



TEACHER INFORMATION PACK



Kendal Close, Reigate, Surrey, RH2 0LR

Tel 01737 761254

info@wray-common.surrey.sch.uk



part of **GREENSAND** multi-academy trust

CONTENTS

Letter from Headteacher

The Wray Common Way

We Can Offer You...

Our Explorers

Are you...?

Person Specification

Job Description

Application and Selection Process



"Wray Common has been an excellent start to my teaching career. I feel very lucky to work in a school with high expectations of its staff and children. When meeting other teachers, I am aware of the rigour, support and excellent learning opportunities that we have. It is inspiring to be surrounded by staff members who have the same passion for education."

from anonymous staff questionnaire

6th May 2021

Dear Candidate

I am delighted that your interest in being a teacher here at Wray Common has taken you this far.

The staff and governors of Wray Common have a united passion for developing a genuine community school which provides an education of such quality that the children exiting our doors in Year 6 leave with significantly better life chances than when they first entered - and we are making this a reality for them.

We take pride in placing children at the heart of everything we do and celebrate the fact that our children are all different, special, valued and safe, while learning and succeeding. We believe that all children should experience outstanding learning opportunities that will encourage them to grow socially and personally. Our children are looking for a teacher who will provide care and challenge of such quality that their current enjoyment and achievement at Wray Common will be yet further enhanced.

A large, friendly and innovative school, Wray Common is highly respected by parents, children and staff. With quality of teaching and learning as our focus - we pride ourselves in our ability to develop teachers at all levels, investing heavily in coaching, teacher-led research and other professional development opportunities as appropriate to the individual. The Teacher Development Trust has evidenced "a very strong culture of peer support in the school, with high levels of trust" and the Local Authority rates our NQT training programme as "outstanding".

This level of trust, collaboration and support can also be seen in our work with our partner schools within the Greensand Multi-academy Trust of which we are a founder member. We are a group of like-minded local schools working together to enrich children's lives and to create exceptional developmental opportunities for all our staff.

This position is suitable for anyone with the passion and ability to inspire our children. A welcome package or relocation support may be applicable. For a candidate with relevant experience and expertise, a leadership TLR is possible.

I have tried to give you a flavour of our school in this application pack, but to find out more and to satisfy yourself that this is the right school for you, please do contact the school office - recruitment@wray-common.surrey.sch.uk - to arrange a visit to the school or an informal chat. A look at our weekly Newsletter on our website should also be informative. Please complete and return your application ASAP to f.dyer@reigate-school.surrey.sch.uk - applications will be considered upon receipt.

Yours sincerely

Lloyd Murphy
Headteacher



Wray Common will provide an education of such quality that every child will leave the school with better life chances than

THE WRAY COMMON WAY

WRAY COMMON WAY

The *Wray Common Way* came out of a Strategic Review we started last May and have now completed. The core part of this Review was to ask ourselves: *What is Wray Common Primary School about....* and more importantly *what do we want to be about moving forward?* ...so that the Wray Common community - staff, Governors, children and parents all share a common understanding of what we're trying to achieve and what is special about us as a local community school. This is what Wray Common is about - this is us. This also provides a blueprint, a foundation upon which future decisions and priorities need to be based. The *Wray Common Way* will be visible to everyone and we will live and breathe it, so that every child who exits this school leaves with better life chances than when they first entered.

PROGRESS and STANDARDS

Regardless of background, challenge or need, our mission is to ensure that *every child* makes substantial and sustained progress while at Wray Common. We make no apologies for placing Reading, Writing and Maths at the core of our curriculum. Our publicly shared results at the end of the last academic year were the best results Wray Common has ever achieved. But we also strive for excellence in all curriculum areas - examples of this commitment would include our now sustainable high quality swimming provision which is resulting in the vast majority of our children achieving the Year 6 national expectations by the end of Year 2, and our extension of specialist music teaching this year into Year 2 ensuring a continued development of our excellent music provision.

CAPTURE LEARNING

A key aim is to get children to be active in their own learning - often physically active, yes, but also in their mind. Wray Common is about developing children who are active in their learning, not passive; Wray Common children CAPTURE learning. They take ownership of their own progress, of their own standards by Collaborating, by Asking, by Persevering, by Thinking, by Using what they know, by Reflecting and by Exploring. If the children are successful at these, they will progress well and importantly, they will develop the skills, attitudes and behaviours which will support them in making continued progress - beyond the walls of Wray Common into secondary schools and even further. It should be noted that Wray Common has always developed lifelong learners, with our 6Rs being a key vehicle for this. We feel that our CAPTURE model better reflects our active approach to learning at Wray Common and supports and challenges children to take greater ownership of their own learning. Our CAPTURE model is about what we do already, but doing it even better.

DEMONSTRATE VALUES

As part of the Strategic Review, we asked ourselves whether our Wray Common Values should remain at the core of what we're about. The answer was a resounding yes - absolutely. Our Wray Common Values are immersed in everything we do. While we always utilise opportunities throughout our curriculum to teach children about these Values, we as a community of adults, we as a community of role models, demonstrate these Values by leading our lives the way we do, so that children develop a positive habit of thought, a positive habit of interaction and a positive habit of behaviour and respect. Through a questionnaire, we gathered your views during the Summer Term about which Values you feel are most important. Your responses were very much in line with what we already have. However, there was one new value that had such support and I think is of such importance, that we have added to it our list - Justice.

WRAY COMMON CITIZENS

Demonstrating Values leads smoothly onto our last sail - Wray Common Citizens. As well as demonstrating values, we want children to be a CLASS act, we want Wray Common to be a CLASS act. We want everyone to: Contribute to society; Look after the environment; Aspire to be the best we can be; Stand up for what is right and Seek solutions.

WRAY COMMON GUARANTEES

To complete our "Wray Common Way", we have established a set of guarantees for every child - because this is Wray Common - this is no ordinary school - this is what we're about. We have made this bold move to ensure that what we have decided is important for our children, actually happens and continues to happen.

CONCLUSION

Wray Common Primary School is and will continue to be a high performing academic school. But it is and will continue to be much more than this. Wray Common is: a series of memorable experiences; a community of care and support, and a home for all to learn and succeed. This is *our* way, this is the *Wray Common Way*.

We can offer you

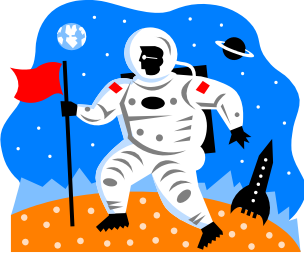
- A child-centred culture
- A happy and welcoming environment
- Children who really enjoy learning and school life
- A highly inclusive ethos
- A creative curriculum across the whole school
- High quality teacher and leadership development
- A team approach
- Inspirational INSET
- Challenges – and support
- A place where everyone is valued
- A place where confidence is built
- A passionate, grounded and driven leadership team

OUR EXPLORERS



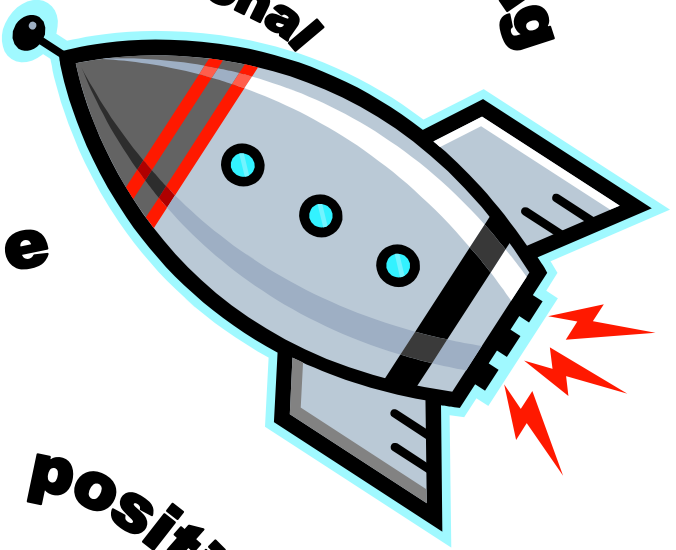
Are you ...?

inspirational/



engaging

motivational



challenging

creative

positive

passionate

supportive



**Explore the Possibilities
Change Lives**

Person Specification – Class Teacher, Wray Common Primary School

We are committed to safeguarding and promoting the welfare of our children and the successful candidate will be required to undertake an enhanced DBS (formerly CRB) check.

At Wray Common we expect teachers to make the education of children their first concern and be accountable for achieving the highest possible standards in work and conduct. Wray Common teachers act with honesty and integrity, have strong subject knowledge, keep their knowledge and skills up to date, are self-critical, forge positive professional relationships and work with parents in the best interests of their children.

- ✓ **Caring** (towards children and adults, empathetic, rapport, nurturing, positive, sincere, fun)
- ✓ **Reflective Learner** (looking back, learning, adapting, improving, looking forward)
- ✓ **Initiative** (creative, think outside of the box, calculated risk-taker, instigator)
- ✓ **Resilient** (strong core/moral purpose/self-motivation/achiever, integrity, optimistic, able to deal with conflict, children before the adults, unpopular if necessary)
- ✓ **Inspirational** (enthusiastic, engaging, passionate, motivational, positive)
- ✓ **Aspirational** (re self, school and children – high expectations, barrier breaker, potential for success for all)
- ✓ **Organised** (efficient, prioritise, juggle well, organise self and others)
- ✓ **Rigorous** (particularly re high priority areas, clinical, challenging, analytical, impact/outcome orientated)
- ✓ **Collaborative** (sensitive, team-player, flexible, conscious of different personalities, see others points of view)
- ✓ **Sense of urgency** (doesn't unnecessarily mess about, prevaricate, or accept excuses/status quo, decisive, follow-up agreed action, focused on priorities)

while able to demonstrate...

- ✓ **Strong T&L knowledge** (as teacher and as leader (if appropriate), evidence of accelerating progress, spot key gaps/weaknesses/next steps re children's learning)
- ✓ **Good judgement** (considered, can think on-the-spot, weigh up range of evidence/different points of view, makes right decision/conclusions)
- ✓ **Appropriate experience and qualifications** (Qualified Teacher Status)

WRAY COMMON PRIMARY SCHOOL JOB PROFILE

NAME

START DATE
REVIEW DATE

TITLE

JOB PURPOSE



KEY Accountabilities:

- A. Strategic Direction and Development
- B. Teaching and Learning
- C. Leading and Managing Staff
- D. Efficient and Effective Deployment of Staff and Resources

ACCOUNTABLE TO

ACCOUNTABLE FOR

CLASS TEACHER

Wray Common Primary School has 16 classes –

The job holder will

- carry out the functions and duties of a teacher in accordance with the stated vision, aims and policies of the school, taking responsibility for a class of children in order to promote effective learning for these pupils.
- support the Headteacher in providing the vision and leadership to create, maintain and develop the conditions which enable effective learning and teaching through a rich and diverse curriculum.

This job profile recognises the requirements of the current School Teachers' Pay and Conditions Document and reflects the vision, aims and policies established by the governors of the school.

- A To assist in the review, development and support for the school purposes, objectives and policies with a view to promoting continuous improvement in quality throughout the school.
- B To plan, prepare, teach, record and report according to the policies and practices of the school.
To review and develop strategies to support the learning needs of all pupils in the class, including those children with Special Educational Needs.
To implement all agreed school policies.
- C To assist in the deployment and facilitate the development of human resources (where appropriate) to implement the strategies and policies of the school.
- D To develop, maintain, monitor and control those elements of the financial and physical resources appertaining to the class.

Senior Leadership Team

Support staff where appropriate

KEY Tasks:

A. Strategic Direction and Development

- To act as a role model in developing positive relationships with pupils, staff, parents, governors, relevant agencies and the community to secure support for the school and its aims.
- To contribute to strategic planning and the review of school policies, aims and purposes.
- To carry out specified actions required by the priorities of the School Improvement Plan. Where appropriate to do so work in a collaborative team with other colleagues – including a School Improvement Team.
- To contribute to the annual programme of school self evaluation.

B. Teaching and Learning

- To ensure that the statutory requirements for the curriculum are met by all pupils and that the curriculum provided and delivered is appropriate to the needs of all.
- To set and assess appropriate pupil learning and to record the results in accordance with the school's assessment and marking policies so as to ensure that appropriate standards and needs are being met and that the school may satisfy a range of audit procedures, including OFSTED inspection.
- Where appropriate to do so planning should take place in collaboration with other staff.
- To be collectively responsible with all other staff for ensuring the implementation of the five principles of Every Child Matters.

C. Leading and Managing Staff

- To plan, allocate and evaluate the work of TAs and other support staff so as to maximise effective learning by all pupils.
- To ensure the classroom is a stimulating and well organised learning environment.

D. Efficient and Effective Deployment of Staff and Resources

- To monitor and control the classroom and associated resources so as to create a positive learning environment.
- To manage resources related to an aspect of the curriculum as specified by the Headteacher.
- To exploit the opportunities to use ICT to support learning. Ensure ICT equipment within the classroom is clean and available for access by all learners.
- To evaluate the use of resources in the classroom in order to maximise the impact on pupil progress.
- To undertake continual professional development in order to enhance your role as a teacher at Wray Common Primary School.

E. Safeguarding

- To ensure that safeguarding mindset, practice and procedures are consistently followed in line with school policies

THE APPLICATION AND SELECTION PROCESS



Making your application

In writing your supporting statement as part of your application, please answer, in no more than 1200 words and in no more than two sides of A4, the following questions:

Why are you interested in the role?

What experiences, skills and qualities make you suitable for the role?

How do you envisage bringing the role to life?

Your answers can be expressed in any format; they do not need to be continuous prose. You do not need to include anything else in your supporting statement.

Please note that it is essential that your current or most recent headteacher is a referee.

Selection Process

Applications considered upon receipt, including an interview process as appropriate

Safeguarding Recruitment Statement

Wray Common Primary School has a commitment to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. The post is subject to an Enhanced DBS check.