Primary class teacher

1.0FTE, January start or sooner if possible

Fixed term for 1 year in the first instance.

Candidate Information















Letter from the Principal

Class teacher - MPS
1.0 FTE, January 2027 start or sooner if possible

Thank you for your interest in Dartmouth Academy and the position that we have available. I am delighted that you are considering joining our school: our aim is to seek the very best practitioners in the profession to join our team and I hope to read your application soon. The information within this pack is designed to provide you with all of the information which, alongside our website, will give you the information you need to apply for the post.

We have a post available for a new colleague within our thriving Primary phase. This is an excellent opportunity for an enthusiastic and capable individual who wants to work with a team of people who are passionate about their role and share a commitment to ensuring pupils have the best experience possible. This is a role suitable for a newly qualified or more experienced teacher and scope to develop leadership if this is a path you are interested in.

> *Pupils feel happy at Dartmouth Academy. They embrace the school's mantra to 'be your best self'. As a small, all-through school, pupils and staff value the strong relationships they have. Pupils join the school at different stages. Leaders support pupils at those different transition points. Pupils say they feel welcomed at the school.*
> *Ofsted, April 2023*

Woven throughout both our aspirational curriculum and ethos of empathy and understanding is the drive for every child to be a **scholar** in their learning. Staff create and teach academically-rich schema whilst understanding, and planning to overcome, the barriers a child may face. The concept of **scholarship** drives the role which staff play in being instrumental to every child's development, not simply in their academic achievements but also as a person. From the moment pupils arrive into our Early Years Foundation Stage, we share with them the school mantra that fosters academic success as not a measure of ability but an indication of how hard pupils work: **Be Your Best Self**.

This is also an opportunity to join the school at an exciting point in our journey. In January 2017, we merged our Multi Academy Trust to form Education South West, with 15 schools spanning primary, all-through and secondary. The aim of the Trust is simple: **to work together so that children can lead great lives.**

If you have a genuine desire to do the best for young people, then we would welcome your application. The school is committed to safeguarding pupils and personnel, and will conduct checks based on the information in your application. If you are selected for interview, safeguarding will feature in the interview programme.

If you wish to visit the school or have any questions about this role, please feel free to contact the school and my PA, Vicki Hart, on **admin@dartmouthacademy.org.uk**. Applications must be made by completion of an application form, and candidates invited to interview must supply a signed copy of their application form before their interview takes place. We would also request that interviewees bring to the interview original copies of relevant exam certificates, and where available original copies of their DfE registration and DBS disclosure.
The closing date for applications is **1pm on Friday 20th November with interviews to take place on week beginning 23rd November.**

Paul Girardot
Principal

PRIMARY PHASE

This is an exciting time to be joining the Academy. The collaborative relationship for our primary phase, with colleagues across the Trust provides opportunity for professional development and engagement in subject pedagogy which current staff identify as a huge strength.

The primary phase of Dartmouth is a thriving area which teaches an ambitious, rich and inspiring curriculum. Our staff benefit from working alongside colleagues in our other trust schools as well as our secondary colleagues in the school. This offers any potential applicant a wealth of opportunity for development in any area they may choose.

A great group of staff are on hand to support and we look forward to welcoming someone who is an enthusiastic team player to join us on this exciting journey we are on.

THE POST AND APPLICATION



We have a post available from January 2027 (possibly sooner) to teach in the Primary Phase. As a small school, all staff are supported through an extensive Trust subject network, curriculum and resourcing. As a school and primary team we work closely together to support one another.

Whether you are relatively new in the profession or have more experience, we don't mind – what we are looking for is someone who is **enthusiastic and passionate** about their subject area and have the drive and desire for pupils to have an excellent experience of the subject.

During our Ofsted inspection in April 2023 we were designated to be a 'Good' school and the Academy has a superb platform to move from now, with our value added and Progress 8 data rising. If you are the kind of person who wholeheartedly believes in offering the very best for children in their school life, who wants opportunities to develop your own practice and who strives for excellence, then this is the place for you.

We would encourage interested candidates to get in touch to discuss further. Please specify, in your application, your availability and any further interests you may have.

THE ACADEMY

Dartmouth Academy is an all-through school and a member of Education South West which comprises Primary, Secondary and All through schools within Devon. The schools with the ESW family share a common desire to give our children the education, opportunities and confidence that will enable them to lead great lives.

The Academy is in the beautiful town of Dartmouth which is situated on the mouth of the River Dart within the South Hams. It is a wonderful area to live and work. Open since September 2010, with modern, purpose-built facilities since 2014, we are one of a small number of schools nationally which offer education for children from ages 3-16.

As a community of individuals we have a **shared vision** for creating the current and future happiness and success of every child who attends Dartmouth Academy. Regardless of our role within the school, or the point in their school career when we are working with them, our involvement will shape aspects of their **future selves**. We may not see the immediate impact of the vision we have for them but we each play a vital part in its creation.



We also pride ourselves on being an outward-facing school, seeking partnerships and networks with other like-minded schools in order to support all children, regardless of their school, to have the best possible school experience. It means that you have strong opportunity to work with colleagues in other schools, lead professional development programmes and develop the skills and profile you need for your next promotion.

THE ACADEMY'S FACILITIES

Visitors often comment on the excellent building which the school is housed in, the facilities it has and the unrivalled view of the River Dart. The Academy's building facilitates a seamless transition for children at each crucial stage in their school journey, ensuring they feel part of the whole community.

Subjects benefit from access to great facilities to enable the curriculum, whether that is the Science labs, the Food Technology suite, the Product Design & Engineering room, the Art rooms and Sculpture Studio, the Fitness Suite or the Forest School Area. We also have a fantastic relationship with the local leisure centre and utilise their 4 court sports hall and 25m indoor swimming pool. Throughout the summer term we are fortunate to have access to the outdoor swimming pool which neighbours the Academy and are continually working alongside the BRNC to utilise the wealth of facilities they have.

We would recommend a visit to the Academy so that you can see the wonderful environment which you could be teaching in.

STAFF AND PUPILS OF THE ACADEMY

As a smaller school, and especially as an all-through school, relationships between staff and pupils are excellent. New members of the team are quickly able to build strong relationships with all pupils at the Academy, whether they teach them or are simply greeting them in the corridor. This is an important part of the overall sense of community and also supports pupils' focus and positive attitude in the classroom. Staff commitment is high and positive relationships are evidenced through the time which staff devote to helping pupils continue to develop out of classes.



We value the voice of every colleague and give staff the opportunity to participate in decision-making process through regular whole school, pastoral and developmental meetings, as well as whole school events.

CONTINUING PROFESSIONAL DEVELOPMENT



Staff are the most valuable resource in a school and we are committed to ensuring that all colleagues have access to ongoing professional development that is supportive of each person's needs and aspirations. All teaching staff engage in a programme of Incremental Coaching with fortnightly drop-ins from their coach and subsequent developmental discussions.

Staff Voice is clear that this is a highly appreciated part of the CPD programme and all new members of staff will also be expected to embrace this opportunity to continue developing their practice. Our policy is to train our own staff who can then lead others. All staff also have access to a range of professional development opportunities led by the Trust, as well as through the engagement with the Research School and qualifications such as NPQs.

We also have a strong open-door policy throughout the school and colleagues will welcome you into their classroom at any time.

As part of our Trust a significant benefit and support to staff is the links forged through our curriculum networks where subject teachers can contribute to the shared curriculum and resources for all of the departments in the trust.

THE CURRICULUM



All staff are committed to providing a quality-first, academic curriculum which enables all learners to achieve their potential. The curriculum is carefully planned and sequenced to build upon the learning from EYFS, through the Primary phase and into Secondary, and is designed so that any pupil with a desire to study the subject further, beyond school, has the foundations by which to do so.

The Graduated Response is a vital tool for enacting the curriculum for all learners which staff use consistently in their planning.

We have three core principles for our curriculum:

- High level of academic rigour, including transformational knowledge and skills, and cultural capital, to take pupils beyond their known experience, scaffolded for all learners to be successful
- Planning which is informed by cognitive science, teaching in a coherent and carefully considered sequence to build on the incremental development of knowledge within each subject and help pupils form durable long-term memories
- Rigorous, clear use of assessment, both formative and summative, which follows a Three Cycle model and where the outcomes of assessment informs planning

New colleagues will benefit from shared expertise within the Academy and across the Trust.



We have a thriving extra-curricular programme which is always changing and always developing. As a small school, we adapt this based on the interests of our current cohort. We look forward to hearing from you, at interview, about your interests and intended contributions to this.

We run many sports activities which are participated in enthusiastically by pupils. Other clubs and activities range from Dance Club to Photography Club to Art Club. We also hold a Challenge Week at the end of the Summer Term where all pupils select from a range of either residential-based activities or a daily programme, with options ranging in recent years from a trip to Paris and London through to learning how to sail.

Running alongside the regular programme are always extracurricular opportunities which individual staff members have chosen to run, such as an expedition to Borneo. Staff would not give up this time if they did not enjoy working at Dartmouth alongside our pupils and we are enormously appreciative of their time and goodwill.





DARTMOUTH ACADEMY

Job Description

Post Title: **Primary phase teacher – MPS**
1.0 FTE (January 2027 start, earlier if possible)
Responsible to: **Principal**
Scale: **MPS**

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Headteacher. Appropriate level of performance is defined in the Framework of Performance Standards for Teachers in England.

Job Purpose
To be an effective teacher who supports and challenges all pupils to achieve their full potential.

Accountabilities:
1. To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum and pastoral developments which are relevant to your work.
2. To plan tutorials, activities, lessons and sequences of lessons to meet pupils' individual learning needs.
3. To use a range of appropriate strategies and follow Academy policies for tutoring, teaching, behaviour management and classroom management
4. To do all you can, involving parents and other agencies, to ensure that as a result of your tutoring and teaching you promote the health, safety, economic wellbeing and achievement of your students.
5. To assess, monitor and record the progress of pupils in your teaching and tutorial groups and give them clear and constructive feedback.
6. To set well-grounded expectations for pupils in your teaching and tutorial groups using information about prior knowledge and previous attainment, making progress as good or better than similar pupils nationally.
7. To take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your pupils' learning.
8. To make an active contribution to the policies, aspirations and plans of your year group, of your curriculum team and of the Academy.

The successful applicant will:

- Offer proven good practice in teaching and learning
- Provide a stimulating, creative curriculum
- Manage and develop an engaging indoor/outdoor learning environment
- Deliver high quality learning experiences that engage and motivate all children
- Have excellent classroom management and organisational skills
- Have energy, enthusiasm and drive
- Work effectively with excellent communication and interpersonal skills
- Be willing to coordinate/ support subject areas within the school
- Have a sense of humour and fun.

Performance Management
Your annual performance review is based on this overall job description and with particular emphasis on your annual targets. These are set in discussion with your line manager and grouped under the headings: Professional development; Team Improvement Plan; student progress.

DARTMOUTH ACADEMY

Primary Teacher - MPS
1.0 FTE

Person Specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process.

Essential	Desirable	Evidence Base
Qualifications		
Degree and Qualified Teacher Status	Essential	Application Form / Certificates
Successful experience of teaching in placement or a previous school	Essential	Application Form / Certificates
Professional Experience and Knowledge		
Successful teaching and curriculum experience	Essential	Application Form
Ability to communicate effectively with pupils, parents and colleagues	Essential	Application Form / Interview
Ability to use assessment for learning and data to improve student performance	Essential	Application Form / Interview
High level ICT skills	Essential	Application Form / Interview
Inspirational practitioner with a passion to enthuse and engage students so they achieve their full potential	Essential	Application Form / Interview
Excellent understanding of the curriculum and current developments in teaching and learning	Essential	Application Form / Interview
Positive attitude towards your own and others professional development	Essential	Application Form
Able and willing to make a full contribution to the life of the department and the wider school community	Essential	Application Form
Other relevant qualifications within the field	Desirable	Application Form / Interview
Personal Qualities		
Adaptable, flexible.	Essential	Application Form / Interview
Able to take responsibility and show initiative.	Essential	Application Form / Interview
Enthusiastic and inspiring.	Essential	Application Form / Interview
Able to command respect.	Essential	Application Form / Interview
Excellent team member, able to work both independently and cooperatively with others.	Essential	Application Form / Interview

How to apply

Application deadline
Completed applications must be received by **9.00am, Friday 20th November, Interviews week beg. 23rd November**

Please submit your application via the mynewterm website.

Completing your application
Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement outlining your suitability for the role.

The Governors are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced disclosure via the Disclosure and Barring Service.

It is the Governors' Policy to ask to see original certificates for all qualifications of A Level or equivalent, and above, at interview.

Discussion and visits
Informal discussions with a member of the team are welcomed, as well as visits to the Academy. Please arrange a suitable time with Vicki Hart via admin@dartmouthacademy.org.uk.

References
Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are informed of the need to respond within the timescale set. In all cases, at least one professional reference is required.

The post will be offered subject to satisfactory completion of pre-employment checks.

ESW is committed to safeguarding and protecting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post. This includes checks with past employers, an online check of publicly available information, including social media, and an enhanced disclosure via the Disclosure and Barring Service



Registered Office:
Kingsbridge Community College, Balkwill Road, Kingsbridge, Devon TQ7 1PL
Tel: 01548 852641 www.educationsouthwest.org.uk
Company Registration Number: 7451553