



Teaching and Learning Lead

Candidate Pack



**BELMONT
ACADEMY**



Start Date: September 2023

Location: Erith

Welcome letter from our Deputy CEO

Belmont Academy are looking for an inspiring, innovative and passionate class-based Teaching and Learning Lead who will demonstrate teaching excellence and promote high quality teaching and learning outcomes for all of our pupils.

Belmont is a mainstream primary school in the London Borough of Bexley, with a virtual Resource Provision for pupils with a visual impairment, physical disability and/or medical need. The school converted to an academy in April 2019 and joined London South East Academies Trust.

Belmont Academy is a popular, oversubscribed school that serves a diverse and growing community. As a two-form entry school with a part-time Nursery provision for 26 pupils, the school was graded overall 'Good' with 'Outstanding' for Personal Development, Behaviour and Welfare in 2018 following an Ofsted inspection and continues to provide an exceptional learning experience to all of its pupils.

Belmont Academy can offer the successful candidate the opportunity to take on a leadership and class role within a supportive and welcoming environment, develop a wide range of new skills and experience within SEND along with training and expertise from London South East Academies Trust (LSEAT); this role will help build the right candidate into a successful highly skilled future senior leader. Our Lead Teacher will need:

- Experience of working as a middle leader or substantive experience within mainstream such that you are ready for that next step into middle leadership.
- The knowledge skills and understanding of curriculum and teaching and learning
- Highly effective interpersonal skills, with the ability to engage, influence and gain the commitment of all stakeholders to achieve the best outcomes for our children.

At Belmont Academy we can offer the successful candidate an opportunity to:

- Make a real difference to the lives of our children.
- Develop within a successful primary school and multi-academy Trust, working with other experienced middle and senior leaders.
- Work with and be supported by the Headteacher and Deputy Headteacher in this exciting and challenging role.
- Be part of a forward thinking dynamic team who are open to new ideas and ways of developing the school further
- Work within a school and Trust that is committed to staff wellbeing and actively support and promotes a positive work/life balance.
- Access to high quality CPD and the opportunity to develop skills

As part of London South East Academies Trust (LSEAT), the school benefits from the trust-based systems that have been successfully embedded as well as support, guidance and expertise.

London South East Academies Trust is a thriving multi-academy trust that prides itself on providing outstanding education and training for children and young people while supporting schools to retain their identity and community. The Trust has had sustained growth in the South East and its continued growth will add additional expertise, support and progression opportunities in the future.

Neil Miller
Deputy CEO



Staff Structure

DCEO

Trust Leadership Team

Headteacher

Senior Leadership Team

Deputy Headteacher

Assistant Headteacher
Inclusion

Middle Leadership Team

Teaching &
Learning Lead

Teaching &
Learning Lead

English Lead

Early Reading
Lead

Maths Lead

HLTA's/Cover
Supervisor

Class Teachers

Class Teachers

QTVI

School
Counsellor

Teaching
Support

Teaching
Support

Job Description

Job Title:	Teaching & Learning Lead – class-based
Salary:	MPS / UPS + TLR2
Contract type:	Permanent, Full-time
Reporting to:	Deputy Head Teacher

Belmont is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Offers of employment are subject to a satisfactory enhanced DBS disclosure and other employment checks. Belmont is committed to creating a diverse workforce and will consider all qualified applicants for employment.

Main Purpose:

The Teaching and Learning Lead will:

- Consistently demonstrate high quality, effective teaching practice through the planning and delivery of the school's curriculum securing high outcomes for all pupils.
- Lead by example to ensure outstanding quality first teaching and learning takes place across the school for their area of responsibility
- Lead either a core subject or foundation subject at an operational and strategic level across the school.

Qualities:

The Teaching and Learning Lead will:

- Build positive and respectful relationships across the school community
- Model excellent practice within their own teaching
- Be passionate, resilient and dynamic both within the classroom and when supporting others
- Understand the importance of working together as a team
- Uphold public trust in the school and maintain high standards of ethics, behaviour and professional conduct
- Serve in the best interests of the school's pupils.

Classroom Management and Organisation:

- Fulfil the professional responsibilities of a teacher, as set out in the Teachers' Professional Standards Document.
- Demonstrate quality first teaching through the effective delivery of the school's curriculum using a range of pedagogical approaches
- Actively promote inclusion for all pupils ensuring that the learning needs of all learners are met irrespective of their starting point.
- Create a well-ordered, calm environment that is stimulating and purposeful.
- Ensure that all equipment is organised and accessible to children so that it encourages independent learning.
- Follow the School's behavior policy to ensure good conduct and behavior of all children in the school.
- Maintain high expectations for all pupils in all aspects of their learning.
- Maintain assessment records as specified in the school's assessment policy.
- Effectively utilise teaching assistants and special needs support staff so that learning is maximised for all children.
- Consider the views of both pupils and parents and respond appropriately.

Job Description *continued*

Leading Teaching and Learning:

- Provide support to staff regarding teaching and learning, resources and planning across the curriculum within the area of responsibility;
- Monitor teaching and learning through learning walks, workbook reviews and talking with pupils and staff;
- Provide feedback to staff based on the above points to identify training needs and provide continuing professional development (CPD);
- Hold team meetings to keep staff informed of any developments or changes;
- Present to staff, senior leaders, governors and parents (if required) on the curriculum area;
- Coach and model team planning and teaching;
- Support teachers to make accurate assessments, manage internal and external moderation and complete moderation exercises where required;
- Ensure the school fulfils statutory duties regarding national assessments (where required).

Leading the Curriculum:

- Be responsible for a curriculum subject
- Regularly review the vision, aims and purpose of the curriculum area and feedback to Deputy Headteacher
- Contribute to the school's self-evaluation on the effectiveness of the curriculum area, its intent, implementation and impact
- Keep abreast of any national changes and implement them in a timely manner
- Liaise with teachers and senior leaders in the process of developing and implementing the curriculum area.
- Present to other stakeholders within the school and Trust.
- Establish and manage an appropriate system for assessing progress to ensure the curriculum content is reviewed and remembered and has a positive impact on pupils' learning experience.

Developing Self and Others:

- Support the induction of staff new to the school including ECT's and those being trained within the school;
- Be an excellent role model for both staff and pupils in terms of being reflective and demonstrating a desire to improve and learn;
- Take responsibility and accountability for identified areas of leadership, seeking training and continuing professional development to meet these needs;
- Work collaboratively with the Senior Leadership Team to provide effective professional development opportunities for staff including coaching, mentoring and training.
- Engage with appropriate training opportunities to promote professional effectiveness in the role;
- Lead performance management for identified staff in line with the Trust's performance management system.
- Keep up to date with local and national developments in education and curriculum area in particular.

School Culture and Behaviour:

Under the direction of the Headteacher and Deputy Headteacher:

- Create a culture where pupils experience a positive and enriching school experience
- Uphold educational standards in order to prepare pupils from all backgrounds for the next phase of education and life;
- Ensure a culture of professionalism;
- Encourage high standards of behaviour from pupils, built on rules and routines that are understood by staff and pupils and clearly demonstrated by all adults in school;
- Promote and model high expectations and aspirations for all pupils.

Job Description *continued*

Special Educational Needs and Disabilities (SEND):

Under the direction of the Inclusion Lead:

- Promote culture and practices that enables all pupils to access the curriculum area;
- Have ambitious expectations for all pupils with SEN and disabilities;
- Work effectively with parents, carers and professionals to identify additional needs and provide support and adaptation where appropriate;
- Make sure the school fulfils statutory duties regarding the SEND Code of Practice.

Entitlement:

The Headteacher, Trust and Governing Body are fully committed to ensuring the professional effectiveness of the Teaching and Learning Lead in this role through:

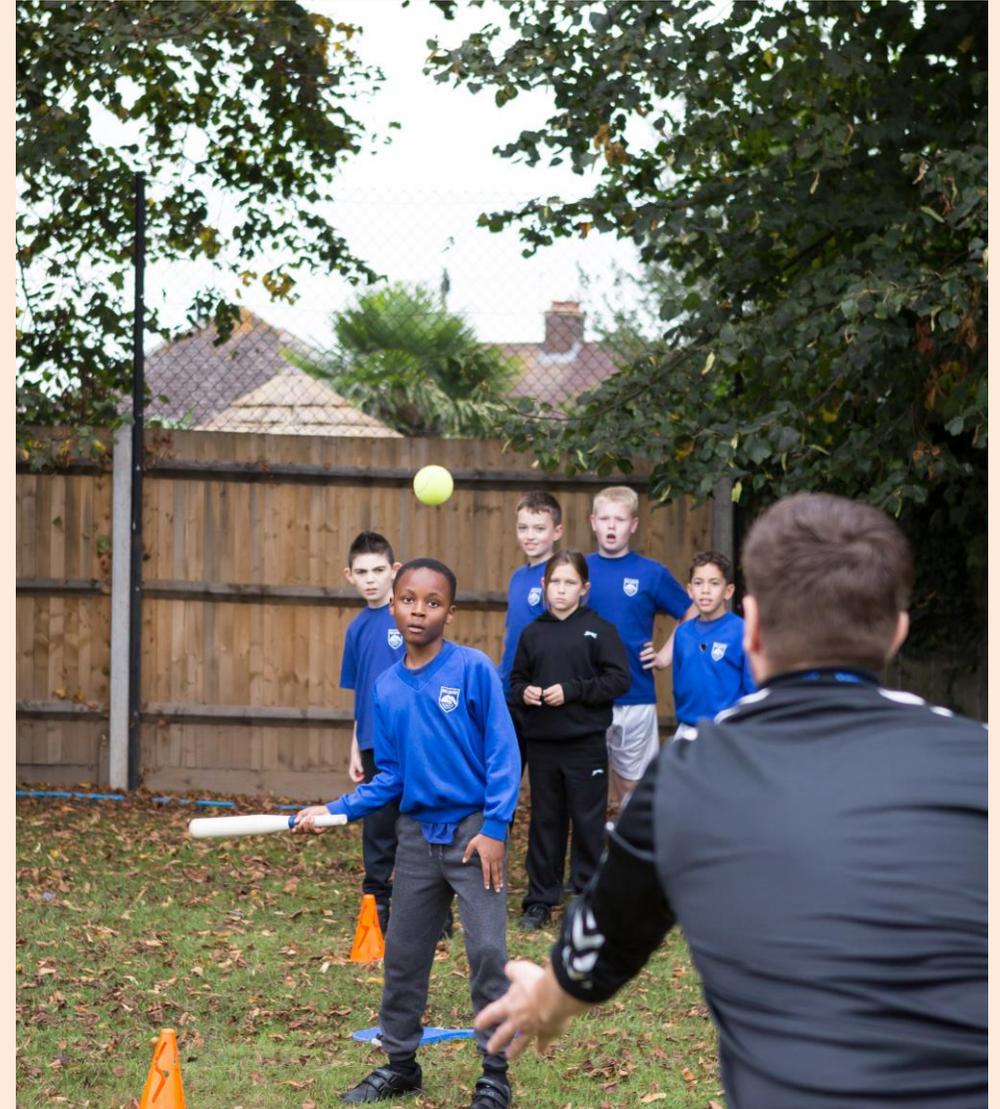
- The provision of regular leadership and management time in addition to PPA
- Support for the provision of professional development opportunities;
- Commitment to staff wellbeing, promotion of a positive home/work life balance.

The Teaching and Learning Lead will be required to safeguard and promote the welfare of the children and follow school policies and the staff code of conduct.

Other Areas of Responsibility:

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the Teaching and Learning Lead will carry out. The post-holder may be required to do other duties appropriate to the level of the role.

Belmont Academy is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership



Attributes	Essential	Desirable	Evidence
Education, Training and Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Honours Degree • Evidence of recent and relevant further professional development 	<ul style="list-style-type: none"> • Higher degree or NPQs or commitment to achieve NPQs or equivalent. 	<ul style="list-style-type: none"> • Application form • Certificates
Experience and Knowledge	<ul style="list-style-type: none"> • Excellent understanding of current trends, the National Curriculum and other policies in curriculum area • Middle Leadership Team experience in a mainstream primary school such as subject leadership • Evidence of continuing professional development • Successful teaching experience across a range of year groups to Include KS2. • Effective working with variety of stakeholders such as pupils, parents, governors and the wider community 	<ul style="list-style-type: none"> • Experience of SEND including physical, medical and Visual impairment 	<ul style="list-style-type: none"> • Application form • Reference
Skills and Abilities	<ul style="list-style-type: none"> • Outstanding classroom teacher and role model for others • An understanding of behaviour management strategies and excellent behaviour management skills based on a firm but empathetic approach with pupils • An understanding of SEND • Able to inspire, challenge and motivate others • Strategic planning and thinking • Anticipate problems, develop creative solutions • Set and achieve ambitious, challenging goals and targets for self and others • Listen to and reflect on feedback from others • Excellent presentation skills • High level of oral, written and ICT skills • Able to build and maintain positive relationships with individuals and groups • Prioritise, plan and organise self and others • Ability to reason, use data to analyse and make balanced judgements in a variety of situations 	<ul style="list-style-type: none"> • Use of Data including ability to analyse and form action plans • Ability to represent school at a local, regional and national level • Collaboration with others within and beyond the school 	<ul style="list-style-type: none"> • Application form • References • Interview • Specific tasks at interview (written task, discussion, presentation)
Drive and Ambition	<ul style="list-style-type: none"> • Ambitious for the school and self • Aligned to school ethos and values • Positive outlook and attitude • Genuine concern for the welfare of staff and pupils 		<ul style="list-style-type: none"> • Application form • References • Interview
Personal Qualities	<ul style="list-style-type: none"> • Able to work under pressure, high levels of resilience and manage own workload • Willing to accept the demands and challenges of the post and respond in a flexible manner • A strong sense of loyalty, integrity, enthusiasm and dynamism with a desire to work collaboratively within a team • A strong sense of professionalism, commitment to upholding standards and setting an appropriate example • Excellent attendance and punctuality • An understanding of and commitment to Belmont and LSEAT Trust policies 		<ul style="list-style-type: none"> • Application form • References • Interview

How to apply:

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form please contact:

Sue Gonzalez, Belmont Office Manager: susan.gonzalez@belmont.lseat.org.uk or 01322 432057.

Visits to the school are encouraged and can be arranged by contacting the school on the number shown above or via the general office email address: office@belmont.lseat.org.uk

Closing date: Monday 17th April 2023 at midday

Shortlisting: Tuesday 18th April

Interviews: week beginning 24th April 2023

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