQTs)

NQT's who have been qualified for less than 12 months are welcome to apply for our teaching vacancies.

Special requirements

If you require reasonable adjustments prior to your interview, these can be arranged by emailing crayfordshr@haaf.org.uk and were practical we will support your request.

Visiting the Academy

If you are successfully shortlisted to attend an interview you will be given the opportunity to have a tour of the school.

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