



Laxton  
Junior School

OUNDLE

# Key Stage 2 Class Teacher and Science Lead

Application Pack



# About our School

Thank you for your interest in Laxton Junior School. We are an independent, co-educational day school, with 260 children aged 4 to 11, in the beautiful market town of Oundle. We are part of The Corporation of Oundle School and, therefore, as stated by The Corporation's Royal Charter, our object is to provide our children with an education of the very highest class.

Our children and their learning are the centre of all that we do at Laxton Junior School. In a caring and supportive environment, they become exceptional, lifelong learners, who confidently embrace the wide-ranging opportunities that we offer and are able to face challenges with determination and resilience.

We believe that all learning opportunities should be challenging, inspiring and engaging and, through our talented and passionate staff, we ensure this contributes to fantastic progress and results; which, in turn leads to a smooth transition into their chosen senior school. As a non-selective school, the personalised learning programmes that we have in place ensure that all our children, from

those with additional learning needs to those working beyond age-related expectations, receive the perfect balance of support and challenge, alongside a sense of fun and enjoyment that must accompany learning.

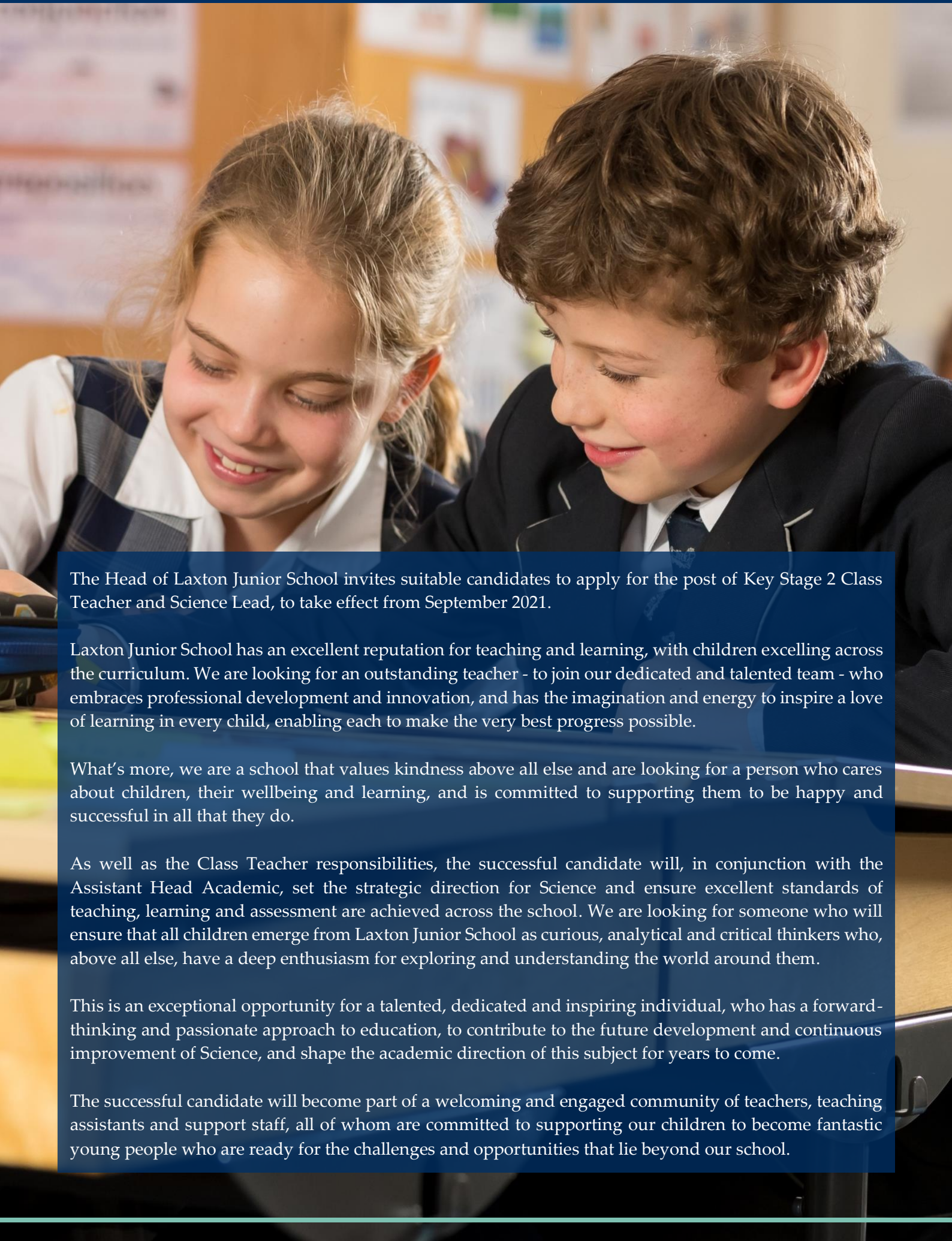
Whilst the academic standards of our children are very high indeed, we believe that the development of each child is about more than their achievements in the classroom. Through a commitment to community partnerships, excursions, educational visitors, outdoor learning, extra-curricular activities, sport, music and drama, an education at Laxton Junior School offers an incredible array of opportunity.

Our children develop into confident individuals who are kind and respectful; they have the necessary independence to thrive in senior school whilst recognising the importance of collaboration through excellent communication and teamwork skills. From Reception to Year 6, our children are impressive, ever excited about engaging with the education we offer and determined to make the most of every opportunity.





# About the Role



The Head of Laxton Junior School invites suitable candidates to apply for the post of Key Stage 2 Class Teacher and Science Lead, to take effect from September 2021.

Laxton Junior School has an excellent reputation for teaching and learning, with children excelling across the curriculum. We are looking for an outstanding teacher - to join our dedicated and talented team - who embraces professional development and innovation, and has the imagination and energy to inspire a love of learning in every child, enabling each to make the very best progress possible.

What's more, we are a school that values kindness above all else and are looking for a person who cares about children, their wellbeing and learning, and is committed to supporting them to be happy and successful in all that they do.

As well as the Class Teacher responsibilities, the successful candidate will, in conjunction with the Assistant Head Academic, set the strategic direction for Science and ensure excellent standards of teaching, learning and assessment are achieved across the school. We are looking for someone who will ensure that all children emerge from Laxton Junior School as curious, analytical and critical thinkers who, above all else, have a deep enthusiasm for exploring and understanding the world around them.

This is an exceptional opportunity for a talented, dedicated and inspiring individual, who has a forward-thinking and passionate approach to education, to contribute to the future development and continuous improvement of Science, and shape the academic direction of this subject for years to come.

The successful candidate will become part of a welcoming and engaged community of teachers, teaching assistants and support staff, all of whom are committed to supporting our children to become fantastic young people who are ready for the challenges and opportunities that lie beyond our school.

# Class Teacher Responsibilities

## Teaching and Learning

- Ensure all children make outstanding progress
- Teach all children according to their educational needs
- Facilitate engaging learning opportunities in accordance with Laxton Junior School's curriculum policies
- Provide positive and productive feedback to all children in support of continuous learning
- Assess, record and report on the development, progress and attainment of children
- Share and celebrate children's learning in the classroom and around school
- Ensure lessons are well-planned and respond to the individual needs of each child
- Set appropriate homework

## Personal Development and Pastoral Care

- Ensure that the school safeguarding policy and procedures are followed at all times
- Promote the wellbeing of all children and report concerns to the appropriate staff members
- Promote and model high expectations of behaviour
- Inform the Health and Safety Officer of serious incidents and problems
- Ensure pupils are aware of, and conform to, the agreed standards of behaviour
- Make records of and reports on the personal and social needs of the pupils
- Communicate with parents on a regular basis and record meetings with parents
- Communicate and cooperate with external support agencies when necessary
- Participate positively and productively in meetings

## Assessment and Reports

- Ensure that information from formal and informal assessment procedures are used to inform future learning opportunities
- Provide and contribute to oral and written assessments, reports and references

## Continuing Professional Development

- Attend Staff Meetings, Briefings, INSET and courses, as required
- Participate in the school CPD and Appraisal process
- Participate in school-wide CPD initiatives and support the ongoing development of the school

## School Support

- Provide cover for other teachers when necessary and appropriate
- Carry out lunch and break duties in accordance with published rotas
- Encourage pupils to dress neatly, cleanly and according to school uniform requirements
- Liaise with other staff about pupils, subjects, teaching, learning and transition

## Extracurricular Activities

- Take responsibility for an after-school activity in accordance with school policy
- Create opportunities for the children through trips, visitors, events and residential

## Resources

- Make use of the school resources and ensure they are appropriately used

## Administration

- Participate in the required administration and organisation of Class Teacher tasks

**These tasks are not exhaustive but highlight the significant responsibilities expected of the post holder.**

# Science Lead Responsibilities

## **Deliver Strategic Direction and School Improvement**

- Ensure your subject and its teaching embodies the values, vision and mission of the School
- Ensure the School vision is clearly articulated, shared, understood and acted upon
- Contribute to, implement and evaluate the academic aspects of the School Development Plan
- Translate the School vision into strategic action plans that lead to academic improvement
- Implement whole school initiatives that contribute to academic improvement
- Exercise strategic financial planning to ensure the continued academic development of the School
- Sustain wide, current knowledge of Science education through constant reading and CPD
- Create a climate which enables staff to develop and maintain positive attitudes towards Science

## **Lead Teaching and Learning**

- Create a learning culture which takes account of the School's richness and diversity
- Design, develop and deliver an engaging and excellent curriculum
- Ensure all children are able to access the curriculum and make outstanding progress
- Provide guidance on the choice of appropriate teaching and learning methods in Science
- Lead by example through excellent planning, teaching and assessment
- Collect and analyse assessment data and use this to improve progress
- Monitor and evaluate Science and its assessment, and identify and act on areas for improvement

## **Develop, Support and Work with the Community**

- Build positive relationships with the School community
- Inspire, challenge, motivate and empower teaching staff to deliver excellent teaching and learning
- Identify subject specific CPD needs for staff in conjunction with the Assistant Head Academic
- Establish a supportive culture of 'open classrooms' where best practice can be shared and celebrated
- Motivate and support staff to develop their own knowledge and skills
- Build networks with fellow professionals
- Ensure that the Head and governors are well informed about subject policies and plans
- Have a healthy work-life balance and provide support for community wellbeing

## **Manage the Academic Aspects of the School**

- Develop, review and update policies and procedures to ensure they reflect best and current practice
- Ensure all aspects of the subject area's policies and procedures are inspection-ready
- Monitor, evaluate and review the use of resources
- Ensure that children are well-prepared for any senior school entrance exams they may be sitting

## **Secure Accountability**

- Have high expectations of all staff and be ambitious with regard to pupil progress
- Challenge under-performance constructively and secure positive outcomes from difficult conversations

**These tasks are not exhaustive but highlight the significant responsibilities expected of the post holder.**

# Person Specification

Qualifications	Essential	Desirable
A Good degree or equivalent	✓	
Qualified Teacher Status	✓	
Evidence of ongoing learning and professional development	✓	
Experience	Essential	Desirable
Experience of delivering outstanding learning opportunities	✓	
Experience of leading staff through a whole school initiative that had a measurable impact on pupil progress		✓
Experience of adapting teaching and learning opportunities to accommodate the learning needs of all children	✓	
Experience of involving parents/carers in the education of their children	✓	
Willingness to teach in KS1 in the future		✓
Willingness to teach Games and take part in our sporting programme		✓
Middle leadership experience		✓
Knowledge and Skills	Essential	Desirable
Knowledge and understanding of what constitutes outstanding planning, teaching, learning and assessment	✓	
The ability to lead, support and develop colleagues	✓	
Excellent understanding of managing and promoting positive behaviour	✓	
Knowledge of how to use monitoring to ensure standards are kept high		✓
Excellent teamwork and collaboration skills	✓	
Excellent planning, organisation and time management skills	✓	
Excellent listening, communication and presentation skills	✓	
Excellent IT skills	✓	
Excellent knowledge of current initiatives in science education		✓
Personal Qualities	Essential	Desirable
Committed to safeguarding and promoting the welfare of children	✓	
Committed to the values of Laxton Junior School	✓	
Passionate about science, education and working with children	✓	
Dedicated and hard-working and yet have a healthy work-life balance	✓	
Approachable and friendly with a sense of humour and perspective	✓	
Committed to the wider life of the school, including sporting provision	✓	
Kind and caring, able to build positive relationships	✓	
Creative and imaginative, able to design a highly engaging curriculum	✓	
Enthusiastic and energetic, able to motivate, challenge and inspire	✓	



# Information for Applicants

## Equal Opportunities

Oundle School and Laxton Junior School are proud to be equal opportunities employers. The School is committed to providing equal opportunities in employment. We welcome applications from all and value diversity throughout the School community.

The School is committed to the elimination of unconscious bias, promoting an ethos of inclusion, respect for others and celebrating diversity in all its forms throughout the School community.

The recruitment process will be conducted in line with our Recruitment and Selection Policy and Procedures and in such a way as to result in the selection of the most suitable person for the role in terms of relevant experience, abilities and qualifications, as well as to meet the School's compliance requirements.

The School will make reasonable adjustments to assist in the application and interviewing process of any disability identified by potential applicants.

## Employment Information

Contract	Permanent, subject to 10-month probationary period
Salary	Competitive and dependent on experience
Start Date	September, 2021

## Benefits

Pension	Teaching staff are enrolled in the Teachers' Pension Scheme
Fee Remission	Fee remission (70%) is available for all children of the successful candidate at both Laxton Junior School and Oundle School, subject to places being available and, in Oundle School's case, the child meeting the relevant entrance criteria
CPD	The School operates a successful and wide-ranging professional development programme, and all colleagues are supported to develop and improve
Other Benefits	BUPA Wellbeing Expenses Plan Access to some discounted tickets to the Stahl Theatre Cycle to Work Scheme Discounted membership and access to Oundle Sports Centre Family membership of the Oundle School swimming pool

The school reserves the right to alter or discontinue the provision of the benefits outlined below.  
The benefits, above, are summarised with full details available on request from the HR department.

## Further Information

If you have any queries relating to the specifics of the role or if you would like to arrange a visit or conversation, please contact: Mr Sam Robertson, Head of LJS: [info@laxtonjunior.org.uk](mailto:info@laxtonjunior.org.uk) or 01832 277275.

# Making an Application

How to Apply	<p>Candidates should download the application form found <a href="#">here</a> and submit via:</p> <p><b>Email:</b> <a href="mailto:recruitment@oundleschool.org.uk">recruitment@oundleschool.org.uk</a></p> <p><b>Post:</b> Recruitment Team, The Bursary, Church Street, Oundle School, Oundle, PE8 4EE</p>
Closing Date	9.00am on Monday, 19 <sup>th</sup> April, 2021
Interview	Interviews are planned to be held at Laxton Junior School, on Wednesday, 28 <sup>th</sup> April and Thursday, 29 <sup>th</sup> April; however, we will provide shortlisted candidates with further details about whether this is possible prior to interview.
Safeguarding and Welfare	Laxton Junior School and Oundle School are committed to safeguarding and promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment. Successful applicants will be required to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service.



# About Oundle School and the Town

## About Oundle School

Oundle School is one of the country's leading coeducational boarding and day schools, with 860 boarding and 250 day pupils.

Oundle School enjoys a strong reputation for academic excellence as the core of an all-round education and supported by outstanding pastoral care.

Departments follow GCSE, IGCSE, A level or Pre-U courses. In the past five years, 60% of all Upper Sixth results have been graded at A\*/A or equivalent; at GCSE, 86% of all grades have been graded A\*/A. The School has a strong tradition of pupils' securing places at Cambridge or Oxford, with over 20 leavers on average going on to study at one of the universities each year.

## About Oundle Town

Both Laxton Junior School and Oundle School are situated in the historic market town of Oundle, about 90 miles of London. The town is just 15 miles from Peterborough where there is a 45 minute direct train to London Kings Cross.

In the town, there are a range of independent shops, coffee houses and eateries, and a weekly market to which people visit from mile around.

Encircled by the river Nene there are numerous leisure and wildlife opportunities as well as many picturesque villages and important historical sites nearby.

Oundle School occupies much of the town, integrating beautiful Georgian architecture with modern educational and boarding infrastructure, as well as vast playing fields and the School theatre and chapel.







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