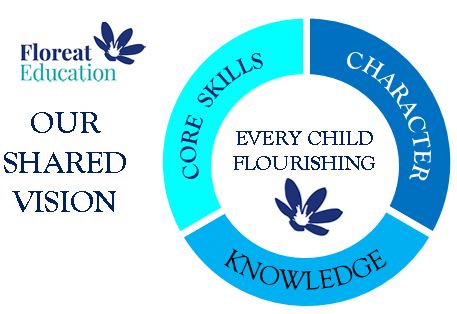
‘Every child flourishing.’





PPA Teacher Recruitment Pack

PPA Teacher - Floreat staff say...

|  |
| --- |
| * ‘Leadership opportunities from the moment you start your GLF career.’ |
| * ‘The leadership team always have your best interests at heart.’ |
| * ‘The chance to work for a thriving community of families.’ * ‘Everything is positive... the children are full of joy and are always very well behaved!’ * ‘Easy transport links to great places to live e.g. Wokingham, Reading, Bracknell and Fleet.’ * ‘Floreat are excited to have joined the GLF group of schools.’ |

‘Our school is full of happy children’



There is a **leader** in all of us. From the three year old taking their first steps into our inspirational Nursery to the new teachers who join us every year – everyone has a part to play at this school.

Our mission is to enable all children and staff to **flourish.** Your lively **creativity** will ensure that children flourish in your care. Floreat's Virtues approach will enable you to grow dignified, learning-focused pupils who love school.

This is a wonderful opportunity for a **passionate** teacher. You will become part of a progressive team of professionals.

Floreat parents are very supportive and willing to help in every way they can. Please click on the **‘Ofsted Parent View’** logo below to find what our parents think!

Show us **determination, courage** and **spark** and we will do everything we can to ensure you are the very best teacher you can be. If you are excited to join the **dedicated** team at Floreat, then we’d love to hear from you. Come and meet us and see how we **serve**.

*Please click on the jigsaw!*

[](https://parentview.ofsted.gov.uk/parent-view-results/survey/result/132055/current)Kind regards,

Patrick Pritchett,

Headteacher



Recruitment Timeline

|  |  |
| --- | --- |
| 7pm 3 October 2019 | **Meet the Headteacher and have an evening school tour**  Contact office@montaguepark.floreat.org.uk to attend |
| Anytime | **DAYTIME SCHOOL TOUR**  Contact office@montaguepark.floreat.org.uk to arrange your visit or to arrange a telephone call if a visit is not possible |
| Applications considered on receipt | **APPLICATION DEADLINE & SHORTLISTING**  Deadline for submission of application form and covering letter. An application form can be found on the website. You can use the link below:  http://www.floreatmontaguepark.org.uk/Vacancies |
| Interviews arranged for successful applicants | **INTERVIEW**  Interview day at Floreat Montague Park |



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**APPOINTMENT DETAILS**

**Salary:** Main Pay Scale

**Job start:** ASAP

**Location:** Floreat Montague Park School, Wokingham

**Contract type:** Part-Time&Permanent

**Reports to:** The Headteacher

Job Description – Main Responsibilities

* To instil a culture of high expectations for behaviour and achievement of all pupils.
* To provide a highly stimulating classroom environment that supports children to flourish.

* To contribute to the effective working of the wider school.
* Role modelling of Floreat’s core values of curiosity, honesty, perseverance, and service to others.
* To reach a consistently outstanding level of teaching every day. We will be there to support you!
* Maintain effective external relationships and communications with parents, teachers and the wider community.
* Effective use of data to report outcomes and plan effective interventions.
* Effective communication with your teaching assistant(s) to secure robust and efficient operational systems for the school day.

Job Description – Teaching & Learning

* Join the existing cover team and provide cover for class teachers
* Deliver highly effective lessons and learning experiences planned by the class teacher

* Teach engaging and effective lessons that motivate, inspire and develop pupils’ knowledge and character strengths.

* Use assessment effectively, monitoring progress and rapidly closing any gaps in attainment.
* Communicate very effectively with parents, including termly reports so that they can support learning outside of school.
* Deliver family learning programmes that equip parents to take learning forward in all areas of the curriculum.

* Direct additional adults so that they add significant value to learning outcomes.

* Implement and adhere to school safeguarding policies, ensuring the health and well-being of pupils is maintained at all time.

Job Description – Whole School & Wider Floreat Roles

* Role model Floreat’s core virtues: curiosity, honesty, perseverance, and service to others.
* Contribute to the development and implementation of policies, practices and procedures.
* Help develop a culture and ethos that is committed to high academic achievement and the development of good character.

* Engage in the school's appraisal system and professional development programme.

* Undertake other duties as directed by the School Leadership Team.

Person Specification

**VIRTUES**

* Proven ability to teach at a ‘good plus’ level within **All Key Stages**, including assessment and feedback.
* Proven ability to manage pupils in positive ways and modelling dignity in every situation.
* Proven ability to teach with courage and integrity, basing decisions on securing the best outcomes for every child.
* Commitment to modelling Floreat's character virtues in order to grow these across the school community.
* Exceptional organisational skills including time management.
* Approach every school day with a sense of dedicated service to the children and families of Floreat Montague Park Primary School.



**QUALIFICATIONS & EXPERIENCE**

* Qualified to degree level or higher.
* Qualified to teach and work in the UK.

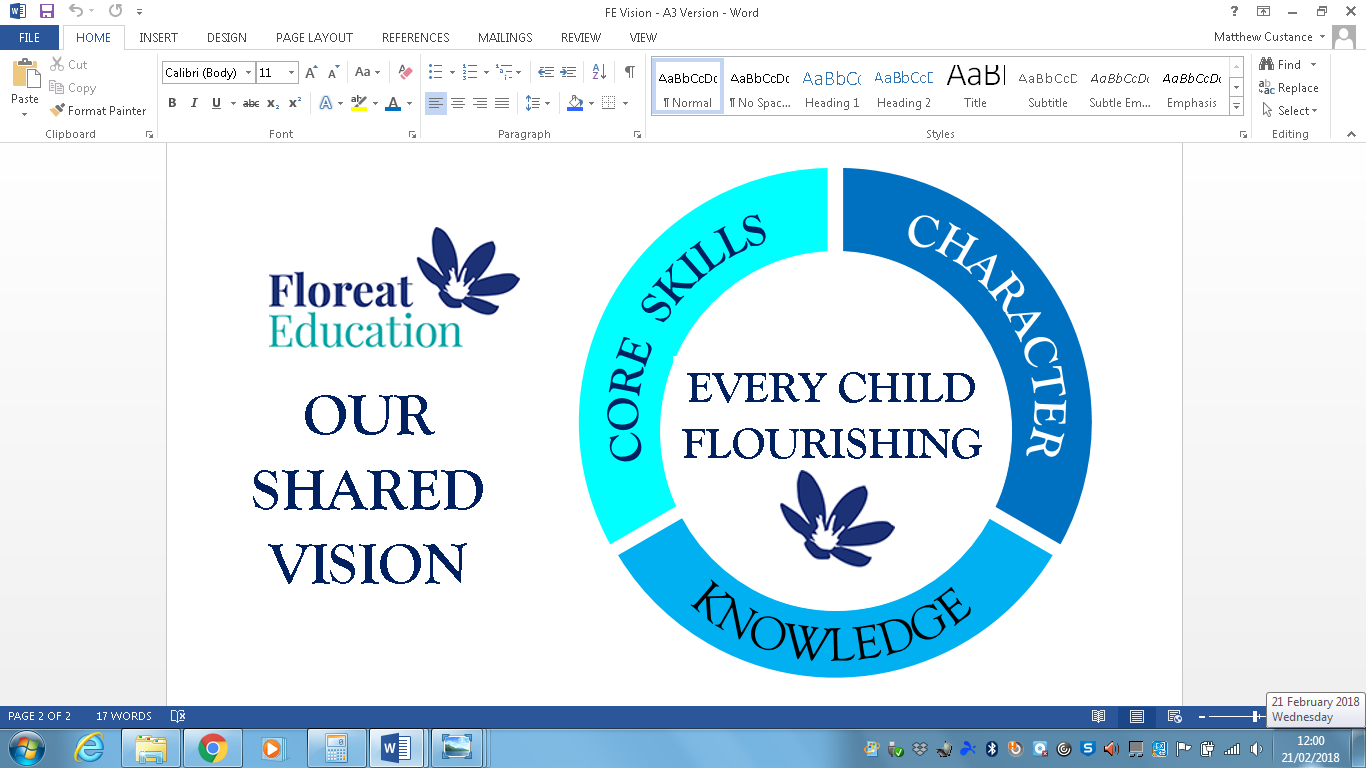
**OTHER**

* Commitment to equality of opportunity and safeguarding and welfare of all pupils.
* This post is subject to an enhanced Disclosure and Barring Service check.



**Our Shared Vision**

At Floreat we start with a simple idea: that education is as much about developing young people’s **character** strengths and virtues as it is about developing their academic knowledgeboth through **core** **skills** and **knowledge learning**. Every parent wants their child to work hard and fulfil their academic and knowledge potential, but they also want them to master character virtues such as learning how to serve others, being perseverant, being creative and developing their leadership and teamwork skills.

Floreat Montague Park will enable pupils to **flourish** by using the most effective academic programmes available, like phonics and a knowledge-rich curriculum, and by developing the character strengths that they need to live happy and successful lives.

|  |  |
| --- | --- |
| CHARACTER | Pupils will master character  virtues such as bravery, service, honesty  and creativity. |
| CORE SKILLS | Pupils will have confident and accomplished skills  in English and Maths as well the ability  to think creatively and critically. |
| KNOWLEDGE | Pupils will have a deep knowledge and  understanding of the essential facts  about our world. |

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**Safeguarding & Safer Recruitment - Part One**

**Equality & Diversity**

Floreat Education is committed to **eliminating discrimination** and **encouraging diversity** amongst our employees. We are proud of our diverse workforce and ensure that every employee feels respected and able to give their best.

We oppose all forms of unlawful and unfair discrimination. We are committed to providing equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

**Safer Recruitment**

Floreat is committed to safeguarding and promoting the welfare of children and young people in our schools. In order to meet this responsibility, our schools follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail on request. **Disclosure**

Floreat requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment – this will depend upon the nature of the offence(s) and when they occurred.

**

**Safeguarding & Safer Recruitment – Part Two**

**APPLICATION**

Please complete the **application form** and send it to

e.dean@montaguepark.floreat.org.uk

or to

**Floreat Montague Park School**

**William Heelas Way**

**Wokingham**

**RG40 1BG**

Come and meet the Headteacher and see what we do here at Floreat! Please email [office@montaguepark.floreat.org.uk](mailto:office@montaguepark.floreat.org.uk) to arrange a school tour.

**SHORTLISTING**

Candidates meeting the criteria will be taken forward from application.

**INTERVIEW**

Interviews will be held at Floreat Montague Park Primary School.

**REFERENCE CHECKING**

References will be taken up prior to interview unless you request otherwise.

**PROBATION**

All new staff will be subject to a probation period of five months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee’s suitability for the job for which they have been employed. It provides Floreat with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with pupils.