

LEAD PRACTITIONER APPLICATION PACK



DIOCESE OF
ST ALBANS

MULTI-ACADEMY TRUST



Welcome

From the Chief Executive Officer

Dear Applicant

Thank you for your interest in the role of Lead Practitioner at Kensworth Church of England Academy. The post, as advertised, is a significant one in the life of the Trust which admitted its first school on 1st March 2017.

Following the broad principles used to establish Church of England schools in the 1800s, the Diocese of St Albans Multi-Academy Trust remains committed to, where possible, providing a locally based high quality education that enables schools to meet the needs of their local community, whilst benefitting from a regional network of support. Academies that are part of the Trust will retain their name, school uniform, local customs and, through the Academy Council, will participate in local governance decisions following a delegated scheme of earned autonomy.

The Trust is looking to recruit an outstanding colleague to this post which will provide significant personal and professional development opportunities. It is a real opportunity to develop the teaching and learning in Years 5 and 6 in more than once school in the Multi-Academy Trust.

Should you require any further information or clarification please don't hesitate to contact my colleague, Charlotte Johnson, Chief Education Officer, who will be pleased to talk to you.

A handwritten signature in black ink that reads "David Morton".

Canon David Morton

Chief Executive Officer



About the Diocese of St Albans Multi-Academy Trust

The Diocese of St Albans Multi-Academy Trust has been established to provide for three different types of Church of England school within the Diocese of St Albans:

- Schools requiring rapid improvement having been placed in Special Measures and subject to a directive Academy Order
- Good or Outstanding church schools within the Diocese of St Albans
- New schools within new housing provision where the Diocese of St Albans is the identified sponsor

The Trust will consider applications from other schools supportive of the Trust's ethos on a case-by-case basis. This will include non-church schools wishing to join with protected non-church school status.

Following the principles used to establish Church of England schools in the 1800s, the Diocese of St Albans Multi-Academy Trust will remain committed to, where possible, providing a locally-based, high quality education that enables schools to meet the needs of their local community, whilst benefitting from a regional network of support. Academies that are part of the Trust will retain their name, school uniform and local customs, and the local governing body will, through a delegated scheme of earned autonomy, retain local control of schools where appropriate.

As a Church of England Multi-Academy Trust, our commitment to a locally-based education will be delivered through an approach consistent with the faith and practice of the Church of England. All academies in the Trust will be expected to deliver the curriculum within a programme of Christian values and virtues in an overarching ethos that sees each individual child as being of worth and having the capacity to grow into a fully rounded person. Community is another important concept and individual academies within the Trust will have access to events and training available to all schools and academies within the St Albans diocesan schools network that will ultimately include local, school-led, Church of England multi-academy trusts, stand-alone academies, federations and CE maintained schools.

Academies within the Diocese of St Albans Multi-Academy Trust will remain part of the St Albans diocesan network of schools. Currently, this consists of 136 schools comprising maintained schools, stand-alone academies, CE federations and a free school, representing all phases. 92.6% of all provision and 94.5% of primary schools within the Network are currently Good or Outstanding.

Performance is high and all schools within the network have easy access to examples of outstanding provision and peer-to-peer support. This includes NLEs and LLEs where required.

Schools joining the Trust will benefit from education delivered within a Christian ethos committed to enabling schools to meet the needs of their local community and will have access to:

- specialist school improvement support - School Improvement Partners and Advisers
- 20 educational consultants, school leadership support and development
- emergent leadership development programmes
- established partnerships with leading school improvement providers such as Herts for Learning
- a training and development programme delivered by the Diocesan Board of Education
- personalised training delivered through the Diocesan Board of Education's Service Level Agreement
- national training networks such as the National Society's Foundation for Educational Leadership
- in-house business management and financial management services
- a developing range of centralised policies

Current Development Plans

The Diocese of St Albans Multi-Academy Trust is a newly established Trust, having received approval from the Regional Schools Commissioner on 20th July 2016, progressing through the approval process in under six months. There are currently 4 primary schools and 1 secondary school in the Trust, with a further primary school due to join in February 2018.

Five of the six schools in the Trust are currently deemed to be inadequate. To meet the needs associated with supporting and developing schools in challenging circumstances, the Trust is working closely with the Department for Education and the Regional Schools Commissioner and is developing links with other multi-academy trusts in the area.

Our academies are places of Hope, Nurture, Hospitality, Collaboration, Equality and Respect

APPLICATION PROCESS

THE POSITION

The post is for a Lead Practitioner for Years 5 and 6 at Kensworth CE Academy to start after Easter. The post has arisen due to the growth of the Trust and is a temporary one year contract in the first instance. With potential for the right candidate to extend the contract dependent on the growth and needs of the Trust. The salary will be LD1. There will be a teaching commitment to cover a maternity absence.

TIMELINE

Closing date: Monday 5th February 2018 (10.30am)

Shortlisting: Monday 5th February 2018

Interviews: Thursday 8th February 2018

The candidates selected for interview will be informed after shortlisting. Full details of the programme will also be provided.

APPLICATION

You are invited to submit an application that aligns to the requirements set out in the person specification. Visits to the school are warmly welcomed. Please contact the Trust's Office Manager/PA to Senior Leadership Team, Sharon Reid, on 01525 840183 or office@stalbandsmat.co.uk to arrange an appointment.

Completed application forms should be sent to kensworthhead@cbc.beds.sch.uk

The Trust has an Equal Opportunities Policy for selection and recruitment. In accordance with our Child Protection Policy, the successful candidate will be required to have an enhanced DBS check along with a check against the DBS Children's Barred List, formerly known as a List 99 check.

LOCATION

Kensworth CE Academy, Common Road,
Kensworth LU6 3RH

Website: www.kensworthschool.co.uk



ABOUT THE SCHOOL

Kensworth CE Academy is a small village school in Bedfordshire. It is a happy and vibrant school which aims to provide children with a thirst for knowledge, confidence and independence through excellent teaching and our Christian ethos. It provides a warm, caring environment where staff work in partnership with parents to provide a high quality education for every child.

OFSTED

The school converted to become a new Academy in August 2017 and there is currently no formal designation of Ofsted grade. The predecessor school was placed into Special Measures in October 2016. Since then the school has undergone change and improvement including the appointment of an experienced Headteacher.,

- Pupils behave very well in class. They are kind, friendly and support each other's learning. They are sensitive to the needs of others.
- Staff have high expectations of pupils' behaviour and pupils respond accordingly.
- The school site is a secure and safe environment.
- Pupils spoke of how safe they now felt within the newly secured school site. Pupils spoke of how the school supported their social and emotional development through class activities.

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SIAMS

In its SIAMS inspection in November 2015 the school was rated Good.

"The distinctiveness and effectiveness of Kensworth Church of England Primary School as a Church of England School are good".

There is a Pre-School where early years pupils attend in a part-time capacity.

Longstanding and strong links with St Mary the Virgin Parish Church contribute to the pupils developing understanding of Anglican tradition and the Christian faith.

The reflective and creative atmosphere fostered by Christian text and imagery and the explicit Christian ethos within the whole school environment enhances the spiritual, moral, social and cultural development of all pupils.

The school community values, understands and expresses the importance of collective worship.

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JOB DESCRIPTION

Key accountabilities (in addition to a Main Scale Teacher)

- To consistently model best practice and meet the standards
- To support the development of best practice across the Trust
- To support senior leaders in robust self evaluation of teaching and learning and make a significant contribution to improving the quality of teaching and learning within the Trust
- To support the development of accurate and up to date subject knowledge
- To provide support for the Headteacher in the day to day running of the school and can deputise in his/her absence

Specific tasks in addition to those of a Main Scale Teacher

Teaching and Learning

- Work with colleagues across the Trust to improve the quality of teaching
- Use a range of strategies to support the development of good and outstanding teaching in Years 5 and 6
- Work flexibly in the presence of the Headteacher to assist the smooth day to day management of the school working closely with staff of all designations
- Assist the Headteacher in monitoring and reviewing the quality of teaching and learning, including assessment, recording and reporting pupils' attainment to all statutory bodies
- Assist the Headteacher in the whole school self-evaluation process
- Work collaboratively to provide bespoke support to lower schools to support the transition to teaching Years 5 and 6
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Induction and Training

- Plan and deliver induction programmes for new staff
- Participate in the training of NQTs
- Undertake professional training for all aspects of school leadership and management and keep up to date with new initiatives across the curriculum
- Provide training and support to schools inside and outside of the Trust

Curriculum

- Develop teacher subject knowledge in designated curriculum area
- Produce good quality support materials for curriculum development and implementation

Innovation

- Keep up to date with developments in teaching and learning in designated curriculum area

In addition to undertake such duties of a similar nature as may be reasonably directed by the Headteacher or Chief Education Officer of the Trust

With the exception of the Redundancy Payments Modification Order which applies, for the purposes of occupational entitlements, for example to sick pay or maternity pay, the Trust does not recognise continuous or aggregated service with other academy trusts or with local authorities.

The Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

PERSON SPECIFICATION

Essential (E) (Essential to be appointed)

Desirable (D) (Outstanding candidate)

How assessed :

- 1 - Application form
- 2 - Interview
- 3 - Test
- 4 - Proof of qualification
- 5 - Practical exercise



Specification	E/D	How Assessed
Qualifications		
Degree level qualification	E	4
Qualified Teacher Status eg Postgraduate Certificate in Education	E	4
Evidence of professional development relevant to the role	E	4
Level 2 Designated Safeguarding Person Training	D	4
Moderator Training	D	4
Knowledge and Understanding		
Excellent knowledge of KS1 and KS2 National Curriculum	E	1,2
Excellent understanding of KS2 assessment processes and how to use these to support planning and raise student achievement	E	1,2
Excellent knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged	E	1,2
Excellent understanding of what constitutes effective teaching for learning	E	1,2
Excellent knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques	E	1,2
Excellent knowledge and understanding of how basic skills are developed in students and how they can be applied across the curriculum	D	
Experience		
At least 3 years' experience as a classroom teaching in a Middle/Primary School	D	
Experience of leadership roles within a team including designing and developing resources to support learning	E	1,2
Experience of working with other teachers and support professionals to extend their understanding of educational issues	E	1,2
Experience, through school to school support, of providing support to help others to develop outside their own school	D	
Experience of teaching Year 5/6 within the last year	E	1,2
Experience of supporting students through KS2 SATS	E	1,2
Experience in using SPTO data system	D	

PERSON SPECIFICATION continued

Essential (E) (Essential to be appointed)

Desirable (D) (Outstanding candidate)

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Skills and Attributes		
Excellent communication skills orally and written, including confident presentation to groups of adult learnings	E	1,2
Excellent use of ICT to make learning engaging and dynamic and to support assessment and management functions	D	
The capacity to form positive learning-centred relationships with other professionals at different states in their careers	E	1,2
The capacity to consistently perform to a high level of success and act as a role model for other professionals	E	1,2
Commitment to actively support and engage in the development of the distinctively Christian ethos of the Academy	E	1,2
Leadership and Management Skills		
Motivates and directs staff and students	E	1,2
Provides creative and innovative ideas to ensure new processes are implemented within the curriculum with minimal disruption	D	
Able to provide support and challenge effectively	E	1,2
Leads by example in standards of behaviour in the work environment	E	1,2



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