



# APPLICATION PACK

<b>ACADEMY:</b>	Park Road Community Primary School
<b>ROLE:</b>	Class Teacher
<b>START DATE:</b>	September 2023
<b>SALARY:</b>	£28,000 - £43,685 (Grade MPS – UPS) (Opportunity for potential TLR2a - £3017)



Park Road Community Primary School is a fun and educating environment, with friendly staff, adventurous learning and memorable experiences.

Lexi  
**Head Girl**



# CONTENTS

PAGE	ITEM
4	Message from Omega Multi-Academy Trust
6	Message from the Chair of Trustees
7	Message from the Headteacher
9	Job description
13	Person specification
17	The selection process
19	Staff benefits & wellbeing



# MESSAGE FROM THE TRUST

Dear Applicant,

We are delighted that you are considering applying for a role within Omega Multi-Academy Trust. Your interest comes at an important and exciting time in the development of the trust and the implementation of our new three-year strategic plan. Our mission and aims sit at the heart of our strategy; to provide the best school experience possible for every child, and to be the best employer we can be.

Formed in 2018, Omega Multi-Academy Trust is a cross-phase group of six schools serving the Warrington Borough and the City of Liverpool. Our schools are firmly rooted in their communities and respond to their needs with local understanding and knowledge, retaining their unique identities. We strongly believe in the power of genuine collaboration and school-to-school support, so as a trust, we exploit every opportunity that arises to embrace the sharing of best practice, celebrating our many strengths whilst learning together from our mistakes.

We pride ourselves on nurturing a culture of inspiring education which emphasises the knowledge, skills and experiences that will enable pupils to be resilient and aspirational. We invest in our staff and embed innovative, high-quality teaching and learning into our curriculum whilst keeping the best interests of our students at the heart of everything we do.

In my role as Chief Executive Officer, it is a privilege to witness the drive and determination of our staff who have welcomed our new strategic vision so enthusiastically. The strategic plan, as well as having a necessary focus on school improvement as standard, includes a focus on you, the people who help and support our children and young people to stay safe and thrive.

If we are successful in our mission, we will have ensured our schools provide:

- World-class teaching that promotes exceptional learning.
- Bespoke pastoral care that nurtures our students' aspirations.
- Inspiring learning environments, where our students can make mistakes and overcome them to become the best version of themselves.
- Industry-leading professional development for all colleagues, investing in our teams to support them in fulfilling their personal and professional ambitions.



The hard work is paying off and whilst we know our work is far from complete, we are proud to have reached some key milestones. In the last 12 months schools in Omega Multi-Academy Trust have achieved:

- Extremely positive outcome from Ofsted's recent Summary Evaluation of our Trust, commenting on our rigorous approach to staff development, our development of leaders and our strong commitment to staff wellbeing. Inspectors commented that our offer makes Omega Multi-Academy Trust an attractive employer.
- Strong outcomes in each of the Ofsted Inspections of four Primary Schools, with three schools retaining their 'Good' judgments and one retaining 'Outstanding'.
- Strong outcomes in Early Years, Key Stage 1 and Key Stage 2.
- Strong or improving outcomes in both Post-16 and GCSE examination cohorts at our two Secondary Schools.

Our dedicated staff and committed team of trustees and governors are relentless in their aim of creating truly world-class schools. Our Headteachers are empowered to create schools that reflect the communities they serve, yet we encourage our schools to be externally focused, obsessive in their quest to learn from the very best, never leaving opportunities for improvement to chance. We see vacancies such as this as an opportunity to attract new talent, bringing the best practice into our trust. By joining us, you become a crucial part of the team that will deliver our vision. Together, we will transform lives.

Yours faithfully,



Mr Christian Wilcocks  
**CEO Omega Multi-Academy Trust**



# MESSAGE FROM THE CHAIR OF TRUSTEES

Thank you very much for your interest in the at Park Road Community Primary School. This post is an exciting opportunity to work in a wonderful community centered primary school.

As a trust, we believe passionately in the power of genuine school-to-school support and are always seeking ways to add value through working collaboratively; providing opportunities for pupils and staff over and above that which an individual school can provide.

The vision of Omega Multi-Academy Trust is to provide the best school experience possible for every child and to be the best employer we can be. We believe that education, at every stage of the pupil journey, is about the development and nurture of the whole child. We aspire for all our pupils to become confident, happy and caring individuals who achieve personal success and develop a love of learning and of life.

We are looking for a colleague who can lead by example, holding and articulating the Trust's vision and values and focusing on providing an excellent education for our pupils.

Thank you again for your interest in Omega-Multi-Academy Trust and I hope that the information contained within this pack provides information to help you to decide if you have the right qualities, skills and experience to apply for this exciting position at Park Road Community Primary School.

Yours faithfully,



Andrew Bent  
**Chair of Trustees**



# MESSAGE FROM THE HEADTEACHER

Thank you for your interest in joining Park Road Community Primary School. I would like to give you a snapshot of what makes Park Road such a wonderful school and what it is like to be part of Omega Multi-Academy Trust.

Park Road Community Primary School is a one-form entry school. Our 211 children sit at the heart of our learning community, together with our teachers and support staff, our parents and our governors and trustees. Collectively, we are committed to ensure our children receive the very best provision and care. Park Road is an exceptional school where respect and tolerance permeate throughout. Our children are treated as individuals; they are allowed to flourish and as such as they feel safe and valued.

We continually evaluate and develop our quality of education and are relentless in our pursuit of excellence. We are staunchly passionate about giving equal value to the wider curriculum so our curriculum is innovative and enhanced by enriching experiences that we have planned carefully to maximize children's learning. Our drive to provide an exceptional quality of education is consistently strong. This is driven by focused monitoring, a well-considered programme of CPD and strong subject leadership which is frequently recognised. Development is encouraged for all so staff feel valued; teamwork is a strength of our school. As a result, our school was judged by Ofsted as 'Good' overall in April 2022 and our end of key stage outcomes are usually well above national outcomes.

We are very proud of recently achieving an accredited 'Wellbeing Award for School'. Our school offers a place of emotional wellbeing and support for both pupils, staff and families as we provide mental health provision for all. Ofsted reported that, "Governors, members of the trust and school leaders have a clear understanding of the strengths of the school and the areas that require further development. Leaders are considerate of staff's well-being and have taken steps to reduce workload. This helps staff to feel valued and appreciated."

Our school is unique in so many ways; we have home-bred chickens, guinea pigs, a tortoise, gerbils and fish. We grow our own vegetables and have developed a wonderful outdoor space to enhance learning. This includes our pond and forest school area, where we cook the produce we grow in our fire pit. Pupils have a range of opportunities to share their voice and develop their leadership and influence on their school's development. When our children speak, we act and this enables pupils to see that their voice matters. This development was identified as a strength in our most recent Ofsted report.



Park Road is one of six schools who are part of the Omega Multi-Academy Trust and staff benefit from strong collaboration, network opportunities and a broad and varied professional development programme. We work closely with our trust colleagues to strengthen our school improvement offer and professional development opportunities. The Trust's values, strategic vision and direction empower our school to be the best we can be and we are always supported to achieve this; this support and collaboration is invaluable

In joining Omega Multi-Academy Trust you will be joining a forward thinking, reflective and driven organisation whilst working within a community-based primary school. If you are keen to develop in your career as you work with all our colleagues, parents and the wider community and are passionate about all pupils achieving their true potential then the role at Park Road Community Primary School is a wonderful opportunity.

From September 2023, Kathryn Quigley, our current Deputy Headteacher, will lead the school as Headteacher and she will continue to build on our outstanding work.

Yours faithfully,



Mrs Nicky Parkinson  
**Headteacher**



# JOB DESCRIPTION

**Academy: Park Road Community Primary School**

**Job Title: Class teacher**

**Grade: MPS – UPS (Potential TLR2a)**

**Salary: £28,000 - £43,685 (Potential TLR2a-£3,017)**

**Accountable to: Headteacher**

We are seeking an inspirational, enthusiastic and innovative teacher to join our successful and hard-working team. We are seeking somebody who is an outstanding classroom practitioner and who wishes be part of a team who are driving our school forwards at an exciting time.

This position is open to all levels of teaching experience, however for a candidate with a number of years' experience, there may be the opportunity to lead on a core area of the curriculum and a key stage which may result in an additional salary through a TLR. For this role the additional responsibilities would be part of the job description.

## **Purpose**

To plan, assess and teach to meet the needs of all pupils, supporting independent learning and helping children to reach or exceed age related expectations.

## **General Duties**

- To carry out the duties of a school teacher as set out in the current School Teachers' Pay and Conditions document and subject to any amendments due to government legislation. This includes any duties as may be reasonably directed by the Headteacher.
- To demonstrate good inclusive practice with particular reference to children with special educational needs, high attaining children and children with English as an additional language.
- To uphold the school's principles and policies which underpin good practice and the raising of standards.
- To work with the Headteacher in creating and inspiring the community ethos and culture of this community school, securing it's mission statement with all members of the school community and ensuring an environment for teaching and learning that empowers both staff and pupils to achieve their full potential.



## General Duties

- Comply with school policies and procedures, in particular those relating to child protection and safeguarding.
- Attend staff meetings, INSET days, parents' evenings, parent consultation meetings, and any other functions or meetings required.
- Take responsibility for completing and delivering CPD and keeping up to date with developments relating to subject matter.
- Establish effective working relationships with colleagues and set a good example for pupils through a high level of professionalism.
- Participate in any performance-related appraisal arrangements made by the school.
- To monitor and report to parents on the progress of pupils.
- To assess pupils' achievements and progress in accordance with arrangements agreed within the school.

## Organisation

- Assist in the development of the subject curriculum, schemes of work, teaching resources, marking policies and teaching strategies alongside other subject leads.
- Identify clear teaching objectives, content, and lesson structures, and plan sequences of lessons appropriate to the subject content and the pupils being taught.
- Incorporate the use of resources into lesson plans, ensuring that equipment is in good working order and suitable for teaching use, and that resources are used effectively.

## Additional Duties

- Assist with the organisation of extracurricular activities.
- Assist with the promotion of their subject in the school, e.g. through creating displays of pupils' work.
- Carry out additional tasks as reasonably expected under the direction of the Headteacher.

This job description is not necessarily a comprehensive definition of the post and will be subject to modification or amendment at any time after consultation with the post holder. The post-holder will undertake the professional duties of a member of school staff as circumstances may require under the reasonable direction of the Headteacher.



## The following responsibilities would be required for the TLR position

### Leadership and Management

- Potential to lead on core subject area throughout the school, identifying key professional development needs that will improve the quality of Teaching and Learning.
- Potential to lead a key stage in school to support whole school improvement and raise standards.
- To plan effective CPD in responsibility areas that is linked to outcomes of evaluation activities that will maximise impact for individual teachers and progress towards whole school improvement.
- To deliver high quality coaching and mentoring to individuals and coordinating a whole school coaching approach to secure continuous improvement in teaching and learning within their leadership subject.
- To make strategic evaluations of teaching and learning within their leadership subject, by having a key role in self-evaluation activities including lesson observations, learning walks and the auditing of planning, assessments and children's work.
- To work with the Headteacher and Deputy Headteacher on interpreting and using data to set effective targets to raise achievement for all learners in a core area of learning and within a Key Stage.
- Model excellent practice within the classroom and in the school environment.

### Key Tasks

- To monitor and review progress of all pupils within a Key Stage and report to the Headteacher and to Governors, on a termly basis.
- To lead pupil progress discussions with practitioners within key stage area of responsibility.
- To monitor the implementation of a core subject as a discreet curriculum area and throughout the curriculum, and to provide feedback to the Headteacher.
- To carry out scrutiny of pupil work, planning, lesson observation and data to analyse and report on the development of a core subject across the school.
- Create and manage an annual improvement plan for the development of core subject areas in line with school priority areas and effective subject evaluation.
- Create and manage an annual improvement plan for the development of a Key Stage following effective self-evaluation.
- To support colleagues in quality teaching of a core subject, through supporting information, elements of training, dialogue, etc.
- To report to the Headteacher/ SLT/ Governors around aspects of responsibility.



In my role as Deputy Headteacher and SENDCo at Park Road, I have had the privilege to work with many children and families. Supporting children during their time at our school, allows me to ensure that children are happy, receiving the best possible educational experience, and thriving - both academically and personally.

Whilst working at Park Road, I have been supported to undertake the National SENDCo Qualification, as well as receiving up to date training and support to allow me to continue developing professional. All staff work together, always putting the children at the heart of everything we do and to be part of this team is a great honour.

I am looking forward to leading the school, as Headteacher, from September 2023.

Kathryn Quigley  
**Deputy Headteacher/SENDCo**



# PERSON SPECIFICATION

**Academy: Park Road Community Primary School**

**Job Title: Class Teacher**

**You should be able to demonstrate that you meet the following criteria which are all essential:**

E= Essential

D=Desirable

**Measured by:**

A=Application Form

T=Test/Exercise

P=Presentation

I=Interview

R=Reference

You will be required to safeguard and promote the welfare of children and young people. Candidates failing to meet any of the essential criteria will automatically be excluded. Your application form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post. There should be no unexplained gaps in career history.

## QUALIFICATIONS

E	Qualified teacher status (QTS).	A
E	A degree in their subject area or a related subject.	A
D	A postgraduate qualification, e.g. a master's degree.	A
D	A driving licence.	A

## PRE-EMPLOYMENT CHECKS

E	Positive recommendations from all referees, including current employer	R
E	An enhanced DBS clearance post appointment.	N/A



### SKILLS AND EXPERIENCE

<b>D</b>	At least two years of experience teaching within a school environment.	A/I
<b>D</b>	Experience leading a subject.	A/I
<b>D</b>	Experience leading English.	A/I
<b>D</b>	Experience of leading a Key Stage or team.	A/I
<b>E</b>	Conducting assessments, keeping records and producing reports on pupils.	A/I
<b>E</b>	Implementing safeguarding procedures in schools.	A/I
<b>D</b>	Organising and participating in extracurricular activities.	A/I
<b>E</b>	Experience teaching pupils with additional needs and EAL.	A/I

### KNOWLEDGE

<b>E</b>	A solid understanding of the primary curriculum.	A/I
<b>E</b>	Good subject knowledge across the primary curriculum.	A/I
<b>D</b>	Good subject knowledge and understanding of the primary English curriculum.	A/I
<b>E</b>	An ability to use different teaching methods and adapt to cater for pupils' different needs.	A/I
<b>E</b>	Knowledge of effective intervention strategies to improve the quality of teaching and learning.	A/I
<b>E</b>	Skills in effective resource management and deployment.	A/I
<b>E</b>	An understanding of relevant legislation and educational developments.	A/I
<b>D</b>	An understanding of how assessment and attainment information can be used to improve practice.	A/I
<b>E</b>	Knowledge and understanding of statutory assessments across the primary phases.	A/I



### PERSONAL QUALITIES AND SKILLS

<b>E</b>	Punctual, with a good attendance record.	A/1
<b>E</b>	An excellent communicator, verbally and in writing.	A/1
<b>E</b>	Organised.	A/1
<b>E</b>	An excellent time manager.	A/1
<b>E</b>	Hardworking, with high expectations of themselves and their professional standards.	A/1
<b>E</b>	Committed to CPD.	A/1
<b>E</b>	Able to work both independently and as part of a team.	A/1
<b>E</b>	Able to maintain successful working relationships with other colleagues.	A/1
<b>E</b>	Able to plan and resource effective interventions to meet curricular objectives.	A/1
<b>E</b>	Driven and energetic.	A/1

### ADDITIONAL FACTORS

<b>E</b>	Dedicated to promoting their professional development, and that of others.	A/1
<b>E</b>	Able to promote good behaviour consistently.	A/1
<b>E</b>	Able to plan and take control of situations.	A/1
<b>E</b>	Committed to contributing to the wider school and its community.	A/1
<b>E</b>	Able to effectively promote the school's ethos and vision.	A/1
<b>E</b>	Capable of handling a demanding workload and successfully prioritising work.	A/1
<b>E</b>	Professionally assertive and clear thinking.	A/1
<b>E</b>	Dedicated to promoting their professional development, and that of others.	A/1
<b>E</b>	Able to work flexibly.	A/1
<b>E</b>	Committed to the value and promotion of their subject.	A/1



Park Road Community Primary School has warmly welcomed me to the school and is helping to build my confidence as an ECT by offering a range of support, from external courses to personal targets with various subject leaders.

Ianthe Shirley  
**Class Teacher**



# THE SELECTION PROCESS

## HOW TO APPLY:

Thank you for taking time to read and digest our information. If you wish to apply for this post with Omega Multi-Academy Trust then you should follow the below steps:

- If you would like to contact the school or arrange a visit then please contact [office@parkroadprimary.co.uk](mailto:office@parkroadprimary.co.uk)
- Download and complete the Omega Multi-Academy Trust application form
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. The form must be fully completed and legible. There should be no unexplained gaps in career history. Please ensure you enclose two professional referees, one being your current employer (with name and email addresses if possible).
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification, along with details of the unique contribution that you could make to the future success of Omega Multi-Academy Trust. CVs cannot be accepted.
- Email completed application forms to [recruitment@omegamat.co.uk](mailto:recruitment@omegamat.co.uk) by the deadline below

PLEASE NOTE THE REQUIREMENT TO ATTACH YOUR APPLICATION FORM AS A SEPARATE DOCUMENT TO YOUR EQUAL OPPORTUNITIES FORM WHEN EMAILING YOUR APPLICATION TO US.

**Closing date for applications:** Thursday 11<sup>TH</sup> May 2023 at 9am

**Start date:** September 2023



My first role at Park Road CP School was a 1-1 Support Assistant, a role that sparked a passion for me to support and nurture the children in our school community. With the help and continued encouragement of our Senior Leadership Team, I have been able to develop my skills and I am now both a Year 2 class-based Teaching Assistant and also the Early Help Lead within school.

These roles allow me to support children with their emotional wellbeing and understanding as well as working with their families too. I am very passionate about both roles.

Being part of Park Road is enjoyable and rewarding, not a day passes by when we don't smile and laugh. We are a hard working team who have a great relationship with each other - a huge positive for our lovely little school.

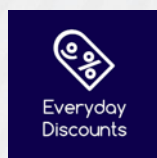
Karen Wilkinson  
**Teaching Assistant**



# STAFF WELLBEING & BENEFITS

Omega Multi-Academy Trust is committed to attracting, developing and retaining top talent to achieve high performance across all school communities. Vital to pursuing this aim is the recognition of employees for exceptional performance, behaviour and achievements. Our offer encourages such recognition of individuals and teams through a range of formal and informal methods. We are committed to encouraging positive work environments that promote the physical and mental wellbeing of our staff. The capability, capacity and comfort of our colleagues is a priority for us.

Omega MAT Plus+ is an exclusive suite of benefits that is on offer to every colleague across the Trust. This is a gateway to a huge range of exciting benefits, including an Employee Assistance Programme with 24/7 health and wellbeing support available for everyone, as well as fabulous discounts against big brands and many high street stores



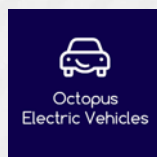
Discounts against big brands and high street stores including supermarkets, holidays, leisure activities, cinemas and restaurants.



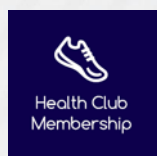
An offer to purchase home technology and personal electronic devices by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



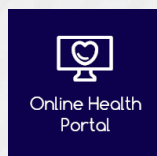
An offer to purchase a cost effective way to get new cycling equipment and bicycles by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



An offer to purchase an electric car by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



Discounted Corporate memberships access to 3700 gyms, health clubs and leisure centres across the UK



Access to the Health Assured Health Portal. Containing an online library of wellbeing information, including articles, videos, and self-help guides to provide support on a range of health and advisory issues to aid your physical and mental health.



# STAFF WELLBEING & BENEFITS



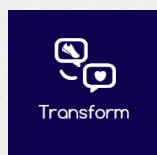
Online GP

Video or phone consultation with a GP at a time that suits you



Employee Assistance Programme

Legal money advice, or personal support and guidance, our Employee Assistance Helpline is here for you.



Transform

Transform brings together a carefully created suite of Wellbeing tools, including hundreds of workout classes, motivational messages, mental health support, healthy recipes, tools for a better night's sleep and stress management techniques.



Free on-site parking at all school locations.



I love Park Road because I am surrounded by warm hearted pupils and teachers. Teachers make learning fun and memorable. I won't forget my school.

Reuben  
**Head Boy**



**Park Road CP School**

Wroxham Road, Great Sankey  
Warrington, WA5 3EF

Phone 01925 723550

Email

[office@parkroadprimary.co.uk](mailto:office@parkroadprimary.co.uk)  
[www.parkroad.warrington.sch.uk](http://www.parkroad.warrington.sch.uk)

**Omega Multi-Academy Trust**

Lingley Green Avenue,  
Great Sankey,  
Warrington, WA5 3ZJ

Telephone: 01925 988330

Email: [enquiries@omegamat.co.uk](mailto:enquiries@omegamat.co.uk)  
[www.omegamat.co.uk](http://www.omegamat.co.uk)