

# ‘Every child flourishing.’



CLASS TEACHER RECRUITMENT PACK  
KEY STAGE 1 OR KEY STAGE 2

## FLOREAT STAFF SAY...

- ✓ 'Leadership opportunities from the moment you start your Floreat career.'
- ✓ '5 Inset Days before the children start in September allows the team to bond and establish a vibrant learning environment.'
- ✓ 'The leadership team always have your best interests at heart.'
- ✓ 'The chance to work for a thriving community of families.'
- ✓ 'It's a 5 minute walk from Earlsfield Train Station and then a 10 minute train to Waterloo. There's also a space for your car!'
- ✓ 'Easy transport links to great places to live e.g. Tooting, Clapham, Brixton, Putney, Balham, Wimbledon and Kingston.'
- ✓ 'Straightforward and efficient marking. This allows more time to focus on the next day of learning.'
- ✓ 'Everything is positive... the children are full of joy and are always very well behaved!'

And opportunities to be trained and led by...

Pie Corbett  
Founder of Talk4Writing



Janet Hilary  
Floreat CEO &  
a National Leader of Education



John Walker  
Founder of SoundsWrite



Please click on the photos above to find out about the inspiring people who you will work with!

# 'OUR SCHOOL IS FULL OF HAPPY HIGH ACHIEVERS!'



There is a **leader** in all of us. From the three year old taking their first steps into our inspirational Nursery to the new teachers who join us every year – everyone has a part to play at this school.

Our mission is to enable all children and staff to **flourish**. Your lively **creativity** will ensure that children flourish in your care. Floreat's **Calm School** ethos will enable you to grow dignified, learning-focused pupils who love school.

This is a wonderful opportunity for a **passionate** teacher. You will teach and lead learning in a **Key Stage 1 or Key Stage 2 Classroom**. This is your chance to shine!

You will also gain an opportunity to **showcase your teaching and learning skills** to other teachers and leaders who visit us from all over the UK.

Floreat parents are very supportive and willing to help in every way they can. Please click on the '**Ofsted Parent View**' logo below to find what our parents think!

Show us **determination**, **courage** and **spark** and we will do everything we can to ensure you are the very best teacher you can be. If you are excited to join the **dedicated** team at Floreat, then we'd love to hear from you. Come and meet us and see how we **serve**.

With warmest wishes,

Matthew Custance,

Headteacher

*Please click on the jigsaw!*





## RECRUITMENT TIMELINE

<p>Thursday 16th May or Monday 20th May. Times available: 7.30am, 11am or 4.30pm.</p>	<p><b>SCHOOL TOUR</b></p> <p>Please book yourself onto a 30 minute School Tour by emailing <a href="mailto:recruitment@wandsworth.floreat.org.uk">recruitment@wandsworth.floreat.org.uk</a></p> <p>Please state your name and your chosen tour date and time.</p>
<p>Monday 20<sup>th</sup> May @ 5pm</p>	<p><b>APPLICATION DEADLINE &amp; SHORTLISTING</b></p> <p>Deadline for submission of application form and covering letter. An application form can be found on the website. You can use the link below:</p> <p><a href="http://www.floreatwandsworth.org.uk/Vacancies">www.floreatwandsworth.org.uk/Vacancies</a></p> <p>Candidates will be informed of the outcome of shortlisting via a phone call and/or email. Please note that candidates may be informed of an interview invitation earlier than the advertised date.</p>
<p>Tuesday 21<sup>st</sup> May</p>	<p><b>INTERVIEW</b></p> <p>Interview day at Floreat Wandsworth</p>





## APPOINTMENT DETAILS

**Salary:** Main Pay Scale (Inner London)

**Teaching & Learning Responsibility (TLR) payments:** Available

**Job start:** September 2019

**Location:** Floreat Wandsworth Primary School, Earlsfield

**Contract type:** Full Time & Permanent **Reports to:** the Headteacher

## JOB DESCRIPTION – MAIN RESPONSIBILITIES

- To instil a culture of high expectations for behaviour and achievement of all pupils.
- To provide a highly stimulating classroom environment that supports children to flourish.
- To contribute to the effective working of the wider school.
- Role modelling of Floreat's core values of curiosity, honesty, perseverance, and service to others.
- To reach a consistently outstanding level of teaching every day. We will be there to support you!
- Maintain effective external relationships and communications with parents, teachers and the wider community.
- Effective use of data to report outcomes and plan effective interventions.
- Effective communication with your teaching assistant(s) to secure robust and efficient operational systems for the school day.

## JOB DESCRIPTION – TEACHING & LEARNING



- Plan and prepare highly effective lessons and learning experiences.
- Teach engaging and effective lessons that motivate, inspire and develop pupils' knowledge and character strengths.
- Use assessment very effectively, setting targets for pupils, monitoring progress and rapidly closing any gaps in attainment.
- Ensure that all students achieve nationally expected outcomes and that any with diagnosed SEND make outstanding progress.
- Communicate very effectively with parents, including termly reports so that they can support learning outside of school.
- Deliver family learning programmes that equip parents to take learning forward in all areas of the curriculum.
- Direct additional adults so that they add significant value to learning outcomes.
- Implement and adhere to Floreat's safeguarding policies, ensuring the health and well-being of pupils is maintained at all time.

## JOB DESCRIPTION – WHOLE SCHOOL & WIDER FLOREAT ROLES

- Role model Floreat's core virtues: curiosity, honesty, perseverance, and service to others.
- Engage in the school's appraisal system and professional development programme.
- Contribute to the development and implementation of policies, practices and procedures.
- Help support Floreat's family of schools across the Trust if required.
- Help develop a culture and ethos that is committed to high academic achievement and the development of good character.
- Undertake other duties as directed by the Senior Leadership Team.

# PERSON SPECIFICATION

## VIRTUES

- Proven ability to teach at a 'good plus' level within a **Key Stage 1 or 2 classroom**, including assessment and feedback.
- Proven ability to manage pupils in positive ways, maintaining a 'Calm School' and modelling dignity in every situation.
- Proven ability to lead your class with courage and integrity, basing decisions on securing the best outcomes for every child.
- Commitment to modelling Floreat's character virtues in order to grow these across the school community.
- Exceptional organisational skills including time management.
- Approach every school day with a sense of dedicated service to the children and families of Floreat Wandsworth Primary School.



## QUALIFICATIONS & EXPERIENCE

- Qualified to degree level or higher.
- Qualified to teach and work in the UK.

## OTHER

- Commitment to equality of opportunity and safeguarding and welfare of all pupils.
- This post is subject to an enhanced Disclosure and Barring Service check.





## OUR SHARED VISION



At Floreat we start with a simple idea: that education is as much about developing young people's **character** strengths and virtues as it is about developing their academic knowledge both through **core skills** and **knowledge learning**. Every parent wants their child to work hard and fulfil their academic and knowledge potential, but they also want them to master character virtues such as learning how to serve others, being perseverant, being creative and developing their leadership and teamwork skills.

Floreat Wandsworth will enable pupils to **flourish** by using the most effective academic programmes available, like phonics and a knowledge-rich curriculum, and by developing the character strengths that they need to live happy and successful lives.

### CHARACTER

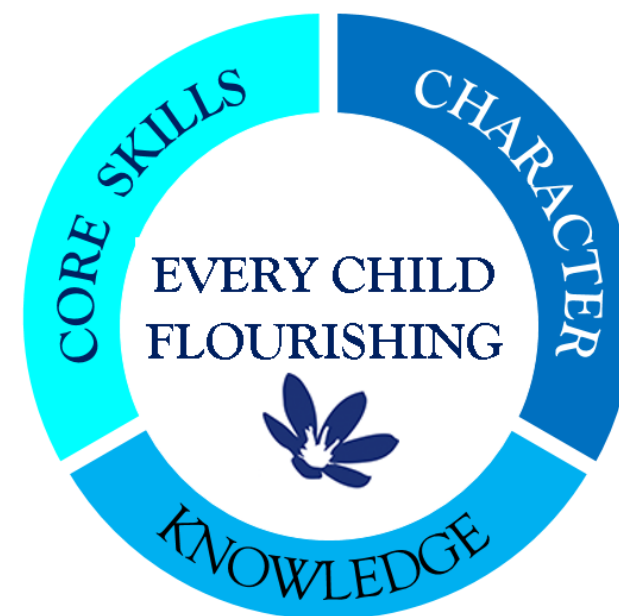
Pupils will master character virtues such as bravery, service, honesty and creativity.

### CORE SKILLS

Pupils will have confident and accomplished skills in English and Maths as well the ability to think creatively and critically.

### KNOWLEDGE

Pupils will have a deep knowledge and understanding of the essential facts about our world.





# SAFEGUARDING & SAFER RECRUITMENT – PART ONE

## EQUALITY & DIVERSITY

Floreat Education is committed to **eliminating discrimination** and **encouraging diversity** amongst our employees. We are proud of our diverse workforce and ensure that every employee feels respected and able to give their best.

We oppose all forms of unlawful and unfair discrimination. We are committed to providing equality and fairness for all in our recruitment and employment practices and not to discriminate on grounds of age, disability, gender reassignment, marriage/civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

## SAFER RECRUITMENT

Floreat is committed to safeguarding and promoting the welfare of children and young people in our schools. In order to meet this responsibility, our schools follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail on request.

## DISCLOSURE

Floreat requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment – this will depend upon the nature of the offence(s) and when they occurred.



## SAFEGUARDING & SAFER RECRUITMENT – PART TWO

### APPLICATION

Please complete the [application form](#) and send it, together with a [covering letter](#) of no more than 2 pages outlining why you are drawn to this position, to

[recruitment@wandsworth.floreat.org.uk](mailto:recruitment@wandsworth.floreat.org.uk)

or to

Mr Matthew Custance  
Floreat Wandsworth Primary School  
305 Garratt Lane  
London  
SW18 4EQ

### SHORTLISTING

Candidates meeting the criteria will be taken forward from application.

### INTERVIEW

Interviews will be held at Floreat Wandsworth Primary School.

### REFERENCE CHECKING

References will be taken up prior to interview unless you request otherwise.

### PROBATION

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides Floreat with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with pupils.

