



HABERDASHERS' ASKE'S
CRAYFORD
TEMPLE GROVE

2019-20
PRIMARY
CLASS TEACHER
KS1 or KS2
RECRUITMENT PACK

www.habscrayfordtg.org.uk



From the Head Teacher

Dear Candidate,

May I take this opportunity to thank you for expressing an interest in the post of Class Teacher at Crayford Temple Grove primary school, part of the Haberdashers' Aske's Crayford cluster of schools. This is an exciting opportunity for you to embark on a new role within our Multi Academy Trust.

The Federation currently comprises nine schools which totals over 5,000 students and 600 staff. The scale of expertise and leadership across our Federation gives us enormous capacity. It is this capacity that has resulted in the success of the Federation, and it is this capacity that allows us to mount new ventures and allows our staff to take on new opportunities and rapid development trajectories.

In September 2019, following a process of disaggregation from Crayford Academy, Crayford Temple Grove became a newly registered, one-from entry primary school working within the Crayford cluster of schools. The Crayford cluster provides schooling for children aged 3-18 with over 1600 children in three schools: Crayford Academy (secondary), Crayford Temple Grove (primary) and Slade Green Temple Grove (primary).

We provide targeted support and a broad education to enable each and every one of our children to reach their full potential and to grow into well-rounded members of our community and aim to ensure all the children and young people who come to our schools:

- Are happy and safe at school and are able to learn successfully within a supportive environment
- Are able to achieve their full potential personally, academically and socially.
- Develop and grow as independent, resourceful and resilient individuals.
- Are equipped with the skills, qualifications and love of learning they will need to be successful in the world they will join as adults.

We are currently looking for a talented individual who shares our school's vision to provide an exceptional comprehensive education, and inspires and engages Primary students to reach their full potential in Key Stage 1 or 2. Whether you are an experienced primary practitioner or an NQT, we welcome your application.

We are very proud of our school and Federation - it is a uniquely exciting place to be. You will be joining a highly motivated and successful team, receive excellent CPD, and be able to teach enthusiastic children who have a love of learning.

We have high expectations for all our pupils and attainment and progress is at least in line with national expectations across all phases and subjects. This is because we focus on delivering high quality learning experiences through great teaching and a curriculum which our children love.



At this time, we are unable to facilitate visits to the school, but we can arrange a telephone meeting with a member of SLT prior to application so we can share all we have to offer.

Kindest regards,

Miss E Gyimah
Executive Headteacher



About the Federation

A message from the Chief Executive

A very warm welcome to Haberdashers' Aske's Federation. We are a multi-academy trust of four secondary schools and five primary schools organised in four clusters:

- Borough Cluster – Borough Academy
- Crayford Cluster – Crayford Academy, Crayford Temple Grove and Slade Green Temple Grove
- Hatcham Cluster – Hatcham College, Hatcham Temple Grove and Hatcham Temple Grove Free School
- Knights Academy – Knights Academy and Knights Temple Grove

Our schools are in the London Boroughs of Bexley, Lewisham and Southwark and educate over 5,000 children and young people in central and south east London. All our schools have a single vision and ethos and are committed to valuing tradition, as well as progress, and promoting excellence in every area of school life, and to ensuring every student in our care fulfils their potential. We have a strong ethos based on mutual respect and responsible behaviour.

Our sponsors, the Worshipful Company of Haberdashers and the Temple Grove Schools Trust, take a keen interest in the welfare and progress of our students and are extremely generous with their support and expertise.

Being part of a Multi Academy Trust

Our Federation brings together primary and secondary schools in an innovative and ambitious way. United by a single Trust Board, Chief Executive, Finance Director and Director of Operations, our four school clusters are autonomous with their own Principals and Head Teachers and senior leadership teams.

At the same time, links develop at every level and in every area of school life. There are excellent opportunities for sharing resources, learning from each other and student and teacher exchange. The Federation is at the cutting edge of national educational initiatives, committed to research and development and to adopting creative solutions that will benefit all students.

All our students are inspired to reach their full potential, no matter their ability or background; aspirations and achievements are constantly raised; the improvement of standards reflects the needs of the local and wider communities, through the highest quality academic, personal and vocational teaching and guidance. We build on the strengths and experiences of our schools so that our students become independent learners, fully equipped for the opportunities, challenges and responsibilities of adult life in the 21st century and well prepared to be the leaders, professionals and parents of tomorrow.

Mr Adrian Percival, CEO



The Haberdashers' Aske's Federation is a multi-academy trust organized in four clusters, each at the heart of their community that share a vision for the education of children and young people. Our vision is built from our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect. We are forward-looking and value innovation within the context of our long tradition of providing excellent education. Based upon these values we aim to ensure all the children and young people who come to our schools:

- are happy and safe at school and are able to learn successfully within a supportive environment.
- are able to achieve their full potential personally, academically and socially.
- develop and grow as independent, resourceful and resilient individuals.
- are equipped with the skills, qualifications and love of learning they will need to be successful in the world they will join as adults.

“We are forward-looking and value innovation within the context of our long tradition of providing excellent education.”

We will achieve these aims by providing a safe environment where all children and young people can succeed through:

- Provision of a curriculum that is stretching, relevant and provides each student with the opportunity to excel.
- High expectations of every member of our community.
- Excellent teaching, leading to the highest standards of academic excellence.
- The best standards of behaviour based upon our values of mutual respect, self-discipline and self-confidence.
- A respect for tradition that embraces innovation and challenge.



Role Description

KS1 or KS2 Primary Class Teacher

We are looking to an outstanding Primary Teacher who can inspire, engage and motivate children to reach their full potential and maintain the positive ethos and core values of the school, both inside and outside the classroom. The successful candidate will share our school's vision to provide an exceptional comprehensive education, as well as inspire and engage Primary students to reach their full potential in Key Stage 1 or 2.

If you have a true passion for teaching and learning, have children at the heart of your practice, can bring a creative, innovative approach and are ready for a fresh challenge with the ambition to make a real impact we would love to hear from you. Whether you are an experienced primary practitioner or an NQT, we welcome your application.



Key Responsibilities

Key responsibilities

It is expected that the successful candidate will be able to raise the standards of attainment of the pupils in their class and ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs, as well as maintaining the positive ethos and core values of the school, both inside and outside the classroom. You will build up good relationships with our community and contribute to the development of our curriculum.

- To carry out teaching duties, as required, in accordance with the Primary Phase schemes of work
- Plan lessons that meet the needs of all pupils, through differentiation of tasks and appropriate challenge
- Be creative in providing imaginative learning opportunities for pupils and to take full responsibility for the learning environment in which you teach
- Work effectively with year group and phase partners to plan dynamic and effective learning schemes
- To prepare and review, annually, learning and teaching development plans and policies, which support the school improvement priorities
- Keep appropriate and efficient records, integrating formative and summative assessment into weekly and termly planning
- To ensure that achievement data is collected and used effectively to raise standards of learning and teaching
- To be instrumental in helping to develop a stimulating and engaging curriculum for pupils within a phase group and learning and teaching team
- To monitor and review the quality of learning and teaching, ensuring that pupils make good progress
- To inspire, motivate and influence staff and pupils, being instrumental in developing and maintaining the highest standards of learning, teaching and pupil behavior.
- Report to parents on the development, progress and attainment of pupils
- To plan and work effectively with members of the support team as appropriate so that all pupils achieve their potential
- To ensure that agreed policies and procedures for learning and teaching are implemented
- To carry out teaching duties, as agreed with the Principal/Head of Primary
- Support learning and teaching in the setting, monitoring and attainment of learning targets



Key Responsibilities

General Responsibilities

- Promote the principle of equal opportunities in the school.
- Promote the single Federation ethos.
- Promote the school's commitment to the continued professional development of all staff.
- Undertake any duties as may reasonably be required by the Head Teacher, Principal or CEO.
- Work within the school's framework with regard to Health and Safety.
- Be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children.
- Report any safeguarding concerns in accordance with the Federation's safeguarding policies.

Person Specification

Criteria	Essen- tial	Desira- ble	How identified and assessed*
Education/qualification and training			
Degree	X		AP,I
QTS		X	AP,I
Evidence of continuous INSET and commitment to further professional development	X		AP, I
Experience/Knowledge/Skills			
Experience of teaching in Key Stage 2 as well as working effectively with a close team and school community		X	AP, AS, I ,R
Experience of teaching in Key Stage 1 as well as working effectively with a close team and school community		X	
Experience of working across Primary, with the knowledge and ability to take responsibility for subject leadership		X	AP, AS, I ,R
Knowledge and understanding of the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);	X		AP, AS, I ,R
Knowledge and understanding of statutory National Curriculum requirements at the appropriate key stage; the monitoring, assessment, recording and reporting of pupils' progress	X		AP, AS, I ,R
Knowledge and understanding of the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection; the positive links necessary within school and with all its stakeholders	X		AP, AS, I ,R
Knowledge and understanding of effective teaching and learning styles	X		AP, AS, I ,R
Knowledge and understanding of the preparation and administration of statutory National Curriculum tests; the links between schools, especially partner schools		X	AP, AS, I ,R
Be able to promote the school's aims positively and use effective strategies to monitor motivation and morale.	X		AP, AS, I ,R
Develop good personal relationships within a team and with parents, governors and the community (developing community links)	X		AP, AS, I ,R

* AP: application, AS: assessment, I: interview, P: presentation; R: reference



Additional Recruitment Information

Recruitment Schedule

- Closing date: 16th June 2020
- Candidates will be seen before closing date in circumstances where strong applications are received.

Recruitment Process

Once you have submitted your application, it will be assessed against the criteria in the person specification. If you attain high scores you will then be invited to attend an interview assessment.

This may include:

- Psychometric assessment
- Biographical and competency based interview
- Classroom observation
- Visit around the school
- Case study
- Presentation
- Software tests

References

Before you are invited to interview, the Academy will obtain references from your referees. In order to prevent a delay please ensure that the reference section of the application form is accurate and completed in full.

Right to work in the UK

Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview you will be asked to produce original and up to date documentary evidence of your right to work in the UK.



Additional Recruitment Information

Data Protection

Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form you are giving consent to the processing of your data.

Criminal Convictions

All education establishments in the UK are exempted from the Rehabilitation of Offenders Act 1974. In practice this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. List 99 is also obtained on anyone who will be working or coming into contact with children; and must be received by the Academy before employment can commence.

Equality and Diversity

We recognise the benefits of a diverse workforce such as ideas and talent. We are committed to eradicating discrimination in the workplace; and becoming an employer of choice.

Newly Qualified Teachers (NQTs)

NQT's who have been qualified for less than 12 months are welcome to apply for our teaching vacancies.

Special requirements

If you require reasonable adjustments prior to your interview, these can be arranged by emailing crayfordhr@haaf.org.uk and where practical we will support your request.

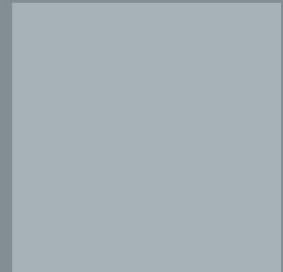
Visiting the Academy

If you are successfully shortlisted to attend an interview you will be given the opportunity to have a tour of the school.



HABERDASHERS' ASKE'S

CRAYFORD
TEMPLE GROVE



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