BURTONWOOD C.P. SCHOOL



APPLICATION PACK

ROLE:	Class Teacher
START DATE:	September 2023
SALARY:	MPS - UPS, £28,000 - £43,685
CONTRACT:	Fixed Term – Maternity Cover

PART OF omega MULTI-ACADEMY TRUST



Burtonwood School encourages and nurtures children to learn to their fullest potential and enhance their skills in fun ways. This school gives us opportunities like no other."

Evie-May
Year 6 School Council

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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 CHAIR OF TRUSTEES

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

Yours faithfully



Andrew Bent
Chair of Trustees

MESSAGE FROM THE HEADTEACHER

Thank you for your interest in Burtonwood Community Primary School and this fantastic opportunity to join our happy, welcoming school.

Burtonwood Community Primary School is a one-form entry primary school in a semi-rural setting within the Warrington Borough. The school is close to the motorway network and easily accessible from many locations in North-West England.

We benefit from a recent, large-scale improvement to our traditional village school building; from extensive grounds, including our delightful forest area; and from investment in impressive computing resources and facilities, including a recently refurbished IT suite.

As a staff team, we are incredibly proud that Burtonwood Community Primary School has an excellent reputation in the local area. It was judged as 'Outstanding' in March 2017, and this currently remains the case following a Section 8 inspection in February 2022. As a strong and dedicated staff team, we continue our school improvement journey to provide an exceptional curriculum delivered through inspirational teaching and learning.

Our mission is to strive for excellence in all we do and to inspire young minds with a passion for lifelong learning and the skills and knowledge to achieve their potential and their dreams. Our 210 students sit at the very heart of this, together with our teachers and support staff, our parents and families, our governors and trustees. We are dedicated to giving the highest value to the wider curriculum and, to that end, we continually evaluate, refresh and enrich curriculum subjects and we invest in specialist teachers for music, art, dance and modern foreign language. The latter provides for students the benefits of expert professional teaching, in addition to supporting class teachers and subject leads well-being directly and very effectively.

We are one of six schools who are part of Omega Multi-Academy Trust, and we strive to be an employer of choice. Our philosophy is grounded in securing the highest professional standards and supporting and nurturing all our professionals with rich and purposeful professional development experiences, driven by the latest educational research. Colleagues benefit from strong collaboration and networking across the Trust, as well as from external professional development opportunities, to achieve their full potential and develop fully in their careers. As a school, staff value this and remain with us to progress.

In joining Omega Multi-Academy Trust you will be part of 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 this is a wonderful opportunity.

Yours faithfully



Heather Muttock
Headteacher

JOB DESCRIPTION

Academy: Burtonwood Community Primary School

Job Title: Class teacher

Grade: MPS – UPS, £28,000 - £43,685

Contract type: Fixed term to cover maternity leave

Accountable to: Headteacher

Start date: September 2023

Closing date: Thursday 28th April

PURPOSE

We seek someone who shares our vision and values and has the passion and commitment to promote a culture and ethos wherein all pupils are able to achieve and have their achievements recognised.

The successful candidate will be a passionate and hard working teacher who can offer:

- an innovative and creative flair
- the learner at the centre of their vision
- excellent classroom practice
- the ability to motivate, challenge and be challenged

General duties

- Continuously meet at least the minimum standards outlined in the DfE's 'Teachers' Standards'.
- 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.
- Lead one or more curriculum subjects, if required to do so.
- Take responsibility for completing 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.

Teaching

Set high expectations which inspire, motivate and challenge pupils by:

- Establishing a safe and stimulating environment for pupils, rooted in mutual respect.
- Setting goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.
- Demonstrating consistently the positive attitudes, values and behaviour which are expected of pupils.
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- Setting goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.
- Demonstrating consistently the positive attitudes, values and behaviour which are expected of pupils.

Promote good progress and outcomes for pupils by:

- Being accountable for pupils' attainment, progress and outcomes.
- Being aware of pupils' capabilities and prior knowledge, and planning teaching to build on these.
- Guiding pupils to reflect on the progress they have made and their emerging needs.
- Demonstrating knowledge and understanding of how pupils learn and how this impacts teaching.
- Encouraging pupils to take a responsible and conscientious attitude to their own work and study.

Demonstrate good subject and curriculum knowledge by:

- Having a secure knowledge of the relevant subjects and curriculum areas, fostering and maintaining pupils' interest in the subject, and addressing misunderstandings.
- Demonstrating a critical understanding of developments in the subject and curriculum areas, and promoting the value of scholarship.
- Demonstrating a clear understanding of systematic synthetic phonics for early reading.
- Demonstrating an understanding of and taking responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject.
- Demonstrating a clear understanding of appropriate teaching strategies for early math's.

Plan and teach well-structured lessons by:

- Imparting knowledge and developing understanding through effective use of lesson time.
- Promoting a love of learning and children's intellectual curiosity.
- Setting homework and planning other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired.
- Reflecting systematically on the effectiveness of lessons and approaches to teaching.
- Contributing to the design and provision of an engaging curriculum within the relevant subject areas.

Adapt teaching to respond to the strengths and needs of all pupils by:

- Knowing when and how to adapt teaching appropriately, using approaches which enable all pupils to be taught effectively.
- Having a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these.
- Demonstrating an awareness of the physical, social and intellectual development of children, and knowing how to adapt teaching to support pupils' education at different stages of development.
- Having a clear understanding of the needs of all pupils, including pupils with SEND, pupils of high ability and pupils with EAL, and be able to use and evaluate personalised teaching approaches to engage and support them.

Make accurate and productive use of assessment by:

- Knowing and understanding how to assess the relevant subject and curriculum areas, including statutory assessment requirements.
- Making use of formative and summative assessment to monitor pupils' progress.
- Using relevant data to monitor progress, set targets, and plan subsequent lessons.
- Giving pupils regular feedback, both orally and through accurate marking, and encouraging pupils to respond to the feedback.

Manage behaviour effectively to ensure a good and safe learning environment by:

- Having clear rules and routines for behaviour in classrooms and taking responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.
- Having high expectations of behaviour and establishing a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly, in line with the behaviour policy
- Managing classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them.
- Maintaining good relationships with pupils, exercising appropriate authority, and acting decisively when necessary.

Fulfil wider professional responsibilities by:

- Making a positive contribution to the wider life and ethos of the school.
- Developing effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Deploying support staff effectively.
- Taking responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Communicating effectively with parents with regard to pupils' achievements and wellbeing.

Personal and professional conduct

Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Having regard for the need to safeguard pupils' wellbeing, in accordance with statutory provisions.
- Showing tolerance of and respect for the rights of others.
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
- Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards in attendance and punctuality.
- Have an understanding of, and always act within, the statutory frameworks which set out teachers' professional duties and responsibilities

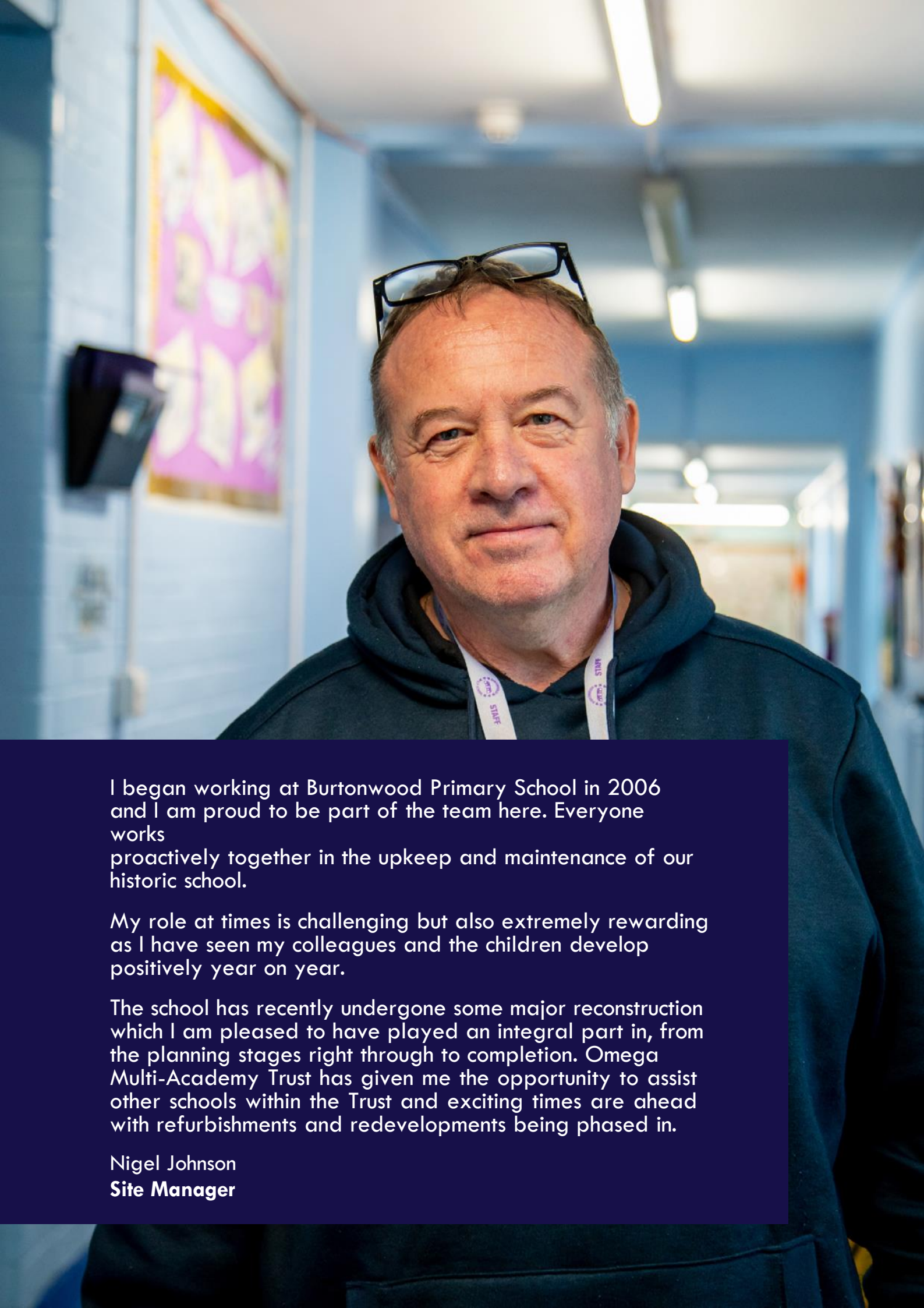
Organisation

- 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 reasonable 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.



I began working at Burtonwood Primary School in 2006 and I am proud to be part of the team here. Everyone works
proactively together in the upkeep and maintenance of our historic school.

My role at times is challenging but also extremely rewarding as I have seen my colleagues and the children develop positively year on year.

The school has recently undergone some major reconstruction which I am pleased to have played an integral part in, from the planning stages right through to completion. Omega Multi-Academy Trust has given me the opportunity to assist other schools within the Trust and exciting times are ahead with refurbishments and redevelopments being phased in.

Nigel Johnson
Site Manager

PERSON SPECIFICATION

Academy: Burtonwood Community Primary School

Job Title: Class Teacher (Maternity Cover)

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.

	QUALIFICATIONS	
E	Qualified Teacher Status	A
E	A 2:1 or above degree in their subject area or a related subject.	A
D	A postgraduate qualification, e.g. a master's degree.	A
E	A first aid certificate.	A
E	A driving licence.	A

	SKILLS AND EXPERIENCE	
E	Organising and participating in extracurricular activities.	A/I
E	Conducting assessments, keeping records and producing reports on pupils.	A/I
E	Implementing safeguarding procedures in schools.	A/I
D	At least two years of experience teaching within a school environment or, for early career teachers, work or voluntary experience in a comparable environment.	A/I
D	Experience leading a subject.	A/I
D	Experience teaching pupils with additional needs and EAL.	A/I

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

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

ADDITIONAL FACTORS		
E	Dedicated to promoting their professional development, and that of others.	A/I
E	Able to promote good behaviour consistently.	A/I
E	Able to plan and take control of situations.	A/I
E	Committed to contributing to the wider school and its community.	A/I
E	Able to effectively promote the school's ethos and vision.	A/I
E	Capable of handling a demanding workload and successfully prioritising work	A/I
E	Professionally assertive and clear thinking.	A/I
E	Able to work flexibly, attending morning and evening meetings, in addition to managing a demanding workload.	A/I
E	Committed to the value and promotion of their subject.	A/I

PRE-EMPLOYMENT CHECKS		
E	Positive recommendation from all referees, including current employer	R
E	An Enhanced DBS Clearance post appointment	N/A

Application Form and Supporting Statement

- The 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.

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 discuss this role with the Headteacher or organise a visit to our school, then please email office@burtonwoodcp.co.uk with your request and we will coordinate a mutually convenient date and time to visit.
- Download and complete the Omega Multi-Academy Trust application form from our website.
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. 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 Burtonwood Community Primary School. CVs cannot be accepted.
- The 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.
- Email completed application forms to 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.

TIMETABLE FOR THE SELECTION PROCESS

Closing date for applications: 28th April 2023
Start date: September 2023



I have worked at Burtonwood Community Primary School all my teaching career, starting as an NQT and now in my role as Deputy Headteacher. I have had the privilege, in all my roles, to work in an exciting learning community focussing on excellence and enjoyment.

Our team of dedicated and passionate staff provide high quality learning experiences in a safe and secure environment which encourages all children to strive. We celebrate the success of all within our school and empower all to be the best we can be. Being part of Burtonwood CP is a great honour and I am proud to be part of such a supportive, caring and driven team.

Sarah Ignatius
Deputy Headteacher

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 our Trust. This is a gateway to a huge range of exciting benefits, including an Employee Assistance Programme. There is 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

STAFF WELLBEING & BENEFITS



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.



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



Legal, money advice and personal support and guidance.



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.

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