

EASTERN MULTI-ACADEMY TRUST (EMAT)

TEACHER 0.5 TEMPORARY - PRIMARY EDUCATION

NELSON ACADEMY, DOWNHAM MARKET, NORFOLK.

MPS – UPS £15,000 TO £23,262.50 PER ANNUM

WELCOME TO EMAT



Dear Applicant,

Thank you for taking the time to consider progressing your career with EMAT; we are delighted to share the details of the Temporary Teacher 0.5 post within the Nelson Academy and look forward to reading your application.

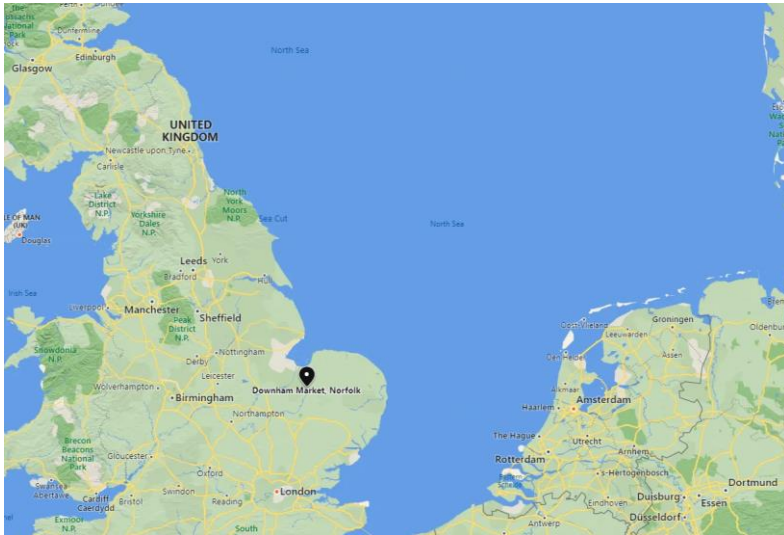
As a Trust, our commitment is to provide quality education and care for pupils within our community and our ambition is to support and invest in our teachers and staff collectively to ensure that professional development, success and recognition is achieved.

We have experienced significant growth as a Trust in recent years coupled with the dynamic changes to education occasioned by the global COVID-19 pandemic. It has been my privilege to lead our academies through this challenging time and to be supported by a dedicated and professional team of people who have shown a relentless commitment to raising educational standards, engage with and support our communities and used their skills and experience to best effect to inspire and motivate all pupils to achieve their full potential.

Belonging to a trust, you will have access to a breadth of knowledge and expertise from our network of 11 schools within the region and encouraged to collaborate with colleagues from both inside the trust but also within the education sector and beyond. You will be part of something bigger coupled with the individual identity of working within one of our academies, supporting its staff and its pupils as we move into the future.

Paul Shanks, Chief Executive Officer

NELSON ACADEMY AND DOWNHAM MARKET



Downham Market, sometimes simply referred to as ‘Downham’, is a market town and civil parish in Norfolk, England. It lies on the edge of the Fens, on the River Great Ouse, approximately 11 miles south of King's Lynn, 39 miles west of Norwich and 30 miles north of Cambridge.

Our school is very much a part of the local community in Downham Market, and being part of EMAT certainly helps us to build upon this by making links with other academies in the Trust. Education is an ever evolving area, often throwing up challenges which we believe should be seen as opportunities.

At Nelson Academy we want to work in partnership with children and their families to ensure that every child has the opportunity to reach their full potential.

We are the foundation of a learning journey which will last far beyond each child's time with us. At Nelson Academy we will endeavour to work hard to ensure that each child receives the very best educational experience and in return we expect the best from them.

Our mission is to create an outstanding educational environment where everybody is valued. Our key drivers are:

- Raising aspirations
- Widened opportunities for developing learning
- The pursuit of excellence through risk taking
- ‘Achieving Through Learning’
- ‘Transforming lives, transforming communities’



OUR ACADEMY

“ As a Trust, our commitment is to support and develop our people in their careers to be great educationalists whilst creating a captivating learning environment so that our pupils can achieve their full potential and a quality education. “

EMAT, Teacher

- Nelson Academy is a large non-denominational school and nursery sponsored by the Eastern Multi-Academy Trust, providing education for over 420 children aged 3 to 11 in Downham Market, Downham West, Salters Lode, Barroway Drove and Nordelph. A number of parents from surrounding villages also choose to send their children to the Nelson Academy.
- Eastern Multi-Academy Trust’s vision is one of providing excellence through education in local communities. Nelson Academy is proud of its status as the the first Primary school that joined the Trust, consolidating our own vision of raising aspirations, standards and life chances by ‘Achieving through Learning’.
- The school (formerly Clackclose Community Primary School) has provided education in one form or another for almost 130 years, and converted to Academy status on January 1st 2014. The academy is named after Lord Nelson, whom, it is said, attended his first school in Downham Market.
- Following a major capital building programme, the school is now on one site with purpose built learning environments and 21st century facilities.
- We offer wrap around care in the form of a Breakfast Club (starting at 7.45am) and an After School Club (ending at 6.00pm). In addition to this, we offer a wide range of After School Clubs which are led by school staff.
- The Friends of the Academy support the school by supporting educational events and organising social and fundraising occasions.

THE ROLE – JOB DESCRIPTION

Post Title: Teacher 0.5
Location: Nelson Academy
Salary: MPS/UPS
Reporting to: Assistant Principal
Start Date: From January 2024

Main Purpose

- To achieve high professional standards in teaching and learning within the Faculty in order to ensure that students' knowledge, understanding and achievement are of the highest levels within the specific subject.
- To develop, plan and deliver effective and high quality learning experiences for all students and carry accountability for the learning and achievement of all students taught, developing independent students able to progress into adult life with the skills required.
- **The duties outlined in this job description are in addition to those outlined by the latest 'School Teachers Pay and Conditions' document. The job description will be reviewed regularly and at least annually to reflect or anticipate changes to the job, commensurate with the salary and areas of responsibility**

MAIN ACCOUNTABILITIES

- **Main Accountabilities**

- **Curriculum**

- To contribute to Schemes of Work and curriculum materials for the appropriate subject.
- To plan effective lessons, matching the design of the lesson to the ability of the students.
- Have high expectations of students based on a sound knowledge of their prior and potential attainment.
- To take account of the need for progression in students' learning experiences.
- To ensure effective whole class, group or individual learning opportunities for students.
- To set high standards of expectations for students' behaviour through good classroom discipline, focused teaching and productive relationships.
- To set and assess homework as an integral part of students' learning.

- To use opportunities to reinforce literacy, ICT and numeracy skills within teaching.
- To use enterprising and innovative approaches to teaching and learning when appropriate and in accord with subject, faculty and Academy policy.
- To deliver the tutorial programme effectively.
- To contribute to the extra-curricular activities programme for students.

- **Monitoring and Evaluation**

- To give clear and constructive feedback to students on how to move towards the next level or grade.
- To implement all subject, faculty and Academy policies regarding assessment, recording and reporting.

MAIN ACCOUNTABILITIES CONTINUED

Personal

- To work as a team member, identifying opportunities for working with colleagues and sharing good practice.
- To set an example to students in work ethic, conduct, dress code, punctuality and attendance.
- To take responsibility for your own professional development and keep up to date in subject expertise and teaching skills.
- To maintain effective working relationships with teaching and support staff.
- To be a form tutor to a group of students and be responsible for their pastoral care as appropriate.
- To keep an accurate register of attendance and encourage excellent punctuality and attendance.
- To liaise with parents as appropriate.

General

- To be committed to the development and implementation of the Academy ethos, vision, policies and practice.
- To comply with the requirements of Data Protection Regulations and ensure confidentiality is maintained
- Ensure appropriate responses in respect of child protection and safeguarding issues.
- To ensure safe working practices and, insofar as is reasonably practicable, a hazard free environment in all areas.
- Undertake such other duties as may be reasonably requested by the Principal and/or Chief Executive.

PERSON SPECIFICATION

The successful applicant will be able to demonstrate the following minimum requirements. Please note that candidates will be shortlisted for interview based on this specification and should, therefore, bear this in mind when preparing their application and completing the application form. If you do not meet the essential criteria please do not apply. Criteria will be assessed at different points of the selection process as shown. The Assessment Stages are:-

A = Application I = Interview P = Presentation T = Test

	Essential	Desirable	Assessment Stage
QUALIFICATIONS – certificates will need to be produced			
Good degree in relevant subject area	X		A
Teaching qualification	X		A/I
NQTS/QTS Status	X		A/I
KNOWLEDGE, UNDERSTANDING AND EXPERIENCE			
Classroom experience	X		A/I
Awareness of strategies available to improve the learning and achievement of all students	X		A/I
Good understanding of curriculum developments within subject area	X		I
Contribution to raising standards in teaching and learning to improve achievement		X	A/I
Ability to use a range of teaching and learning strategies	X		A/I
Knowledge of current issues and developments in education	X		A
Confident user of standard IT packages, particularly when used to enhance student learning	X		A/I
Interest and participation in extra-curricular activities		X	A/I

PERSONAL AND PROFESSIONAL QUALITIES

Commitment to supporting learning	X		I
Organised and methodical approach	X		A/I
Ability to share knowledge/ skills with all ranges of abilities	X		A/I
Enthusiastic and engaging approach	X		A/I
Ability to work collaboratively as part of a team and on own initiative	X		A/I
Creative in problem solving and willing to take on and try new approaches and ideas	X		A/I
Able to relate to students in a pleasant and sympathetic manner and recognise potential child safeguarding issues	X		A/I
Able to communicate with students and their parents/ carers both verbally and in writing	X		A/I
Capacity for hard work and the ability to overcome challenges pragmatically	X		A
OTHER REQUIREMENTS			
Full driving licence/ability to travel (delete as appropriate)		X	A
Commitment to the Safeguarding Policy and principles of the Academy Trust	X		I



BEING PART OF THE EMAT GROUP

Our investment in your success

As a member of our academic team, you will have access to

- Regular professional development (CPD) and protected development time
- Regular performance conversations and appraisal review
- Access to dedicated Central Trust support HR and Finance teams to support insight and decision making

Benefits of joining EMAT

As a member of staff, you will receive benefits including

- Teachers' Pensions scheme (TPS)
- Competitive Salary (MPS/UPS)
- Salary Sacrifice for Cycle to Work
- On campus parking
- Ability to purchase private health care insurance
- High Quality Employee Assistance Programme
- Winter Health Plan and Wellbeing options
- Access to online user friendly payroll and Employee Information systems, giving instant access to payslips, projections and the ability to submit claims electronically

WHAT HAPPENS NEXT? KEY DATES:

29 September 2023



Opportunity
Opens



Meet the
team?

13 October 2023 Noon



Closing
Date

Week Commencing 16 October 2023



Interview



Appointment
Confirmation



Pre Hire checks
and Onboarding



E EASTERN MULTI-ACADEMY TRUST (EMAT)

THANK YOU FOR YOUR INTEREST IN OUR TRUST, ACADEMY AND ROLE
WE WOULD LIKE TO TELL YOU MORE ABOUT THIS OPPORTUNITY - FOR MORE INFORMATION AND/OR
TO ARRANGE A TOUR, PLEASE CONTACT:

SARAH WILSON (PRINCIPAL) SARAH.WILSON@NLA.EASTERN-MAT.CO.UK

OUR WEB SITES EMAT WWW.EASTERN-MAT.CO.UK AND NELSON ACADEMY
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