

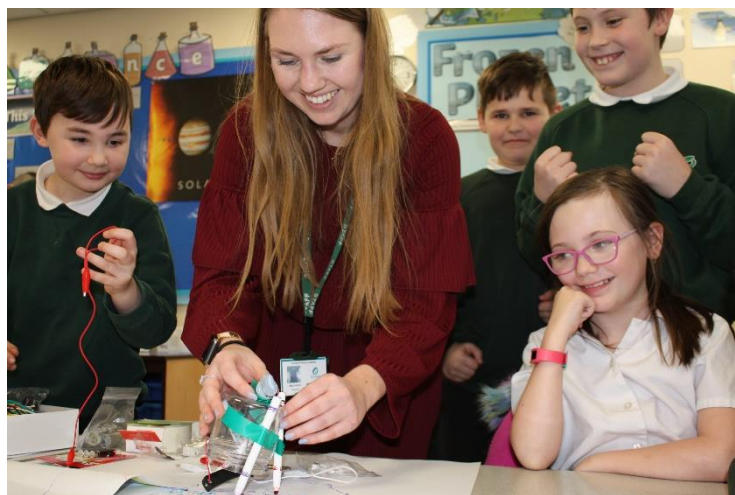


Teacher
Required from September 2021
Grade MPS
Fixed term
1ST September 2021-31st August 2022



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Dear Colleague

Thank you for expressing an interest in this exciting post.

Orchard Primary Academy is a unique and vibrant school where staff are fully committed to changing the fortunes for the children and families that it serves. The Academy, under the guidance of South Pennine Academies, has been on a journey of improvement in the last 3 years and continues to strive for excellence in all areas. Our children are fantastic. They are curious, willing and have taken challenges that have been put in front of them head-on. Our staff are committed and passionate practitioners who truly want the best for each child.

Orchard Primary Academy serves a community that has had and still has its challenges. Leaders work tirelessly to not only educate children, but to keep them safe, ensure they are in school regularly and to make sure they are ready to learn. Chickenley is a close-knit community and the school is at the heart of it.

We are committed to not only providing our children with a high-quality academic curriculum, but also a carefully planned enrichment curriculum. We place a huge emphasis on physical activity, sport and competition and love to teach our children outdoors through our forest school programme and active learning sessions. Trips and enrichment are a key part of our approach to help children understand the world outside of the community. All children, in all classes attend regular trips which are linked to their curriculum and we have a range of visitors who come in and share their knowledge, experiences or provide an 'out-of-this-world' experience.

We are looking for a classroom teacher who is:

- An excellent classroom practitioner;
- Committed to raising standards by being passionate about enabling every child to fulfil their potential;
- Willing to be fully involved in the life of the school;
- Committed to our local community;
- Excellent at building good working relationships with children, parents, staff and governors;
- Committed to overcoming barriers for all learners;
- Resilient.

The Governors, South Pennine Academies and Academy leaders work together to ensure Orchard Primary Academy provides the very best educational success for our children. All stakeholders are aware of the challenges that Academy faces on a daily basis and will not stop in their pursuit to ensure Orchard becomes a good school that we can all be proud to say we are a part of.

If you think that you are still right for the job then we look forward to receiving your application. If you wish to discuss the job in more detail then please do not hesitate to contact the Principal, Matthew Carbutt, to arrange a visit.

Yours faithfully

Mr. M Carbutt

Principal

Our Aims at Orchard:

Vision:

Orchard Primary Academy is an active school that has both child and staff physical and mental wellbeing at the forefront of its ethos.

We aim to develop respectful, resilient and aspirational learners who are happy and safe. Our broad and balanced curriculum excites learners and develops their understanding of the wider-world through knowledge, enrichment and fundamental life skills.

We believe that all children can achieve, no matter what their starting point or barrier.

Aims

1. Improve progress and attainment outcomes for all groups of children
2. Implement a broad and balanced curriculum that inspires learners' curiosity; promotes resilience and develops an appreciation for the world around them
3. Promote inclusivity and provide a variety of 'wider-world' opportunities to meet both academic and holistic needs;
4. Build strong community partnerships
5. Support child and staff mental health, physical and emotional wellbeing.

All staff at Orchard Primary Academy are committed to their role in safeguarding our children in all aspects of their lives. Our staff are caring, vigilant and leave no stone unturned in their pursuit to keep our children safe. Safeguarding procedures, policy and systems are thorough and are part of our everyday practice.

Through our curriculum and ethos, we aim to instil 3 core values in our children that will encourage our children to 'Dream Big and Dare to Fail' in all aspect of their lives



Dream big and dare to fail



South Pennine Academies

Orchard Primary Academy is a proud member of South Pennine Academies.

South Pennine Academies help us to reach our aims and objectives through tailored support. The vision, values and key priorities of the Trust are outlined below:

Vision

- To develop a group of closely partnered academies
- To ensure all academies are world class Centres of Excellence for Teaching and Learning
- To ensure the Trust plays a pivotal role in improving the life chances of students
- To develop local solutions and partnerships to meet local needs
- To promote school improvement with inclusion and diversity at its core

South Pennine Academies believes in school improvement through a partnership model.

This brings drive, expertise and capacity to the school improvement agenda. We recognise and encourage each academy's unique characteristics and ethos, reinforcing their individual identities within their respective communities.

Working within a multi academy trust allows school to school support to flourish. Becoming part of our partnership will allow you to become a leader not a follower and be involved in shaping the partnership rather than having it shaped for you.

- Strong and Effective Leadership
- High Performing Staff
- Successful Students
- Engaged Community

South Pennine Academies Partners



THE SELECTION PROCESS

How to Apply

Thank you for taking time to read and digest our information. If you wish to apply for the post of **class teacher at Orchard Primary Academy**, then you should:

- Follow the link to complete the electronic South Pennine Academies application form from the academy website at www.orchardprimaryacademy.org. Please do not complete a Kirklees Application form as they cannot be accepted. If you require a handwritten form to complete, please contact the academy office on 01924 469 578. If you are applying via a third-party website such as Kirklees or TES, then our application form should be available via a link.
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees with one being your current employer (with email addresses if possible). Do not enclose additional CVs.
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person / employee specification and the unique contribution that you could make to the future success of the Academy.
- Submit your application as soon as possible via email to office@orchardprimaryacademy.org or hand deliver to the academy office or post back to:

Orchard Primary Academy, Princess Road, Chickenley, Dewsbury, West Yorkshire, WF12 8QT

Timetable for the selection process:

Closing date for applications: Friday 16th April by 12.00pm

Interview notifications by: Tuesday 20th April 2021

Interview date: Tuesday 27th April 2021

Visiting Orchard Primary Academy

If you would like to visit the Academy please contact Matt Carbutt, Principal, to make an appointment. **Visits are welcomed and strongly encouraged if you wish to be considered for the next stage of the application process. Due to COVID restrictions, these visits may have to take place before or after school and visitors by adhere to the controls within the Academy's COVID-19 risk assessment.**

Successful applicants will be required to undertake a Criminal Record Check via the DBS. Orchard Primary Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Job Description

Job Title	Teacher
Salary Scale	MPS
Responsible to	Principal
Required for	September 2021 – August 2022
Academies:	Orchard Primary Academy

The Role

Are you:

- An excellent classroom practitioner;
- Committed to raising standards by being passionate about enabling every child to fulfil their potential;
- Willing to be fully involved in the life of the school;
- Committed to our local community;
- Excellent at building good working relationships with children, parents, staff and governors;
- Committed to overcoming barriers for all learners;
- Resilient.

Are you a teacher who does not see the barrier to learning, rather the child's potential? The Orchard Primary Academy may be the place for you.

APPLICABLE CONTRACT TERMS AND DUTIES

The appointment is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation.

This job description may be amended at any time following discussion between the head teacher and member of staff, and will be reviewed annually.

A PLANNING, TEACHING AND CLASS MANAGEMENT:

Teach allocated pupils by planning their teaching to achieve progression of learning through:

- identifying clear teaching objectives and specifying how they will be taught and assessed
- setting tasks which challenge pupils and ensure high levels of interest
- setting appropriate and demanding expectations
- understand the needs of disadvantaged children and how to meet their needs.
- setting clear targets, building on prior attainment
- identifying SEN or very able pupils and plan for their needs to allow them to make progress
- provide clear structures for lessons maintaining pace, motivation and challenge;
- understanding the 'barriers' to learning for disadvantaged children and planning for need;
- make effective use of assessment and ensure coverage of programmes of study;
- ensure effective teaching and best use of available time;
- monitor and intervene to ensure sound learning and discipline
- use a variety of teaching methods to:
 1. match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
 2. use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
 3. select appropriate learning resources and develop study skills through library, I.C.T. and other sources;
- ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
- evaluate their own teaching critically to improve effectiveness

B MONITORING, ASSESSMENT, RECORDING, REPORTING:

- assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
- give feedback, mark and monitor pupils' work and set targets for progress;
- assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving;
- be proactive and fully committed to pupil progress meetings to ensure all children are given the chance to 'catch-up' or thrive.
- prepare and present informative reports to parents;
- **BE FULLY COMMITTED TO OUR SAFEGUARDING POLICIES AND PROCEDURES AND BE ACTIVE IN REPORTING CONCERNS ABOUT A CHILD.**

C OTHER PROFESSIONAL REQUIREMENTS:

- have a working knowledge of teachers' professional duties and legal liabilities;
- operate at all times within the stated policies and practices of the school;
- establish effective working relationships and set a good example through their presentation and personal and professional conduct;
- endeavour to give every child the opportunity to reach their potential and meet high expectations;
- contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school;
- take responsibility for their own professional development and duties in relation to school policies and practices;
- liaise effectively with parents and governors.
- take on any additional responsibilities which might from time to time be determined.

This post will be subject to an enhanced disclosure from the DBS

Job/person Specification

	CRITERIA	Essential/desirable
Education and Qualification	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree • Evidence of recent professional development 	E E E
Teaching and Learning	<ul style="list-style-type: none"> • recent experience of teaching the primary age range and experience working in key stage. • strong phonic knowledge and teaching experience • the ability to use and apply effective assessment techniques • give children precise verbal and written feedback to help them make progress in learning • knowledge of, and the ability to use, comparative data together with information about pupils' prior attainment to establish benchmarks and set targets for improvement • ability to deploy a range of strategies for raising pupils' achievement • ability to develop effective partnerships with parents • ability to deploy a range of strategies which impact on raising standards through effective learning and teaching • ability and willingness to take on feedback to improve the learning experience for children • ability and confidence to use ICT effectively for management and to positively impact on teaching and learning 	E E E E E E E E E E
Skills and Abilities	<ul style="list-style-type: none"> • The ability to: • set high expectations and standards as a role model for pupils • develop productive working relationships at all levels • inspire and motivate pupils and staff • work as part of a team • when appropriate, plan and deliver relevant training/share good practice • seek advice and support where necessary • communicate and work effectively with all stakeholders and the wider community • prioritise, plan and organise specific tasks • sustain their successful teaching • think creatively • anticipate and solve problems • listen to, and understand the views of others • communicate effectively, orally and in writing (including the ability to use ICT), to a range of audiences • consult and negotiate to achieve specific objectives • contribute to team and 1:1 meetings where appropriate 	E E E E E E E E E E E E E E

	<ul style="list-style-type: none"> maintain good communication systems with the Head, Senior Leadership Team, other staff, Governors and parents 	E
Work Circumstances and Personal Qualities	<ul style="list-style-type: none"> ability to prioritise and manage own time effectively ability to work consistently to deadlines, setting and achieving challenging but realistic goals ability to accept guidance and support and take responsibility for own professional development Show a commitment to meet all the demands of the job, in line with current terms and conditions of employment show commitment to educational inclusion show a commitment to and an understanding of the diverse nature of the school and community have a commitment to their own work-life balance and personal wellbeing 	E E E E E E E E