



Tudor Grange Primary Academy St James  
Applicant Information Pack



## Applicant Information Pack



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## Welcome

Welcome to Tudor Grange Primary Academy St James. I hope that this recruitment pack gives you an insight into life at our school.

The academy is part of the Tudor Grange Academies Trust which includes: Tudor Grange Academy, Solihull; Tudor Grange Academy Worcester; Tudor Grange Primary Academy, St James; Tudor Grange Primary Academy, Haselor; Tudor Grange Academy Redditch; Tudor Grange Samworth Academy, Tudor Grange, Robert Smyth Academy; Tudor Grange Academy Kingshurst; Tudor Grange Primary Academy, Meon Vale, Tudor Grange Primary Academy, Yew Tree.

Opportunities within the Trust are readily available to outstanding practitioners who are keen to explore career progression. As part of our commitment to CPD, we have planned seven INSET days for 2022-23, three of these being joint with the other Academies within the Trust, to allow for meaningful collaboration.

At the heart of what we do is the belief that all children should be given the opportunity to flourish and make a valuable contribution to the academy and the wider community. We celebrate the individuality of our children and are committed to giving all our pupils opportunities to achieve through the experience of a rich and engaging curriculum. We believe that the achievements, values and well-being of all our children matter and that it is important that pupils are supported to develop the skills to be resilient in the face of challenge.

We welcome individuals to site to tour the school prior to making an application. Opportunities are available for this on the following dates and times:

Wednesday 7<sup>th</sup> June - 3.45-4.30pm

Monday 12<sup>th</sup> June - 3.45-4.30pm

If you are interested in touring the school, please contact the school office to inform us of your attendance on [office@stjames.tgacademy.org.uk](mailto:office@stjames.tgacademy.org.uk) or 0121 744 7897.

We look forward to meeting with you,

Mrs Holly Lynch  
Principal



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## Advertisement

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### Upper Key Stage 2 Class Teacher (MPS)

**Closing Date-** Wednesday 14<sup>th</sup> June 2023

**Interview date-** Monday 19<sup>th</sup> June 2023

**Start date:** September 2023

**Contract time:** Full time, 1 year fixed contract (maternity cover)

**Salary:** MPS (2-6)

**Suitable for ECTs:** No

## Job Description

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### Areas of Responsibility and Key Tasks

a) Planning, Teaching and Class Management

Teach allocated pupils by planning their teaching to achieve 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 SEND or very able pupils;
- planning and delivering clear structures for lessons maintaining pace, motivation and challenge;
- making effective use of assessment;
- ensuring effective teaching and best use of available time;
- maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework
- using a variety of teaching methods to:
  - match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
  - use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
  - select appropriate learning resources and develop study skills through library, I.T. and other sources;
- ensuring pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
- evaluating own teaching critically to improve effectiveness;
- ensuring the effective and efficient deployment of classroom support
- 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;



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- encouraging pupils to think and talk about their learning, develop self control and independence, concentrate and persevere, listen attentively and challenge thinking;
- using a variety of teaching strategies which involve planned adult intervention, first- hand experience and play and talk as a vehicle for learning.

b) Monitoring, Assessment, Recording, Reporting

- 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;
- undertake assessment of students as requested by examination bodies, LA and school procedures;
- prepare and present informative reports to parents.

**Core Professional Qualities**

- Clear and consistent vision and values
- Ability to engage, motivate and empower others
- Positive attitudes to continuous improvement and change
- Leading by example
- Clear and consistent communication skills



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## Leadership Team at Tudor Grange Primary Academy St James

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<b>Principal:</b>	Mrs Holly Lynch
<b>Acting Deputy Headteacher</b>	Mrs Laura Fenlon
<b>SENCO</b>	Mrs Katie Causon
<b>Executive Principal Primary:</b>	Miss Sarah Deakin

## Why Work for Us?

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### **Competitive salaries**

We offer competitive salaries for both teaching and non-teaching staff based on the type and level of role you do. We ensure we are treating people fairly across the Trust as well as remaining competitive. Your starting salary will be determined by the pay range for your role, your experience as well as external market conditions.

### **Pension Scheme**

All contracted members of staff will be automatically enrolled into a pension scheme with either the Teachers Pension Scheme or the Local Government Pension Scheme (whichever is appropriate). You don't pay tax or National Insurance on your contributions and TGAT adds a generous employer contribution, which varies depending on your salary. All staff are entitled to opt-out of the pension scheme should they wish to do so.

### **Flexible and Family Friendly Policies**

We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality workforce. We offer flexible working opportunities and policies that are often in excess of statutory minimums.

### **Employee Assist Program (EAP)**

Our EAP is a confidential employee benefit designed to help you deal with personal and professional problems that could be affecting your home life or work life, health and general wellbeing. Our EAP service provides a complete support network that offers expert advice and compassionate guidance for you and your close family 24/7. It covers a wide range of issues including legal, finance, property and childcare as well as offering counselling and support if required

### **Continuous Professional Development**

TGPASJ and Tudor Grange Academies Trust is committed to CPD for all staff. Staff have access to a range of internal CPD, as well as opportunities to engage in CPD led by external providers.

### **Recognition**

We're proud to have a range of schemes, which recognise the achievements of our staff and show our appreciation of their contributions.



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## About our School

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Tudor Grange Primary Academy St James is a Church of England school located in the heart of Shirley. We serve a diverse community, welcoming pupils and staff of all faiths and none.

*‘Stand firm in the faith. Be courageous. Be strong. Do everything in love.’*

### 1 Corinthians 16.13-14

As an inclusive Christian school, Tudor Grange Primary Academy St James aims to provide a happy and safe environment, where all children are given the opportunity to flourish and make a valuable contribution to the academy and the wider community. We welcome staff and pupils of all faiths and none, and respect and value diversity of belief and practise within a distinctively Christian ethos.

The passage above from 1 Corinthians embodies all that we strive for within our school community. All aspects of school life are rooted in **Love** through compassion, kindness and nurture. We seek to develop individual **Faith**; we help all children to develop self-belief, to have strong aspirations, and to have understanding of their own spirituality. We embolden our children and staff to have **Courage**; demonstrating bravery, being resilient in the face of difficulties or challenge, and having a strong sense of justice.

### Love, Faith, Courage

We have close links with the Diocese of Birmingham and St James the Great Church and work with both partners to support the spiritual flourishing of all within our school community. Whilst a core focus of school life is the Christian calendar, we also learn about and celebrate all faiths and cultures.

### Early Years

All children in the Early Years Foundation Stage are offered the maximum opportunity to develop intellectually, emotionally and socially within a safe environment that is both stimulating and caring. A wide range of high quality indoor and outdoor experiences which challenge, stimulate and extend their learning support children in developing their natural desire, interest, excitement and motivation to learn. Children learn to become confident and independent decision makers, ready for the next stage of their primary education. All children are encouraged to develop care, respect and appreciation for others, including those with beliefs, cultures and opinions different from their own.

### Key Stage One

Pupils' independence and confidence will grow and develop throughout Key Stage One. Pupils will be able to share ideas, work co-operatively and imaginatively. Our pupils are enthusiastic learners who thrive on practical experiences and by learning through play. We encourage children to adopt a positive attitude to learning. When we have fun and work together we are successful learners



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### **Key Stage Two**

Pupils will work with increasing independence and confidence throughout Key Stage Two.

We expect pupils to be able to work as a team. We encourage children to adopt a positive attitude to learning. When we have fun and work together we are successful learners

We encourage children to be self-starters and adopt a positive attitude to their learning. Children should have an independent approach to their learning.

Pupils will need to be able to work co-operatively, share ideas and apply their knowledge.

### **The Recruitment Process**

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*The recruitment process is robust in seeking to establish the commitment of candidates to support the Samworth Academy's measures to safeguard children and to identify, deter or reject people who might pose a risk of harm to children or are otherwise unsuited to work with them. The successful applicant will be required to undertake an Enhanced DBS check. All applications will be considered on their merit and the post will be offered subject to the usual health and criminal record clearance. We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.*