

Class Teacher

Application Pack

Principal and Vice Principal's Welcome

We hope that you get a sense of the passion and energy here at Hovingham where we strive to provide the very best education for every child and the very best professional development, guidance and support for every member of staff.

In a nutshell we are on a mission to 'Aim High' in all that we do; as a team and as individuals so that every child can reach their full potential and exceed their national peers. We have the highest ambitions for the children and families we serve in all aspects of their education, academic, physical, emotional and cultural development.

Hovingham is now a strong and unwavering school which is performing very well, our standards are good and continually improving and we looking for teachers who can continue to take our great school forward and be part of something extraordinary!

You would be joining Hovingham at an exciting time, we are now an outward facing school redefining our vision to be part of a system led landscape where supporting and collaboration are at the heart of school transformation.

To be part of Team Hovingham, you need a sense of humour, passion, energy and drive – the rest we will teach you!

If you are inspired and motivated by the opportunities and challenges at Hovingham, then I would very much welcome an application from you.

Good luck with your application



Kellie Halliday
Principal



Kim Andrews
Vice Principal

LEADERSHIP ASPIRATIONS

Have you thought about the next steps in your career?

We aim high at Hovingham and have developed a talent management strategy to grow, nurture and coach all our people to pursue their goals and make their dreams a reality.

We are always eager to know about teachers' leadership aspirations. You may have completed your NQT/RQT year or perhaps you are an experienced teacher beginning to think about your future. Whether that be an aspiration to lead a subject area, take the next steps into middle leadership or perhaps have a passion for future headship.

We would like to know:

- Your leadership aspirations and milestones you would like to achieve.
- Any particular leadership experiences or development.
- Any teacher development sessions you have led.
- Curriculum leadership specialisms.
- Leadership skills, knowledge and personal attributes.

We want to make your dreams come true.

We do not have any specific leadership roles but we recruit talent. So if you do have a particular passion for leadership make it clear on your application – we'll be interested to hear from you.

Class Teacher

Grade:	MPS/UPS
Accountable to:	Assistant Principals and Hovingham Specialist Leader
Accountable for:	Teaching Assistants and other classroom support staff
Safeguarding:	This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Purpose of the Role:

To facilitate and encourage learning which enables students to achieve high standards; to share and support the corporate responsibility for the well-being, education and discipline of all students.

The Job Description should be read alongside the range of professional duties of Teachers as set out in Part X11 of the Teachers' Pay and Conditions Document, sections 48 to 50. The postholder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the professional code of the General Teaching Council for England.

Main Duties:

Teaching and Managing Pupil Learning

- Ensure effective teaching of whole classes, groups and individuals so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time.
- Use teaching methods which keep pupils engaged, including stimulating pupils' intellectual curiosity, effective questioning and response, clear presentation and good use of resources.
- Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.

Planning and Setting Expectations/Pupil Achievement

- Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught.
- Set appropriate and demanding expectations for pupils' learning and motivation. Set clear targets for pupils' learning, building on prior attainment.
- Identify pupils who have special educational needs, and know where to get help in order to give positive and targeted support. Implement and keep records on Individual Education Plans (IEPs).

Assessment and Evaluation

- Assess how well learning objectives have been achieved and use this assessment for future teaching.
- Mark and monitor pupils' class and homework providing constructive oral and written feedback, setting targets for pupils' progress.
- When applicable, understand the demands expected of pupils in relation to the National Curriculum, KS4 and post-16 courses.

Relationship with Parents and the Wider community

- Prepare and present informative reports to parents.
- Provide opportunities to develop pupils' understanding by relating their learning to real and work-related examples, recognising that learning takes place outside the school context.
- Liaise with agencies responsible for pupils' welfare.

Manage Own Performance and Development

- Take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach.
- Share corporate responsibility the implementation of school policies and practices.
- Set a good example to the pupils they teach in their presentation and their personal conduct.
- Evaluate their own teaching critically and use this to improve their effectiveness.

Managing and Developing Staff and Other Adults

- Establish effective working relationships with professional colleagues including, where applicable, associate staff.

Managing Resources

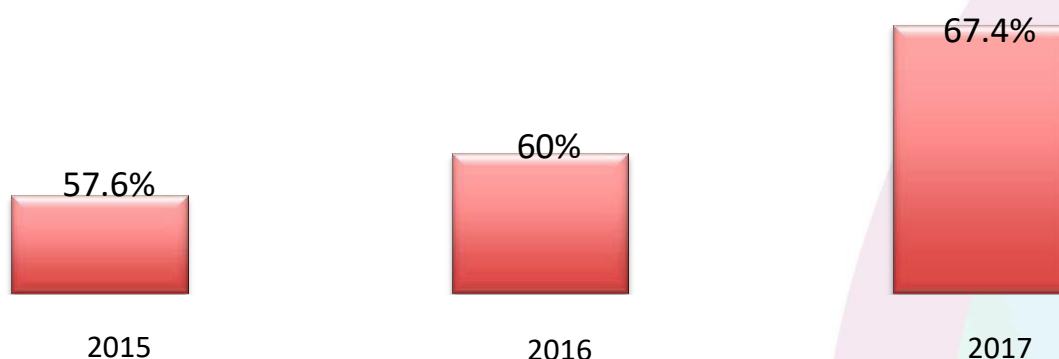
- Select and make good use of textbooks, ICT and other learning resources which enable teaching objectives to be met.

Class Teacher

	Essential	Desirable	Assessment Method
Qualifications	<ul style="list-style-type: none"> Teaching Certificate Evidence of CPD 	Degree Relevant post graduate certificate	Application Form
Experience	<ul style="list-style-type: none"> Recent experience in relevant KS. Planning and delivering the curriculum in relevant KS. 	Teaching in more than 1 school.	Application Form
Knowledge	<ul style="list-style-type: none"> A thorough knowledge and understanding of all relevant aspects of the National Curriculum in relation to the post. 		Interview
Personal Qualities	<ul style="list-style-type: none"> Ability to relate to and build relationships with pupils, parents and other members of the school community. Enthusiasm and commitment to the aims and objectives of the school. Good communication skills 	Willingness to participate fully in school activities.	Application Form Interview Reference
Self-Management	<ul style="list-style-type: none"> Achieving challenging professional goals Prioritising work Working to deadlines 		Application Form Interview Reference
Attributes	<ul style="list-style-type: none"> Personal impact and presence Self confidence Resilience in challenging and changing environment 		Application Form Interview Reference
Safeguarding & promoting the welfare of children	<ul style="list-style-type: none"> Ability to form and maintain appropriate relationships and personal boundaries with children Emotional resilience in working with challenging behaviours; and attitudes to use of authority and maintaining discipline. 		Application Form Interview Reference

• About Team Hovingham - Data

Early Years Achievements Good Level of Development



Key Stage 1 Achievements Reading, Writing & Maths Expected Attainment



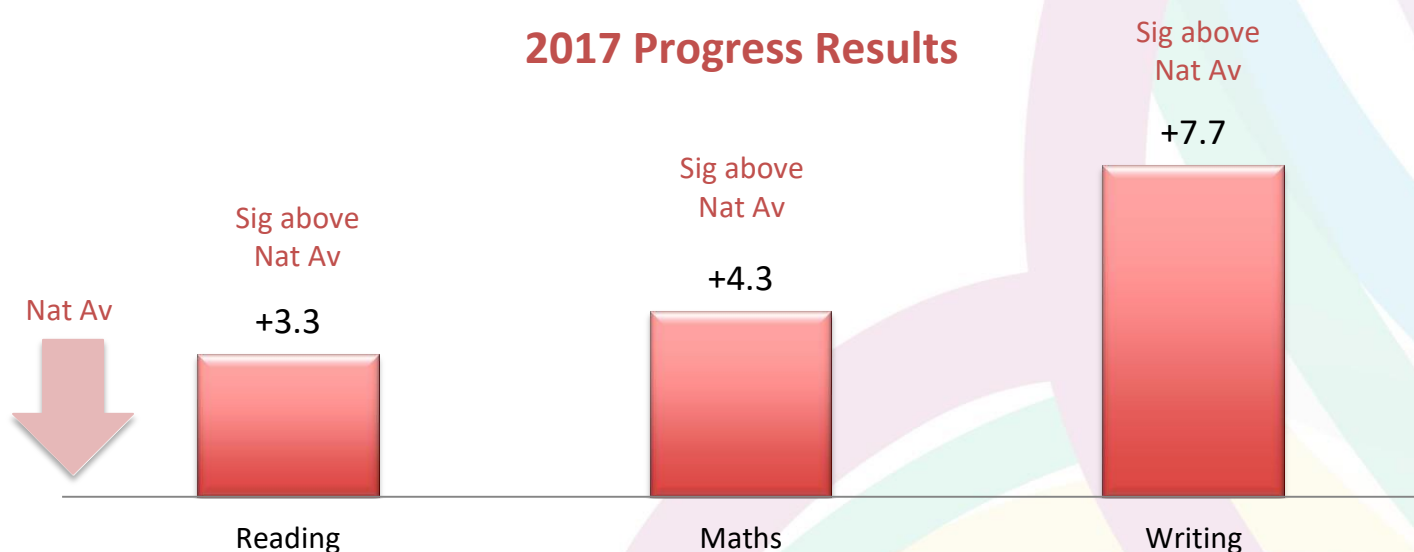
Reading	Writing	Maths
Whole cohort		
38.1%	37.3%	43.2%
Children with Prior Attainment		
66%	64%	73%

• About Team Hovingham - Data

Key Stage 2 Achievements Attainment in Reading, Writing & Maths Expected Attainment

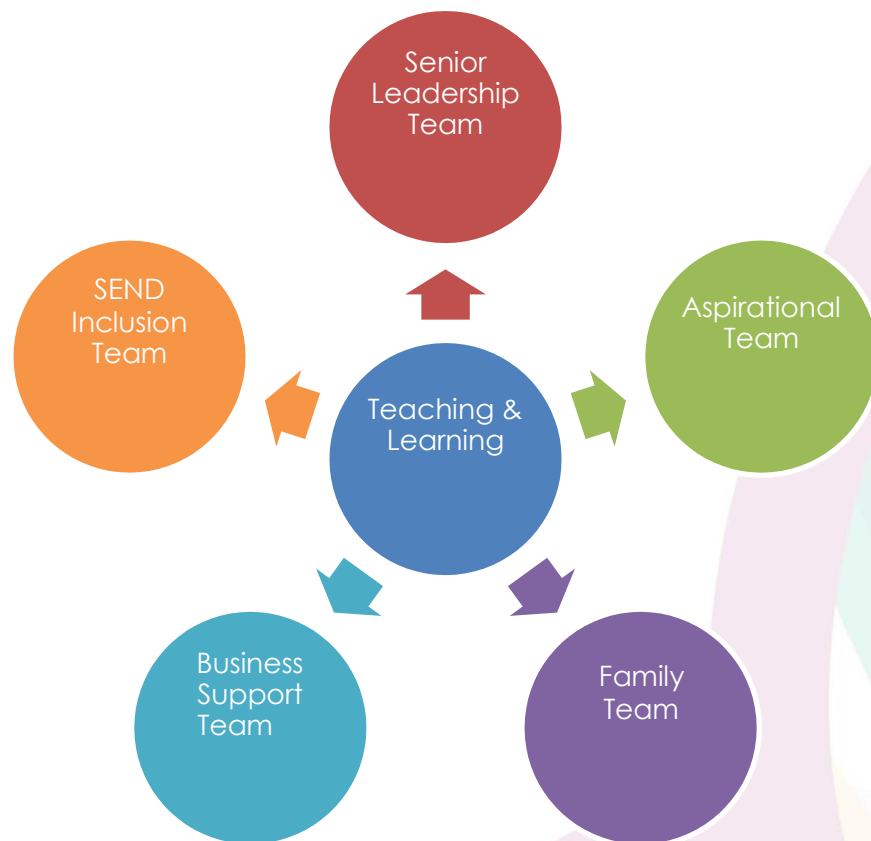


2017 Progress Results



Reading	Writing	Maths
Whole cohort		
59%	74%	65%

• About Team Hovingham - Structure



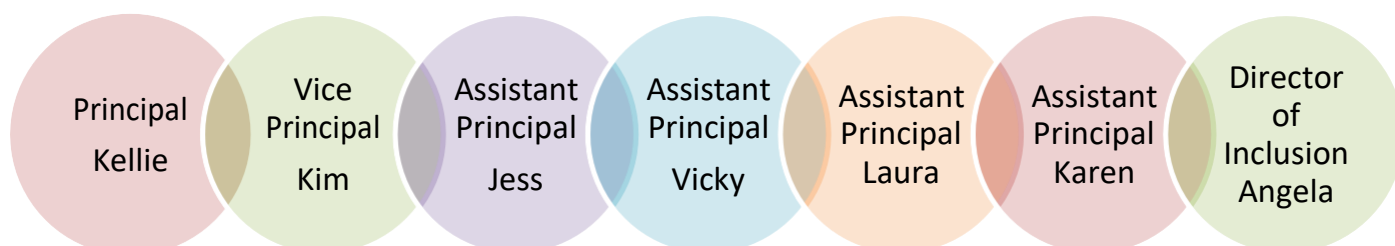
Teaching and Learning is of course at the heart of our school but what makes Hovingham different is the support teams whose main role is to remove barriers to teaching and learning – so teachers can teach!

- The SEND Inclusion Team is intrinsically linked to the Teaching & Learning Team ensuring children with any need is identified early and any support required is planned and delivered successfully.
- The Family Team are responsible for ensuring attendance is consistently high, by supporting children and families to achieve this, as well as ensuring a smooth transition into school from the initial admissions stage to a child's first day at school. They plan and deliver a range of parental engagement activities too.
- The Business Support Team are responsible for the smooth operations of school from ensuring a clean, well maintained environment, delivered by a team of cleaners and facilities staff, to ensuring the systems and processes are in place from booking school trips, handling cash or simply meeting and greeting visitors.

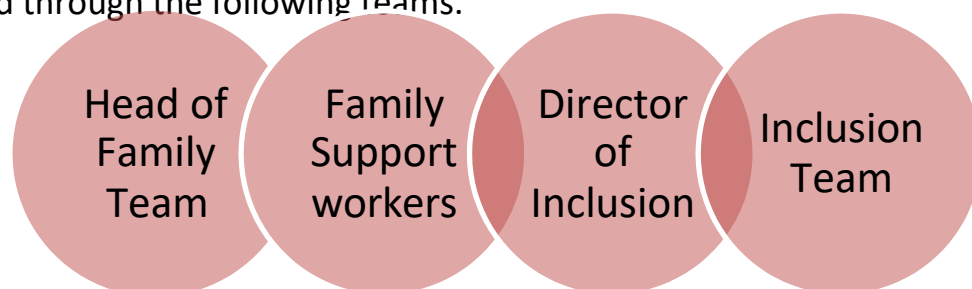
- The Aspirational Team is a recent exciting development at Hovingham. This team are the dream makers who will organize a wide range of experiences and activities in order to widen children's eyes and spark interest to a world of potential that they may not see right now.
- All the teams are led by experienced Senior Leaders within their area of expertise such as EYFS, KS1, KS2, Maths, Literacy and SEND. All the teaching staff leading their areas do not have a full time class commitment so can provide support, guidance and coaching to all our Teachers and support staff in their key areas.
- Strategic leadership is provided by the Head Teacher and the Deputy/Chief Operations Officer who combine their educational and business acumen to lead a successful school.

Key changes for 2018 and beyond

Hovingham has grown from strength to strength and for this to be sustainable we need to make a few adjustments and refinements to our leading of teaching, learning and assessment structure to ensure excellent achievement and attainment.



Our structure to ensure exceptional attendance, pastoral and behavior support will be achieved through the following teams.





These roles will be supported by cohort leaders and Hovingham Curriculum Leaders (TLR 3 posts)

How to Apply

Please complete the Teacher Application Form (available at www.leeds.gov.uk/jobs, eTeach and TES) and return to recruitment@hovingham.org **Along with the form can you also submit a handwritten letter addressed to the children at Hovingham outlining Why Hovingham? and Why now?**

- The closing date is 10am on Monday 5th November 2018.
- Short Listing will take place on 5th November 2018.
- Interviews will take place 7th November 2018.

We are hosting an open evening on Thursday 25th October from 4.15pm, if you're interested in finding out more about Team Hovingham and would like to attend, please email recruitment@hovingham.org Alternatively, contact Reeshka Adams on 0113 248 9537 or email reeshka.adams@hovingham.org to book your