



Year 4 Teacher Application Pack



November 2020



Introduction

*Thank you for your interest in our **Year 4 Teacher** post at Larkrise Primary School. This role has been created due to one of our teachers leaving to take up a promotion in Devon to support teaching and learning across an academy trust.*

We hope this application pack will give you an understanding of our values and vision for our children, staff and wider school community. We would also like to extend an invitation to you to come and visit our school virtually and have a conversation about your future and ours. If you would like to take up this offer please arrange a time to meet Jon Gray the Headteacher by contacting Sam or Donna in the school office via 01865 721476.

In April 2020 we finalised our new Mission, Vision and Values. This is now being used by our governors to create our strategic development over the next five years. If you are successful in becoming a **Teacher** at our school you will play a significant role in realising this Mission, Vision and Values. As a teacher you play an important role by providing the excellent teaching that is needed to ensure the school's success. You will also need a creative spark to bring our ambitious plans into reality.

We realise that you can't achieve this alone and we are particularly proud of the team we are developing at Larkrise. Our staff team are energetic, enthusiastic, supportive and want to offer the very best educational experiences for our children. Our children want to achieve whilst enjoying their education. If you are successful you will also be supported by our governors and Friends of Larkrise who are an ever growing group of parents/carers; both are fully supportive of the school and its future.

It is an exciting time for Larkrise Primary School. In February 2019 we joined the River Learning Trust (RLT). The RLT is a Multi-Academy Trust responsible for a number of schools and a school-centred initial teacher training provider (SCITT) within Oxfordshire; the schools and SCITT are united by their commitment to the principles of the Trust and a common belief in the benefits of everything that is gained by working together. Information about the growing River Learning Trust by visiting www.riverlearningtrust.org.

Being part of RLT gives the school opportunities to work more closely with a diverse range of schools which will benefit both our staff and children. The Trust schools are also involved in working with Oxfordshire Teaching School Alliance (OTSA) which provides further access to support and development opportunities. Larkrise is a strategic partner school within OTSA ([Click here](#) for more information).

At Larkrise we are excited by the opportunities of working more closely with such a diverse range of schools which will benefit both our staff and children.



The school serves one of the most diverse and international cities in the UK. Our children come from a wide range of economic and cultural backgrounds. Our children speak a number of different languages. At the last count we had twenty different languages spoken at the school. We are similar to the national average with children who are entitled to Pupil Premium funding and Special Educational Needs support. We believe that this diverse and vibrant catchment of East Oxford should be celebrated and be reflected in our curriculum.

We also want to support you to further develop your career as a teacher and leader so that you can grow within your new role. We are very proud of the opportunities we provide to our staff to further enhance both their experience and effectiveness. We will do this by developing your individual Continued Professional Development and Learning plan with the support of the wider RLT. We will be fully committed to your professional development.

If you are currently an experienced or Newly Qualified Teacher who would love to work in our school you are very welcome to apply. We are seeking candidates who are excited by, and relish the prospect of working as a teacher in our school.

Yours sincerely,



(Headteacher)



(Deputy Headteacher)



Mission, Vision & Values

Mission-Vision-Values

Mission: A vibrant and caring school which proudly reflects the diversity of our community.

Vision: To provide a world class curriculum with high expectations of every child and within which wellbeing is nurtured and learning is limitless.

Inspire



Inspire through
Creativity, Kindness
and Adventure

Creativity



Inspire
curiosity and
encouraging
innovation.

Kindness



Show kindness
to ourselves,
each other, our
community and
our environment

Adventure



Meet the
challenge by
embracing new
opportunities
whilst striving
for excellence.



Part of the
RLT RIVER
LEARNING
TRUST

powered by

 **PIKTOCHART**

The Principles of the River Learning Trust



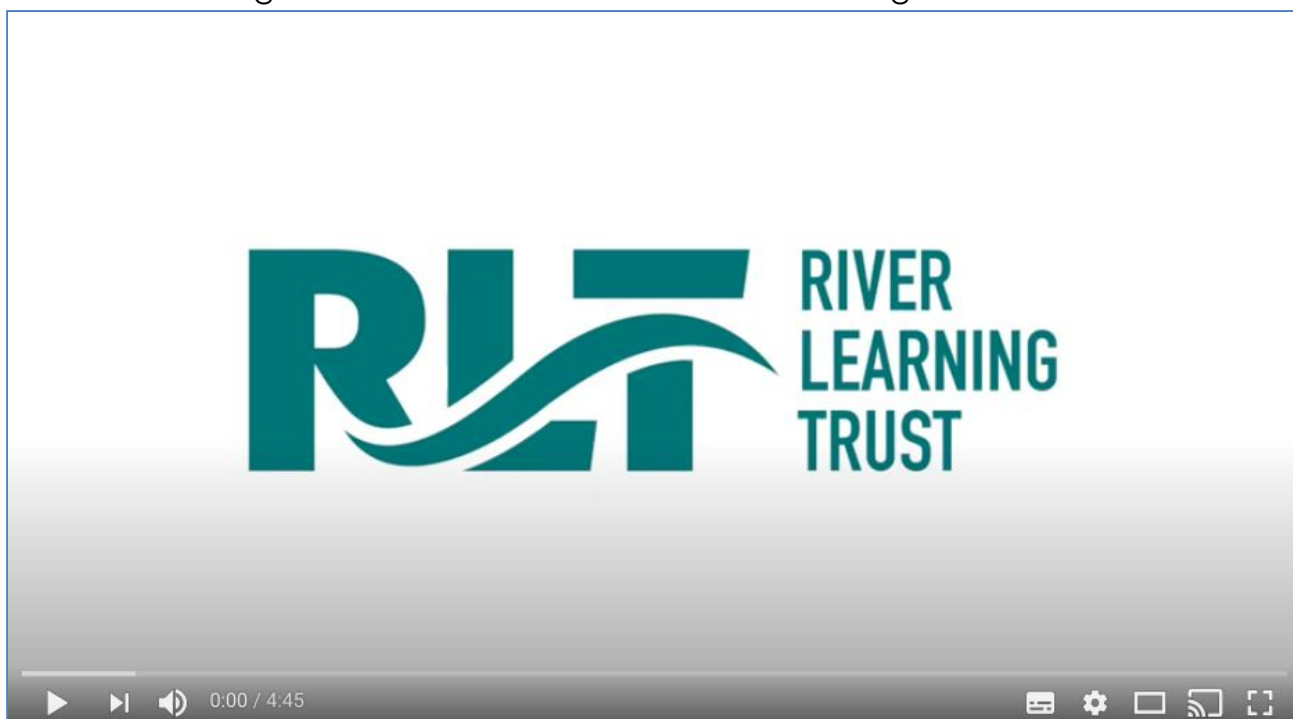
The River Learning Trust (RLT) is a multi-academy trust responsible for a number of schools and a school centred initial teacher training (SCITT) provider within Oxfordshire. The schools and SCITT are united by their commitment to the principles of the trust and a common belief in the benefits of everything that is gained by working together.

The River Learning Trust is a community of children, young people and adults with shared principles including:


- Commitment to **Excellence**; striving for the best educational experience
- Everyone **Learning**; creating and taking opportunities that enhance lives
- Respectful **Relationships**; acting with care, integrity, and fairness in all we do

([Click here](#) for more information).

Click on the image below to watch a video about working in a school within RLT.



Clicking on the image below will take you to our Staff Charter.





THE RLT STAFF CHARTER

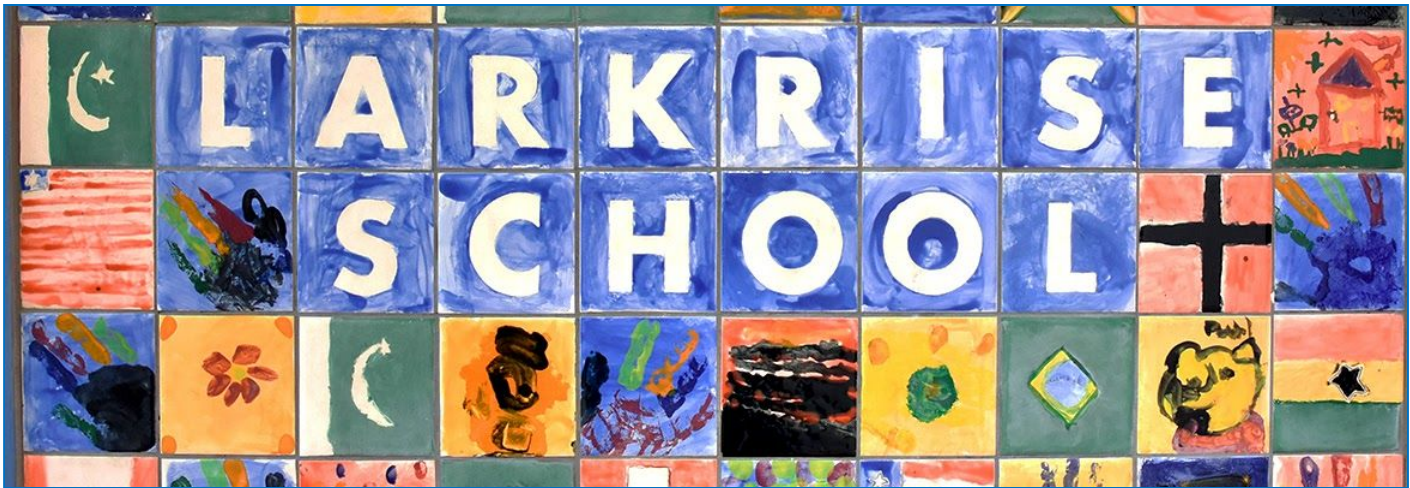
A core principle at RLT is Respectful Relationships where acting with care, integrity, and fairness is demonstrated within schools, the SCITT, and the Central Team. We value each member of our professional community and value our health and wellbeing. Our Staff Charter sets a standard which we all seek to follow; great schools thrive because of the people in them.

As an employee of RLT:

YOU WILL BE SUPPORTED TO GROW AND DEVELOP AS A GREAT PROFESSIONAL:



- You will have access to development opportunities in your school and across the Trust in a culture of collaboration and teamwork.
- We will help you to achieve excellence through high quality professional feedback and dialogue.
- Our appraisal processes will always be supportive and developmental.
- Integrity and professionalism underpin our approach to accountability.



KS1 & 2 Teacher Selection Criteria

The selection criteria, job description and person specification show the key abilities and skills required for this opportunity. The selection panel will assess each candidate against the criteria listed in the person specification, expecting them to demonstrate knowledge and understanding of each area and show evidence of having applied (or awareness of how to apply) this knowledge and understanding in a primary school context.

The panel will use the following assessment tools throughout the selection process:

- Application form via the TES. Click on this [link](#).
- Application Statement showing how you meet the selection criteria and explaining why you would like to work at Larkrise Primary School
- Interview (Via Google Meet due to the current restrictions relating to COVID-19)



Teacher Job Description

Job Title	Teacher
Reports To	Middle School Phase Leader
Salary	Teachers Main Pay Scale or Upper Pay Scale
Contract	Full Time Temporary Post from 1st January 2021 until 31st August 2021 There is the possibility of a permanent contract for the right candidate.

Introduction

This job description should be read in conjunction with the current School Teachers' Pay and Conditions Document and the provisions of that document will apply to the post holder.

The performance of all the duties and responsibilities shown below will be under the reasonable direction of the Headteacher and Deputy Headteacher, who will be mindful of their duty to ensure that the employee has a reasonable workload and sufficient support to carry out the duties of the post.

Duties

Teaching & Learning

- To carry out the professional duties of a Main Grade Teacher under the Teacher's Contract (as defined in the most recent School Teachers' pay and Conditions document) ensuring the education and welfare of a class pupils having due regard to the school's Mission, Vision and Values.
- To be an excellent role model for the school community.
- To teach children within KS1 or KS2.
- Lead by example, focusing on providing excellent education for pupils in your class.
- To be an integral part of the Larkrise team to contribute to the school's ambitious programme of school improvement.
- Keep up to date with developments in education.
- Commit to your own professional development, proactively identifying development opportunities.

Pastoral Care

- To help promote and safeguard the welfare of all children.
- To promote self-discipline, high standards of behaviour and positive attitudes on the part of all children and to implement policies and procedures to foster them.

- Ensure that a high standard of care for all children is maintained.
- To develop and implement equality of opportunity effectively throughout the school.
- Be aware of and support differences and ensure all pupils have equal access to opportunities to learn and develop.

Communication and Community Links

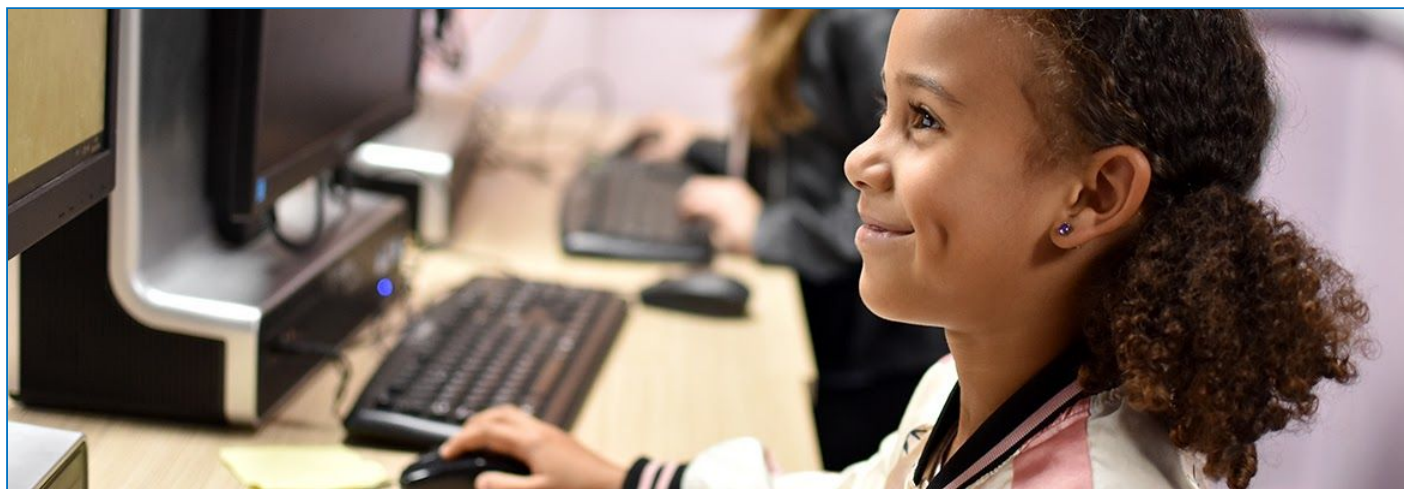
- Build positive relationships with members of the school community.
- To fully support the life and work of the school.
- Contribute to create an ethos within which staff are motivated and supported to develop their skills and knowledge.
- To develop and maintain positive and effective professional relationships with colleagues, parents/carers, the local community and Governors.
- To provide information to the Governing Body to enable it to meet its responsibilities.
- To ensure that parents/carers and children are well informed about the curriculum, attainment and progress and are able to understand and contribute to targets for improvement.

Health and Safety

Taking appropriate responsibility for one's own health, safety and welfare and the health and safety of pupils, visitors and work colleagues in accordance with the requirements of legislation and locally-adopted policies; including taking responsibility for raising concerns with an appropriate manager.

Safeguarding

Larkrise Primary School and The River Learning Trust is committed to safeguarding and promoting the welfare of all children and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance. Employment will also be conditional on the receipt of at least two acceptable references (one from current/latest employer) and evidence of the formal qualifications required for the role.



Subject Leader Duties and Responsibilities (for experienced teachers only)

At Larkrise we are currently developing a new curriculum called *Inspire Curriculum*. This will be developed by working in Teams over six areas of learning.

- English
- Science, Technology, Engineering & Mathematics
- Cultural Education
- Creative Arts
- Environmental
- Mind, Body & Soul

Within each team we will have subject leaders who will:

- Promote the highest standards of achievement in a subject area through effective leadership and management of the subject.
- Support the raising of standards within the subject they are leading across the whole school with support from the Leadership Team.

Policy and Leadership

- With support from the Leadership Team, develop and review a curriculum subject and related action plans, policies, schemes of work, initiatives and training
- With support from the Leadership Team, lead school planning with regard to School and National Curriculum expectations.
- Establish and maintain regular communications with the Leadership Team.
- Work closely with the Leadership Team members to draw up, implement, monitor and evaluate the School Improvement Plan.
- Contribute to relevant sections of the school's self evaluation.

Management of Teaching and Learning

- Act as a role model in planning for, delivery of, evaluation of and reflection on own teaching of the curriculum area.
- Brief and update colleagues on relevant policy and practice through meetings and workshops.
- Lead INSET.

Management of People

- Lead and manage meetings.
- With support from the Leadership Team, help identify and facilitate the training needs of colleagues.
- Delegate tasks to colleagues when appropriate.
- Encourage, support and develop effective working relationships with colleagues and parents to enhance pupil learning.
- Liaise with outside agencies (particularly advisors and consultants).

Management of Resources

- Manage a budget when required.
- Maintain a record of equipment and resources.
- Encourage and actively support the establishment and maintenance of a stimulating, purposeful working environment.
- Manage the allocation of equipment and resources.

Evaluation and Quality

- Monitor and evaluate pupils' learning and, where appropriate, appraise colleagues' work in accordance with the school's monitoring schedule.

- Observe colleagues at work to inform and improve their practice.
- Create opportunities for colleagues to learn from each other.
- With support from the Leadership Team ensure monitoring, assessment and review of pupil's work and recorded achievements inform future planning.
- Work with colleagues to establish a consistent view of school standards of achievement within a curriculum area.

Administration

- Ensure necessary administration requirements are fulfilled.
- Establish and maintain regular communications
- Establish and carry out record-keeping procedures to meet requirements of school and National expectations and policies
- With support from the Business Manager, maintain a stock ordering procedure in order to manage availability of resources.

Note

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.



KS1 or KS2 Teacher Person Specifications

	Essential	Desirable
Qualification & Experience	<ul style="list-style-type: none"> • Qualified teacher status • Degree level qualification • Evidence of engagement in professional development 	<ul style="list-style-type: none"> • More than two years successfully teaching in KS1 or KS2 • Experience of teaching across the primary school age range • Experience of working in other schools facing challenging circumstances • Masters degree • Experience of Subject Leadership
Knowledge & Skills	<ul style="list-style-type: none"> • Provide excellent teaching • Excellent classroom behaviour management • A clear understanding of primary education • Experience of working with children with SEND • Excellent interpersonal skills • A commitment to outdoor learning • Ability to support parents/carers to improve outcomes for their children 	<ul style="list-style-type: none"> • A proven record of raising achievement • Experience of teaching across Key Stages • Extensive experience of working with children with SEND • Experience of working with children with EAL
Subject Leadership	<p>For NQTs</p> <ul style="list-style-type: none"> • Ability to support a subject leader in order to develop your own capacity to lead a subject in the future. 	<p>Teachers with more than one year's experience.</p> <ul style="list-style-type: none"> • Experience of effective working with Governors (e.g. as Teacher Governor) • Experience of successful coordination of a curriculum subject area • Curriculum areas of interest to the school include; IT/Computing, Geography, History.
Personal Qualities	<ul style="list-style-type: none"> • Sense of humour • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality • An understanding of the importance of working in partnership with other schools in the wider RLT to promote improvements in education for staff and children. 	<ul style="list-style-type: none"> • The ambition to develop a leadership career in education

The Interview Process



The deadline for applications is 12 Noon on Tuesday 24th November 2020 via the [IES application form](#).

The interview panel will meet on the same day and will email selected candidates to invite them for an interview. The interviews will take place on Tuesday 1st December 2020.

The selection panel will include the Headteacher, Deputy Headteacher and Assistant Headteacher (Middle School Phase Leader).

As part of the interview process we ask prospective candidates to prepare a 10 minute presentation answering the following questions:

How do your past and current experiences prepare you for the new role as a Teacher at Larkrise?

What would you like to achieve in this role?

The interview is likely to take place using Google Meet due to the current situation relating to COVID-19.