



ALWAYS AIMING HIGHER, TOGETHER

**An amazing
primary school
for Bromley**

www.lafontaineacademy.org



La Fontaine
ACADEMY

CLASS TEACHER PERSON SPECIFICATION



STEP
ACADEMY TRUST

Prospective Teachers

At La Fontaine Academy, you never stop learning, you're part of STEP Academy Trust – a supportive network that's leading the way in getting children to succeed academically while also enabling them to become leaders – and your work makes an impact on the community every day.

As STEP Academy Trust grows to serve more children in varied communities, we need passionate teammates to join us and make their impact.

Our Vision for our Team

As a teacher at La Fontaine Academy, you will be able to work with a great team of colleagues and [design a truly inspirational curriculum](#) which will enable our children to become confident and socially-minded 21st century citizens.

Being part of our team of teachers, you will be able to use your creativity and [shape the way our school will provide outstanding learning opportunities](#) for our children.

As our school grows over the next few years, you will always be supported in terms of your [leadership](#) and, if so you wish, you will be able to [take on responsibilities](#) in various areas of school life.

Our vision is to create an outstanding team of teachers who will provide our children with the best education they deserve. We want every pupil at our school to [succeed academically](#) while also enabling them to grow as joyful individuals who will have the confidence to [shape the world](#) around them.

Educational leadership

Members of our team are involved in educational research and engage with current debates in terms of teaching and learning. We attempt to influence practices beyond our Academy and Academy Trust on, for instance, mastery teaching and values-driven education. To our minds, teaching is the greatest vocation in the world, and we are always seeking the best ideas to improve the way education works. As part of our vision, we are looking to create a team that will develop models of good practice in [creative teaching and learning](#) and [language teaching](#) in the UK. See some articles published by our team [here](#), [here](#), and [here](#).

Staff development

To achieve our aims, we need to recruit and support the very best staff. We believe in valuing all our staff and therefore take professional development very seriously. At all times in our school, every member of staff will be engaged in teaching and learning. All our staff must lead by example and demonstrate the behaviours and attitudes which are rooted in our values of Excellence, Respect, Collaboration, Responsibility, and Creativity. In return for their high level of commitment

to enabling our children to reach the best outcomes, we will provide our staff with [excellent opportunities for growth and development](#). We do not grade observations. We do not grade our teachers at all – neither for performance management, nor appraisal, nor pay, nor inspection. We believe that trusting our teachers with the autonomy to improve creates a strong, vibrant staff culture. We never make high-stakes, biannual judgements of teachers; we prefer continual, low-stakes feedback, practice and reflection.

Family ethos

Most of all, to join La Fontaine Academy is to become part of a family. Families rally round when times are tough. Families help each other out and are honest with each other. Every day, we eat a family lunch together with our pupils. We are always thinking hard about how we can become the best we can be for our colleagues, parents and pupils.

Key benefits working for STEP Academy Trust include

- Access to a supportive network of teachers and school leaders working across 7 schools in South East London.
- Access to a strongly-established NQT programme.
- Possibility to undertake further studies (e.g. Masters, Ph.D., etc.) sponsored by STEP Academy Trust.

Key Partnerships

[Future Leaders](#): a leadership programme that aims to raise the achievement of children, regardless of background, and to provide them with equal choices and opportunities in life.

[Teaching Leaders](#): an education charity focused on developing outstanding middle leaders.

[Mathematics Mastery](#): a programme based on tried and tested approaches used by the best teachers, departments and schools in the UK and abroad.

Some of the books we base our work on



I am delighted that you are interested in applying for a position at La Fontaine Academy and I look forward to receiving your application.

Sebastien Chypleau

Dr Sebastien Chapleau, Founding Headteacher, La Fontaine Academy



OUR VISION AND MISSION

- At the heart of the organisation is the **“STEP Mission and Vision”**. *Everything* derives from it. The four points of the STEP Compass extend out of our mission and vision.
- Point 1. **“STEP First”**
Because the mission and vision are shared by all stakeholders, there is an acceptance that we are all one team, one family. Stakeholders must believe in STEP First.
- Point 2. **“STEP Way”**
As a united team, it is right that we should agree to do certain things in a consistent way, the **“STEP Way”**. What goes into the STEP Way will be determined by a process of co-creation and review; however, once agreed, there is no opt-out.
- Point 3. **“STEP Up”**
Given that STEP is a family none of its members - academies, groups or individuals - can be allowed to fall behind. STEP Up is the process by which “we all succeed together”, enabling additional support to be targeted according to identified need.
- Point 4. **“STEP Ahead”**
Individually and collectively, we must ensure one eye remains firmly fixed on the future, anticipating and preparing for our next stage of development. This commitment ensures a strong focus on CPD and strategic planning.

ETHOS AND CULTURE

Shared values

STEP Academy Trust promotes and cultivates shared values. These are the heartbeat of our organisation.

Key values include:

- **Passion** — Working in education, we have the ability to profoundly change children’s lives; the stakes are incredibly high. Our aim should always be to provide for the pupils of our Academies what we would want for our own children.
- **Urgency** — The amount of time children spend in education is finite. We have a responsibility to ensure every moment a child is in a STEP Academy must be spent productively. Once wasted, it is gone forever and cannot be given back.

- Positivity — Staff have a responsibility to be positive and supportive of each other. Negativity leads to low expectations and a culture where excuses are tolerated.
- Aspiration — Embodied in the Trust motto, “Striving Together for Excellence in Partnership,” all members of staff aim for excellence in their individual professional roles.
- Commitment — Staff are prepared to go the extra mile to provide the best possible education for their pupils. The interests of children are always placed ahead of those of staff.

An important bi-product of **PUPAC** must be an enduring sense of dissatisfaction with the status quo. Whilst it is right that achievements are celebrated, the focus remains on the challenges ahead. **PUPAC** forms the basis of initial discussions with prospective employees of the STEP Academies.

OUR MOTTO

'Always aiming higher, together'

OUR VALUES

Our values will be the basis upon which we develop all our work at La Fontaine Academy.

They are the following:

- Excellence
- Respect
- Collaboration
- Responsibility
- Creativity

We expect our staff and children to constantly live out those values, being able to develop a sense of accountability and mutual responsibility across the school.

The vision of La Fontaine Academy is founded on a commitment to outstanding education, engagement with local and global communities, and language teaching. We want our children to become citizens who can play an active role in 21st century society.

OUR AIMS

La Fontaine Academy is an inclusive, non-denominational, primary school teaching children aged 4 to 11 in English and French. The school opened in Bromley in September 2014.

Our school offers a unique service to parents and communities in Bromley which are underpinned by our beliefs in inclusiveness and academic excellence and the real value to children's academic potential and life chances that arise from the learning of another language. All children are welcome at our school and we strive for a diverse intake, reflecting our local community. The school:

- delivers the English National Curriculum;
- focuses on maintaining high standards to secure outstanding assessment results linked to the English National Curriculum;
- focuses on academic excellence in English, mathematics, science, and French. We measure our success against national standards;
- provides pupils with an excellent preparation for secondary education;
- develops our pupils' extraordinary cultural capital through a rich and broad curriculum and extensive community engagement. We understand education to include a deep understanding and appreciation of both British and world cultures as well as of the wide diversity of cultures and customs that make up contemporary life in Britain and beyond;
- promotes tolerance and cultural exchange, guiding children to become responsible citizens in later life;
- helps our children become rounded, happy and confident individuals and achieve their true academic potential in a friendly and disciplined school.

CLASS TEACHER POSITIONS

Role:	Class Teachers
Start Date:	See website for details
Location:	Bromley
Contract Term:	See website for details
Contract Type:	See website for details
Salary:	Based on experience (outer London)

La Fontaine Academy is always keen to hear from people who might be interested in joining our team. Our school is inclusive, with the highest academic standards; we will take children from all backgrounds and give them the knowledge, skills and confidence to flourish.

The happiness, well-being and success of our pupils is at the centre of everything we do.

La Fontaine Academy is a member of STEP Academy Trust and therefore seeks staff who believe in the Trust's Core Values of:

Passion — Working in education, we have the ability to profoundly change children's lives; the stakes are incredibly high. Our aim should always be to provide for the pupils of our Academies what we would want for our own children.

Urgency — The amount of time children spend in education is finite. We have a responsibility to ensure every moment a child is in a STEP Academy must be spent productively. Once wasted, it is gone forever and cannot be given back.

Positivity — Staff have a responsibility to be positive and supportive of each other. Negativity leads to low expectations and a culture where excuses are tolerated.

Aspiration — Embodied in the Trust motto, "Striving Together for Excellence in Partnership," all members of staff aim for excellence in their individual professional roles.

Commitment — Staff are prepared to go the extra mile to provide the best possible education for their pupils. The interests of children are always placed ahead of those of staff.

Person Specification – Classroom Teacher La Fontaine Academy

Qualifications and Training

- Qualified Teacher Status, or newly qualified.
- Recent relevant training.

Abilities and Skills

- High level of organisational skills and an ability to take on new things.
- Effective behaviour management skills.
- Effective communication and interpersonal skills.
- Good standard of written English.
- Ability to plan, teach and assess effectively and to a high standard.
- Ability to lead, motivate and influence others effectively.
- Ability to raise standards.
- Ability to identify successful inclusion strategies for all children.

Experience

- Outstanding teacher (or the ability to become outstanding).
- Potential to become a future leader within STEP Academy Trust.

Knowledge and Understanding

- Knowledge of current educational issues.
- Understanding of national strategies.
- Understanding of how children learn.
- Thorough understanding of and commitment to equality of opportunity.

Other Requirements

- Work effectively with parents and the wider community.
- The ability to set targets and complete tasks to meet deadlines.
- Knowledge and understanding of the principles of assessment and effective record-keeping and their use to promote the educational and personal developments of the pupils.

La Fontaine Academy and STEP Academy Trust are committed to equality of opportunity and to safeguarding children; successful candidates will be subject to an enhanced Disclosure and Barring Service (DBS) check.



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La Fontaine Academy is founded on a commitment to language teaching, outstanding education, and engagement with local and global communities. Our children will become citizens who can play an active role in society.

www.lafontaineacademy.org
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[@FontaineAcademy](https://www.instagram.com/FontaineAcademy)