



# Gifford Primary School

**Class Teacher - Early Years**

**APPLICATION PACK**

October 2019



Gifford Primary School

PAGE 1

Greenhill Gardens, Northolt, Middlesex, UB5 6BU

[www.giffordprimaryschool.co.uk](http://www.giffordprimaryschool.co.uk)





**PAGE 3**  
**Letter from the Headteacher**

**PAGE 4**  
**Our Vision**

**PAGE 5**  
**Person Specification**

**PAGE 6 & 7**  
**Job Description**







Dear Applicant,

Thank you for showing an interest in the position of Class Teacher in Early Years at Gifford Primary School.

Gifford Primary School is a popular four form entry school with a Hearing Impaired Provision (HIP). We are based in the heart of Northolt and have a good bus service, Northolt tube station close by and access to A40.

Our most recent Ofsted Inspection in May 2013 graded the school as "Outstanding".

You will have the opportunity to choose your desired year group. Gifford has an extensive CPD offer that you will benefit from as we are part of a Teaching School Alliance.

If you are up to this challenge, we would like to hear from you.

Visits to the school are encouraged and warmly welcomed. If you would like any further information, an informal chat or to arrange a visit, please contact Veronique Baker on 020 8845 4661 or by e-mail to: [vbaker4.307@lgflmail.org](mailto:vbaker4.307@lgflmail.org)

We look forward to hearing from you.

Yours faithfully,

Sarah Wilson

Head Teacher





### ***Learning today for a better tomorrow***

At Gifford we work in partnership with parents and wider community to develop enthusiastic life long learners and valued members of the community.

We are proud of the children who attend Gifford and all of their achievements.

### ***Our Vision***

*Gifford Primary School shares a vision of learning today for a better tomorrow.*



### ***What matters to us***

- We have a commitment to maintain and improve high standards. The diversity of the community and the inclusive ethos of the school are a strength at Gifford.
- We are committed to all aspects of our children's education and development and parents share with us in making this a successful start for their children.
- We create opportunities for children to continue to develop curious, enquiring minds, to support their academic achievement.

### ***You will be responsible for :***

- *Learning & achievement of all pupils in the class/es ensuring equality of opportunity for all.*
- *Achieving the highest possible standards in work and conduct.*
- *Promoting and safeguarding the welfare of children and young people within the school*





**Qualifications**

- Qualified teacher status or recognised equivalent (application form).

**Experience**

- Teaching experience with the age range and/or subject(s) applying for.

**Knowledge and skills**

The ability to effectively:

- Create a stimulating and safe learning environment.
- Establish and maintain a purposeful working atmosphere.
- Plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach, other relevant initiatives and the school's own policies.
- Assess and record the progress of pupils' learning to inform next steps and monitor progress.
- Demonstrate a commitment to equal opportunities and use a variety of strategies and practices to promote the diverse cultural and equality issues in the classroom.
- Teach using a wide variety of strategies to maximise achievement for all children including those with special educational needs and high achievers and to meet differing learning styles.
- Encourage children in developing self-esteem and respect for others.
- Deploy a wide range of effective behaviour management strategies, successfully.
- Communicate to a range of audiences (verbal, written, using ICT as appropriate).
- Use ICT to advance pupils' learning, and use common ICT tools for their own and pupils' benefit.

**Commitment**

Demonstrate a commitment to:

- Equalities
- Promoting the school's vision and ethos
- High quality, stimulating learning environments
- Relating positively to and showing respect for all members of the school and wider community
- Ongoing relevant professional self-development.
- Safeguarding and child protection





### Main purpose of the job:

- Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all
- Be responsible and accountable for achieving the highest possible standards in work and conduct
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current *School Teachers Pay and Conditions Document and Teacher Standards (2012)*
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school

### Duties and responsibilities

All teachers are required to carry out the duties of a schoolteacher as set out in the current *School Teachers Pay and Conditions Document*. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

### Teaching

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of pupils' you teach
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics.
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure pupils' progress
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the *School Teachers' Pay and Conditions Document*

### Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly







- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self control and independence of all learners
- Carry out playground and other duties as directed and within the remit of the current *School Teachers' Pay and Conditions Document*.
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

### **Team working and collaboration**

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current *School Teachers' Pay and Conditions* document

### **Fulfil wider professional responsibilities**

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies.
- Make a positive contribution to the wider life and ethos of the school

### **Administration**

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate.
- Participate in and carry out any administrative and organisational tasks within the remit of the current *School Teachers' Pay and Conditions Document*

### **Professional development**

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012

### **Other**

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality.
- Perform any reasonable duties as requested by the headteacher





# Gifford

Primary School

