



**TORRIANO**  
PRIMARY SCHOOL

Brecknock and Torriano Schools Federation  
Class Teacher September 2024



Torriano Primary School. Torriano Avenue, London, NW5 2SJ  
Ph. 020 7424 0202 Email. [admin@torriano.camden.sch.uk](mailto:admin@torriano.camden.sch.uk)

Vacancy for Class Teacher – Torriano Primary School, with potential for middle leadership, ECTs welcome

To start: September 2024

Contract type: Permanent Full Time

Salary: Main Pay Scale / UPS



The Executive Headteacher and Governing Body of the Brecknock and Torriano Federation are seeking to appoint a dedicated and dynamic class teacher to join our team; the successful candidate will work at Torriano Primary School. We require an excellent teacher who is passionate about improving the life chances of the children in our community. The successful candidate will be a committed team player, determined to make a positive difference.

Torriano is a happy, ambitious and inclusive school, serving a vibrant and diverse community. As a Rights Respecting school, children's rights and active citizenship are placed at the core of our ethos and values. We are committed to being an anti-racist organisation, promoting racial and gender equality. We believe in a diverse staff body to truly reflect our community and enrich our children's educational experiences. Since September 2022, Brecknock and Torriano have been in a hard federation, both schools share a vision to ensure that children achieve the highest standards academically and socially. They are taught in a way which challenges their thinking, simulates their interests and promotes active citizenship. We are excited to have been appointed as the EEF North London Alliance Research School in September 2023, providing local and regional support to use evidence to improve teaching practice and educational outcomes for children.

We offer:

- Enthusiastic, hardworking and responsive children who love learning.
- Passionate, caring and dedicated staff.
- The opportunity to work in a Gold Rights Respecting school, with a deep commitment to global education.
- The opportunity to work within a federation, as part of a dynamic professional learning community and benefit from our instructional coaching offer.
- A commitment to staff development and evidence-based practice with excellent curriculum CPD opportunities within a federation and Research School training offer.
- Engagement with Camden Learning and other national networks, e.g. Teaching For Mastery in Mathematics with NCETM, Voice 21 for Oracy, STEAM, Enthuse Partnership, STEM Learning and Crick Institute partnerships
- A caring school with a commitment to the DfE Education Staff Wellbeing Charter and a flexible working strategy focused on work-life balance.
- A member of the Camden Anti-Racist Hub, focusing on decolonising the curriculum and deficit thinking.
- A strong commitment to the arts working with Artists in Residents and performing arts experts across the partnership.



In return we ask for someone who is /has:

- An ambitious, flexible classroom practitioner
- Able to inspire and motivate pupils and colleagues
- Committed to obtaining high standards of achievement and behaviour
- Vision, energy and enthusiasm for making learning exciting
- Committed to your own professional development and the development of others



Visits to the school are encouraged and welcome by appointment. Please contact the School Office to arrange a time on: 0207 424 0202 [admin@torriano.camden.sch.uk](mailto:admin@torriano.camden.sch.uk)

To apply for the post please complete the online application via the TES website <https://www.tes.com/jobs/> or by requesting an application directly from the school.

Closing date for applications: Friday 1<sup>st</sup> March

Shortlisting: Tuesday 5<sup>th</sup> March (only shortlisted candidates will be notified)

Interviews: Week of 11<sup>th</sup> March

The Brecknock and Torriano Schools Federation is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. All posts are subject to an enhanced DBS check, satisfactory references and proof of legal working in accordance with the Asylum and Immigration Act 1996. The school is committed to the principles of equal opportunities for all in terms of service provision and employment. In line with KCSIE 2022 and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. The online search is part of our safeguarding checks and will seek publicly available information on candidates' suitability to work with children.

## **JOB DESCRIPTION**

Post Title: Class Teacher  
Level: Mainscale / UPS  
Salary: M1-M6 / UPS  
Responsible to: All staff are responsible to the Head of School and Executive Headteacher  
Your immediate teaching responsibility is to the relevant Leader of Learning  
Responsible for: Own Teaching Assistant and any other relevant support staff.

### **Generic responsibilities**

1. Knowledge and Understanding
  - a) Demonstrate a thorough and up-to-date knowledge of primary teaching and the Early Years framework and take account of the wider curriculum developments that are relevant to your teaching and learning.
  - b) Demonstrate an understanding of speech, language and communication needs and their impact on a child's learning and access to the curriculum.
2. Teaching and Assessment
  - a) Demonstrate that you consistently and effectively plan lessons to meet individual learning needs and to include cross-curricular learning experiences.
  - b) Demonstrate that you consistently and effectively use a range of appropriate strategies for effective teaching, learning and classroom management, including the use of IT to support and engage learners at school and at home.
  - c) Demonstrate that you consistently and effectively use information about prior attainment to set appropriate high expectations for pupils, monitor progress and give clear and constructive feedback.
3. Pupil Progress
  - a) Demonstrate that, as a result of your teaching, your pupils achieve well relative to their prior attainment, making progress as good or better than pupils nationally.
4. Wider Professional Effectiveness
  - a) Take responsibility for your professional development and use outcomes to improve your teaching and pupils' learning.
  - b) Make an active contribution to the policies and aspirations of the school.
5. Professional Characteristics
  - a) Demonstrate that you are an effective professional who challenges and supports pupils to do their best.
  - b) Inspire trust and confidence in pupils, colleagues and parents.
  - c) Build team commitment.
  - d) Engage and motivate pupils.
  - e) Use analytical thinking to take positive action to improve the quality of learning for all pupils.

## Principal Accountabilities

The teacher will work within the framework of:

- national legislation, including School Teachers' Pay & Conditions;
- school policies and guidelines on the curriculum and school organisation;
- LA policies and guidelines, in particular those relating to curricular aims and principles and to race and gender equality

The teacher will

- support the school's aims and vision.
- Work as part of a team to plan, implement and assess the curriculum, in line with school policy and practice

## PERSON SPECIFICATION

The candidates are required to address the selection criteria in their letter of application. Candidates must show evidence of the following criteria which will be used as part of the selection procedure:

Category	Essential
Qualification and Experience.	<ul style="list-style-type: none"><li>• QTS and evidence of appropriate subsequent in-service training</li><li>• Up to date experience, knowledge and understanding of good practice in KS1</li></ul>
Knowledge and Understanding.	<ul style="list-style-type: none"><li>• Good knowledge of the National Curriculum and of promoting the social, moral, spiritual and cultural development for all pupils</li><li>• Knowledge and understanding of the Early Years framework to support transition into Key Stage 1</li><li>• Knowledge and understanding of Early Reading and Systematic Synthetic Phonics and Early Number</li><li>• Knowledge and understanding of teaching children who are learning English as an additional language and of children with SEN within a mainstream classroom</li><li>• Knowledge of a range of effective strategies for inspiring and motivating pupils to achieve their full potential.</li><li>• An understanding of speech, language and communication needs and their impact on a child's learning and access to the curriculum.</li></ul>
Skills and Abilities	<ul style="list-style-type: none"><li>• Proven track record of good teaching</li><li>• Ability to work effectively as a team member and make a contribution to the overall development of this school</li><li>• Ability to work on own initiative, organise personal workload and meet agreed deadlines.</li><li>• Ability to communicate effectively with pupils, staff, parents and the wider community</li><li>• Ability to learn and grow professionally and commit to your own professional development</li></ul>

Personal Qualities	<ul style="list-style-type: none"> <li>• Commitment to the school's CPD opportunities, and own personal development</li> </ul>
Equality Policies	<ul style="list-style-type: none"> <li>• Commitment to implementing the school policies on race, gender, disability and equality both in the curriculum and the school organisation</li> </ul>

## SELECTION PROCESS

### Application Deadline

Completed application forms must be **received by 9.00 am on Friday 1<sup>st</sup> March 2024**

To do this:

Apply online at TES <https://www.tes.com/jobs/>, Camden Learning <https://camdenlearning.org.uk/jobs/>

Or request an application directly from the school.

### Completing Your Application

Candidates are asked to complete all the standard information required on the application form addressing all of the essential criteria on the person specification in turn. Reference should also be made to any of the desirable criteria.

### Visits

Visits to the school are encouraged and welcome by appointment. Please contact the School Office to arrange a time on:

Torriano: 0207 424 0202 [admin@torriano.camden.sch.uk](mailto:admin@torriano.camden.sch.uk)

Brecknock: 020 7485 6334 [admin@brecknock.camden.sch.uk](mailto:admin@brecknock.camden.sch.uk)

### References

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are notified of the need to respond within the timescale set.

### Safeguarding

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

The post will be offered subject to satisfactory completion of pre-employment checks.

### Interview Process

In order to make our recruitment process as effective as possible, we will follow the procedure outlined below:

- All candidates are asked to prepare a **30-minute lesson** which will be observed. The focus and year group will be provided once shortlisted. A whole lesson does not need to be compressed into 30 minutes - the focus of this will be on candidates' skills when working with pupils – such as delivering direct instruction, modelling, pace, questioning, the facilitation of learning behaviours, pupil engagement and classroom management skills.
- Following this, there will be a panel interview (lasting approximately 30 minutes), including a discussion about the observed lesson.



From: "mm/yy"	To: "mm/yy"	FT/PT	Employer's name and address	Job title, brief description of duties and reason for leaving

**PART C EDUCATION, QUALIFICATIONS AND TRAINING**

Please give brief details of courses attended and examination results.

Secondary, further and professional education and qualifications

Education establishment attended	Date	Examination/Results

Other training courses attended (including short, in-service training)

Course title, level, results (if appropriate)	Date

Membership of professional bodies (including registration numbers)

(Teachers only) DfES no:		(Social Workers only) GSCC registration no :	
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**EXPERIENCE/RELEVANT SKILLS/FURTHER INFORMATION**

Please state how your experience, skills, abilities and achievements to date would make you a suitable candidate for this post. Include details of any relevant unpaid or voluntary work. Please continue/attach a separate sheet if necessary.

[Empty box for candidate response]

**PART D REFERENCES**

Personal references will not be accepted.

We will approach your last two employers, or your employers for the last five years (whichever is the longer), for references. Please provide contact details for all referees as required, one of which must be your current employer.

If you have not been employed, please give the name of the head of education or training establishment and/or the manager of a voluntary group for whom you have worked.

A referee will normally be approached when/if a conditional offer is made.

Name :		Job Title:	
Address :			
Email :			
Telephone no :		Fax No.	
Name :		Job Title:	
Address :			
Email :			
Telephone:			

**PART E RELATIVES/OTHER INTERESTS**

Canvassing of Councillors or officers in relation to this appointment will disqualify you.

Are you related to a Councillor/employee of the Council or Governor of the school to which you are applying?	Yes		No	
If yes, please give brief details :				
If appointed, do you have any business and/or financial interests which might conflict with the duties of this post?	Yes		No	
If yes, please give brief details :				
Have you left the employment of the London Borough of Camden in the last two years by reason of redundancy?	Yes		No	

## PART F CRIMINAL RECORDS DISCLOSURE

### Criminal record disclosure for safeguarding roles with Regulated Activity

The amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure by the applicant to the prospective employer and should not be taken into account by the prospective employer during the recruitment process.

Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website: [www.gov.uk/government/organisations/disclosure-and-barring-service/series/dbs-filtering-guidance](http://www.gov.uk/government/organisations/disclosure-and-barring-service/series/dbs-filtering-guidance)

Before answering the question below you will need to visit the website above, (or contact the DBS on 0870 909 0811), to determine whether or not there are matters you may need to disclose.

Do you appear on a barred list prohibiting you from working with children or vulnerable adults?

Children barred list	Yes		No	
Vulnerable Adults barred list	Yes		No	

Do you have any unspent or spent criminal convictions, cautions, reprimands and final warnings or outstanding criminal charges against you? Yes - No

Have you ever been known by any other names? If yes, you must complete the full name(s):

Surnames:			
Forenames:			
From:		To:	

NOTE: You will also be asked to give full details of any previous names you have held when you complete a DBS application if you are the successful applicant. This will be in compliance with the [DBS Code of Practice](#).

Withholding criminal record information may lead to the withdrawal of an offer of employment or, if following appointment, to disciplinary action which may result in dismissal.

## PART G PREVENTION AND DETECTION OF FRAUD

We have a duty to protect public funds. We may use the information you have provided on this form for the prevention and detection of fraud. We may also share this information with other bodies administering public funds solely for these purposes.

## PART H DECLARATION

I declare that the information supplied as part of my application is true and complete, and for any of this information to be checked and verified. I understand that any deliberate omission, falsification or misrepresentation as part of my application may be grounds for rejecting my application or should the discovery occur following appointment, termination of my employment.

Signed:

Date:

## London Borough of Camden

The London Borough of Camden is committed to equality and diversity in employment. In order to monitor and ensure the effectiveness of this, all applicants are asked to provide the following information. Any information given will be treated in the strictest confidence, and will be used solely for the purposes of monitoring.

This part of the form will be separated from the rest of your Job Application Form upon receipt and will not be considered as part of the short listing or appointment process.

What is your gender?

Male		Female	
Date of Birth			

Disability:

Under the terms of the Disability Discrimination Act 1995, a person has a disability if he/she has a physical or mental impairment which has a substantial and long-term adverse effect on his/her ability to carry out normal day-to-day activities. Individuals with the following conditions can now automatically be classified as having a disability: HIV, cancer, multiple sclerosis, severe disfigurements, certified blindness or partial sightedness.

Do you consider yourself to have a disability as defined above?			
Yes		No	

What is your ethnic group? Please tick (✓)

Our ethnic background describes how we think of ourselves. Ethnic background is not the same as nationality or country of birth. The groups listed below reflect the largest ethnic groups in Camden. You are asked to choose the ethnic group that is closest to how you see yourself and specify a more specific group if you wish.

White:

Albanian (excluding Kosovan)			
Greek or Greek Cypriot			
Kosovan			
Turkish or Turkish Cypriot			
White British		White Irish	
Any other White background, please specify:			

Asian:

Bangladeshi			
Indian		Pakistani	
Any other Asian background, please specify:			

Chinese or other ethnic group:

Chinese	
Any other group, please specify:	

Mixed:

White and African	
White and Asian	
White and Caribbean	
Any other Mixed background, please specify:	

Black:

African Congolese		African Nigerian	
African Somalian		Black Caribbean	
Any other African background, please specify:			
Any other Black background, please specify:			