The Shared Learning Trust
THE VALE ACADEMY

Class Teacher – Reception

The Vale Academy is on an exciting journey of development as we strive to improve educational outcomes for our pupils. We are looking for a creative and innovative Teacher to join our team and play a key role in motivating and inspiring young learners. In everything we do, we aim to create a positive and safe environment to foster success and impact our students' lives.

The role a teacher plays is truly instrumental; it is their ability, skillset, knowledge and enthusiasm, which determines the success of children they teach. Therefore, we are looking for an excellent teacher who knows how to enthuse and connect with children to ensure our pupils' have the best possible chance to thrive. This role is suitable for a Newly Qualified Teacher as well as a teaching colleague with more experience.

We understand that as a teacher, there are various pressures that come with the extensive preparation that is required for all pupils to make great progress. As much as we look for teachers who will invest and care about our pupils, it is equally important to us that we support and invest in our teachers too. As part of the Trust's Primary Partnership you will have access to extensive on-line training (at every level), and programmes to significantly develop your own skills through internal and external training.

The successful candidate will

- Set goals that stretch and challenge pupils of all backgrounds and abilities
- Be accountable for pupils' attainment, progress and outcomes
- Impart knowledge and develop understanding through effective use of lesson time
- Make use of formative and summative assessment to record pupils' progress
- Ability to teach phonics and early mathematics.
- Knowledge of or willingness to gain knowledge of EYFS curriculum.

Job Specifics

Start Date April 2022
Salary MPS/UPS £25714-£41604
Contract Full-time, Permanent

Recruitment timeline

1st Dec 2021	**Position is advertised**
Midday 10th Dec 2021	**Closing date for applications**
From 10th Dec 2021	**Final shortlisting and contact with candidates, references requested**
w/c 13th Dec 2021	**Interviews**

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.

Why work for The Vale Academy?

- The Vale Academy is a very popular primary academy within the Dunstable area, with increasing numbers of children attending from Nursery – Year 6
- A new state of the art EYFS unit, including a fully-equipped Nursery
- Fantastic results in the past three years in reading, writing and maths at the end of Key Stage 2
- An innovative curriculum that reflects the needs of the children and the community, with a balanced focus on core and foundation subjects
- A dedicated focus on the mental health and wellbeing of our staff and children
- Fantastic facilities and resources, including our school forest, a stage for our Annual Performance and significant space to provide our children with an excellent PE curriculum
- An academy and a Multi-Academy Trust that is committed to supporting its colleagues to continue their professional development through high-quality training and qualifications
- Experienced and innovative leadership with a fully committed governing body
- Colleagues who are absolutely dedicated to providing the best school experience for all of our children
- A lovely close-knit team that feels like a family

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What our children think?

"The thing that makes our school special is that once you come, you never want to look back."

"Our school always gives lots of different opportunities to everyone."

"I love everything in this school. Moving schools was the best thing I have ever done! The teachers look after you and make sure you are always feeling safe.

"Everyone is friends and is kind to each other."

"Everyone is kind. We have a good learning environment."

"Everyone feels welcome."

"I like the support. If you don't understand something, then a teacher will support us until we get

"It is always clean!"

"The pupils always look out for each other here."

"We learn in different ways and we celebrate a lot of things. This is the most caring and loving school I've experienced."

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on https://www.thesharedlearningtrust.org.uk/current-vacancies5/845.html

We look forward to hearing from you!

If you have any questions about the role or would like to visit the Academy, please contact HR Recruitment, Jay Powell on 01582 211226 or **j.powell@thesharedlearningtrust.org.uk**

If you decide to apply you should include a letter with your application form on no more than two sides of A4, giving your reasons for applying for the post, addressing information you have read in the pack with particular reference to the person specification, and outline any relevant experience and personal qualities you would bring to the Trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual Trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.

Safeguarding

'We believe in the safeguarding and welfare of children and expect all staff to share this view'.

The Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer.

The Department for Education (DfE) has set out statutory guidance 'Keeping Children Safe in Education' for schools and colleges on safeguarding.

Safeguarding is defined in paragraph 4 as: "Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes."

The definition of 'children' includes everyone under the age of 18.

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Welcome to The Shared Learning Trust

Firstly, let me start by thanking you for taking the time to read our information pack and allowing us the opportunity to tell you more about The Shared Learning Trust.

I first began working for The Shared Learning Trust, as Principal of The Stockwood Park Academy in 2009. Since then, the trust has grown from strength to strength employing some 500 fantastic staff members who serve over 3,700 children within our communities. It is my privilege to be CEO of our family of schools and work with each Principal or Head of School to ensure the best possible education in their own Academy.



Our ethos is simple, to build a collaborative partnership of academies and schools that will provide exceptional educational provision, both in and outside the classroom for all our children. Our academies ensure students are supported, monitored and encouraged to experience will be challenging, rewarding and memorable. Students enjoy their time at our academies and give back to the wider local community. They are role models and young leaders, who contribute to the collegiate ethos with maturity.

Cathy Barr, CEO

We recruit people for attitude and train for skills

We aim to recruit outstanding people who have the right attitude. If you have a love for teaching and are passionate about seeing children succeed, we would love to hear from you!

Recruiting the right teachers and staff help us to achieve the goals we set for our children. We are always keen to hear from educators who are passionate about working for the schools and communities we serve. We would rather make no appointment than appoint someone who does not share the same positive ethos that runs through our Academies. For this reason, we try to clearly articulate our vision, values and expectations when putting together information for applicants.

We aim to recruit staff who

- are excited by their role and by the prospect of working with young people, even those who are less motivated;
- love the processes of learning and teaching and are keen to continually develop their own skills;
- recognise that teaching can be a demanding job but react positively to those demands rather than complaining;
- will subscribe to the ethos of the Trust and ‘go the extra mile’ in terms of time and commitment to get the very best from our young people;
- see break duty as an opportunity to talk to children;
- are quick to praise and slow to criticise; and are not afraid to admit to seeing themselves as potential leaders of the future.

I am conscious that this may be your first contact with our Academy Trust and first impressions are very important. I hope what you read; coupled with anything else you discover about us, inspires you to apply for this post.

With best wishes,

Cathy

About The Shared Learning Trust

- **The Vale Academy, Dunstable 2-11**
- The Rushmere Park Academy, Leighton Buzzard 4-9
- The Linden Academy, Luton 4-11
- The Chalk Hills Academy, Luton 11-18
- The Stockwood Park Academy, Luton 11-18

We also offer a fantastic Sixth Form provision for students aged between 16-19, and this is based at both The Stockwood and The Chalk Hills Academy. Including in our Sixth Form provision is our Football Academy Pathway and brand-new Cricket Academy Pathway.

Our Academies are supported in their work by our **Teaching Trust, based at The Chalk Hills Academy**. The structure of our family of schools means that we can be with a child every step of the way, from teaching them to tie their shoelaces right through to congratulating them on their university place or their first job.

Our Trust is vibrant and friendly, supported by 3 state-of-the-art buildings. It is a learning environment where all students have the opportunity to be high achievers, make good friends, contribute to their community and take part in a wide range of extra-curricular activities.

Vision & Values 'Strive, Achieve, Believe'

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve more that than they ever thought possible. At The Shared Learning Trust, we will provide exceptional opportunities for all to be aspirational and develop a passion and excitement for learning! We will ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well-rounded, self-respecting people. Our commitment to this vision can be demonstrated by our behaviours:

Strive we will,

- provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be.
- continue to work together to **share** innovative practice and to provide a wealth of opportunities for all pupils and staff
- have a Cross-Trust focus on high achievement and standards, where children are supported to meet ambitious targets.
- focus on the development of all of our staff through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression.

Achieve we will,

- aspire to provide exceptional lessons and learning opportunities, incorporating effective use of new technologies, enabling our learners to be successful and innovative.
- share strong Trust approaches to our key issues, for example, teaching, assessment, attendance and curriculum development.
- offer an interesting yet challenging curriculum in each of our academies.
- by our all-through education, guarantee excellent 2-19 provision, with clear progression routes for all.
- continue to expect good behaviour and conduct at all times, allowing all to make progress and achieve excellence.
- place emphasis on collaboration with partners *outside of our Trust* to maximise opportunities for all ***in*** our Trust.

Believe we will,

- enable all of our learners to develop and flourish, through close working and regular communication with our families and local community,
- care for our families beyond the school day, supporting the development of high self-esteem and belief.
- ensure that every child in our Trust reaches their full potential by providing exciting opportunities both inside and outside of the classroom.
- promote can-do attitudes and resilience across the Trust that develop belief and high expectation.

CPD and Training – We invest in you!

All five Academies at The Shared Learning Trust are a part of our Teaching Trust, which is based at The Chalk Hills Academy. We aim to offer exceptional teacher training and high-quality professional development programmes to new and experienced staff to support them in excelling in their career.

Our programmes are facilitated by experienced school leaders, who have exemplary records in leadership and improving outcomes for their students. We are able to cater for specific requests and can offer custom-made support packages that focus on the quality of teaching and learning, curriculum development and aspects of Leadership and Management.

We currently offer:

- The National Professional Qualification for Senior Leadership
- The National Award for Middle Leaders
- The Outstanding Teacher Programme
- The Improving Teacher Programme
- The Recently Qualified Teacher Programme

As Chalk Hills Academy is part of a Multi-Academy Trust, there are fantastic opportunities to climb the career ladder. The Shared Learning Trust are a firm believer in helping all staff reach their full potential and developing their career within our Academies. If you are willing and wanting, we will do all we can to put you on the relevant courses and give you the right opportunities so you can keep achieving more in your career.

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Welcome from the Director of Primary Education



Rebekah Howe, Director of Primary Education

'Mrs Howe' by Evie, Year 1

As a team, we pride ourselves on providing good quality support and education. The Academy is going through an exciting period of development to accommodate our ever increasing new community.

Teachers are well supported through performance management and external and internal CPD. Aspiring leaders, middle and senior, have access to nationally accredited qualifications such as NAML and Senior Leader programmes. We work closely in partnership with the Luton Authority to provide opportunities for individuals to be recognised as Subject Leaders in Education and Local Leaders in Education.

The Vale Academy works in close partnership with its sister primary Academy, The Linden Academy, and this partnership provides a wealth of opportunity for moderation, joint CPD and professional working.

In joining The Vale Academy, you would be joining a supportive staff team who place the children's needs at the center of everything they do.

I look forward to meeting with you.

Best wishes,

Bex

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Ofsted at The Vale Academy

Ofsted ...a good school

Leadership and Management: 'GOOD'

- The school's Headteacher has worked quickly with senior leaders, supported by the work of the academy trust, to maintain the strong sense of community among staff, pupils, parents and trustees. Leaders are well regarded by all staff. Consequently, staff morale is high.

Behaviour and Safety of Students: 'OUTSTANDING'

- The behaviour of pupils is outstanding. Pupils have exceptionally positive attitudes to learning and act responsibly in managing both their own behaviour and helping others in the academy. This contributes to the friendly, social atmosphere in the academy. Pupils are proud of the academy. The buildings and grounds are neat and tidy, and pupils have plenty of room to play and places where they can sit quietly and reflect. Pupils all speak positively about how much they enjoy and value being a part of the academy, and this is evident in their very smart appearance and their impeccable manners.

Quality of Teaching: 'GOOD'

- The strong, positive relationships between adults and pupils support the outstanding attitudes to learning that pupils show in lessons and around the school. All staff have high expectations of pupils' behaviour. Classrooms are well organised, bright and welcoming. They have been thoughtfully set up for the new age ranges of pupils on the academy's roll. Teachers have high expectations, assess pupils' progress accurately in lessons and provide work that children enjoy.

Achievement of Pupils: 'GOOD'

- Children start school with skills and knowledge below those which are typical for their age. Pupils reach standards, in both English and mathematics that are higher than those expected for their age. Pupils' positive attitudes to their learning, together with careful assessment and planning by teachers to challenge pupils to do their best work, contribute strongly to the achievement being made.



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Teacher Testimonials

Being an NQT was never going to be easy but thanks to the love and support I have received at The Vale Academy; it has made my year so much easier. I have always been reassured to never be afraid to ask for anything and learnt that help can come in numerous forms, either from one of the very experienced teachers at the school or an experienced LSA, everyone is happy to help. I am yet to hear of a school that welcomes staff input so much and ensures that the focal point of training provided tackles areas the team wish to develop. I personally have been given the chance to attend numerous courses outside of school and also had time off timetable to further my development as a teacher. We have a team full of great characters which guarantees the staff room is always buzzing and all of our social events are lots of fun! The school itself has a caring and family feel to it with plenty of opportunities for my children to learn both within the classroom and outside. I am positive I speak for all my colleagues when I say that we are a lucky bunch to have the privilege of working at The Vale Academy, an amazing school that is headed in one direction; up!

Tayeb Rohman, Teacher

The Vale Academy is a friendly, vibrant place to work, where children and their learning are always placed first. I was given my final year teaching placement at The Vale Academy a few years ago. All of the staff were so helpful and friendly and guided me well through the last part of my teacher training. After this I accepted a job at The Vale and have loved the experiences I have had here. The school promotes creative learning and encourages all staff to think out of the box and provide the children with excellent learning experiences both inside and outside the classroom. I have been given lots of brilliant opportunities whilst working at the school and the support from everyone has been amazing. If I need help or guidance with anything, I know all I need to do is just ask. The school offers chances to develop skills and attend CPD and other training courses all the time and clearly has a high regard for our professional development. I have had the pleasure of working in a fun and enthusiastic team who always know how to make the best out of a situation and will always pull together when needed.

Danielle Chowdhary, Teacher

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Job Description

Post Class Teacher
Salary MPS/UPS
Responsible to Head of School – The Vale Academy

PURPOSE OF POST:

The appointed candidate will be qualified and experienced in Primary teaching. We are looking for candidates with a passion and proven success of working with children.
Applicants should have a clear understanding about effective teaching, raising and sustaining achievement and the support required for well-motivated students. They should be good communicators and should be able to engage effectively.

SET HIGH EXPECTIONS WHICH INSPIRE, MOTIVATE AND CHALLENGE PUPILS

- Establish a safe and stimulating environment for pupils, rooted in mutual respect
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- Consistently demonstrate the positive attitudes, values and behaviours which are expected of pupils

PROMOTE GOOD PROGRESS AND OUTCOMES BY PUPILS

- Be accountable for pupils' attainment, progress and outcomes
- Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- Guide pupils to reflect on the progress they have made and their emerging needs
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- Encourage pupils to take a responsible and conscientious attitude to their own work and study

DEMONSTRATE GOOD SUBJECT AND CURRICULUM KNOWLEDGE

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject

PLAN AND TEACH WELL STRUCTURED LESSONS

- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and children's intellectual curiosity
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s)

ADAPT TEACHING TO RESPOND TO THE STRENGTHS AND NEEDS OF ALL PUPILS

- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

MAKE ACCURATE AND PRODUCTIVE USE OF ASSESSMENT

- Make use of formative and summative assessment to record pupils' progress
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback

MANAGE BEHAVIOUR EFFECTIVELY TO ENSURE A GOOD AND SAFE LEARNING ENVIRONMENT

- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly

FULFIL WIDER PROFESSIONAL RESPONSIBILITIES

- Make a positive contribution to the wider life and ethos of the school
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- Communicate effectively with parents with regard to pupils' achievements and well-being
- This list is by no means exhaustive; it is more of a guide of expected duties. The post holder may therefore be directed by the Head of school to undertake any other duties commensurate with this role

Person Specification

Candidates will be assessed on the following:

Essential Skills	Desirable Skills
Professional: • Qualified Teacher Status	• Additional professional qualifications
Experience: • Experience of teaching within Primary education	
Skills, Knowledge & Aptitude: • Ability to create a stimulating learning environment • An understanding of the role of assessment in teaching and learning • Willingness to involve parents in their child's learning • Ability to manage appropriately children's behaviour. • Ability to teach in a fully inclusive environment • An ability to plan coherently and seek further opportunities to enhance the curriculum • A sound Knowledge of National Curriculum at Key Stage 1 and 2	
Personal: • Well organised and efficient • Ability to work on own initiative • Ability to work as part of a team within a busy environment • Excellent verbal and written skills • Enthusiastic with a positive approach to new ideas and developments • Flexible to meet the changing needs of the school • Drive and enthusiasm to support change in the future development of the school	

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.