

**Class Teacher: Gulval School**

**Candidate Information Pack**

November 2017

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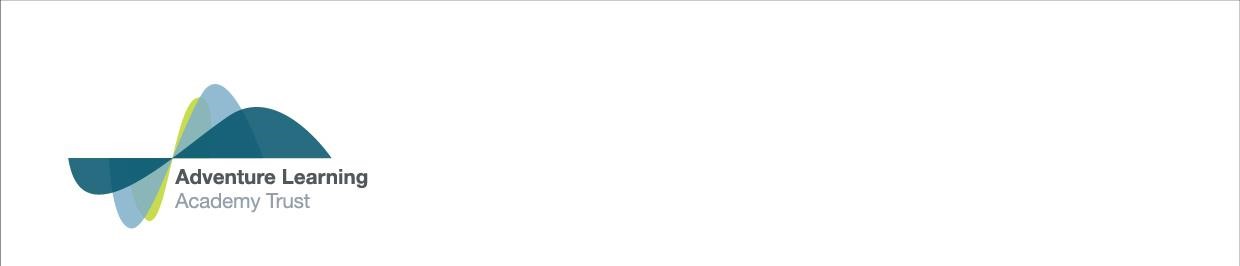
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# A Statement from the Director of Primary Education

**Welcome to Adventure Learning Academy Trust**

Dear potential candidate,

This is an outstanding opportunity for a highly motivated education professional to work within a growing family of schools within our multi-academy trust.

Adventure Learning Academy Trust’s (ALAT) vision for teaching and learning is based on the individual learning needs of every child through the adoption of a personalised curriculum and a range of learning skills. To achieve this, we are working with all our academies to improve the quality of teaching and learning. This means having the best school leaders and teachers, investing in skills development and resources to ensure our schools are providing the most effective approach to learning, the highest standard of leadership and an exciting and challenging curriculum that will develop those skills and abilities that children will need to become successful, employable and fulfilled citizens with a thirst for learning.

We are looking for a compassionate, dedicated and highly skilled teacher to become part of an established team of professionals. The successful candidate will need to demonstrate positivity, resilience, the ability to solve problems in an innovative way and the ability to work collaboratively as part of a community at Gulval School.

We can offer you a competitive salary and pension as well as excellent CPD opportunities in an atmosphere where you can expect to be supported and challenged.

If you share our vision and would like to join us on our journey, we would like to hear from you.



# Adventure Learning Academy Trust

ALAT is a different kind of academy trust as it focuses on outdoor and adventurous learning, developing its pupils and forging strong links with the local community.

Learning through adventure and real life experience has a proven track record in developing those personal qualities – independence, problem solving ability, discipline, team working and confidence – which are in demand in the modern workplace and underpin successful social development. Learning through adventure provides a reliable means for developing a distinctive school ethos, supportive of personal development, achieving high standards and encouraging pupil and parental choice.

ALAT builds on the strengths of learning through adventure across our schools. Our schools are fully comprehensive and inclusive, with a strong focus on the children as individuals. These are places where young people will thrive irrespective of their background, socio-economic status, or learning needs.

All elements of our schools’ design are infused with learning through adventure and the environment: from the curriculum and approach to teaching and learning, to the leadership, organisational design, partnerships and wider resources that the school can draw on. Being part of a multi-academy trust offers the freedom and flexibility in building design, curriculum and timetable models and staffing to help deliver an ‘Adventure Learning’ school.

ALAT is on a personal journey to ensure each pupil reaches the highest level of personal achievement through the acquisition of a range of learning skills and customised curriculum.



# ALAT academies

**Gulval School** is a warm, caring and vibrant school that sits at the heart of the local Cornish community. We are a stone’s throw from the beautiful beaches of Penzance and St Michael’s Mount and are surrounded by fields and farm land, Gulval is a truly inspirational place to learn, as identified in the recent Ofsted report (May 17) and the staff team strive for excellence in all that they do. The aim is to ensure that every child exceeds beyond their potential, is self-confident and has a belief that anything is possible.

At **Altarnun Primary School** everyone works hard to ensure that the children are safe, secure and part of a friendly and caring community. We want the children to be happy and excited about coming to school to learn and to develop their knowledge, skills and understanding across a wide curriculum. Our unrelenting aim is for every child to achieve their potential, develop a love for learning and a thirst for knowledge.

At **Fowey River Academy**, we are working together for a better future for our young people and we are passionate about success. Our vision is that our young people receive the very best education, realise their full potential and are prepared to become responsible and successful citizens.

**Liskeard Hillfort Primary School** is a happy and friendly mixed infant and junior school which has built positive and inspiring relationships between staff, parents and children. We value our strong sense of community, passion from our staff and the determination from our pupils. We believe every child is entitled to benefit from the highest quality of teaching and learning. It is our aim to see our school develop as a centre of excellence, providing effective care and education for our children and a stimulating and rewarding environment for staff and parents.

At **Tywardreath School** our aim is to make sure every pupil fulfils their potential; not every child will be a traditional academic so it is important that every pupil receives options and valuable skills to enable them to succeed. Our vision is to ensure that pupils receive the very best education, realise their full potential in a happy and caring environment, enabling them to lead a full, purposeful and happy life.

# Job Description

 **Job Description**

**Class Teacher (Fixed-Term)**

**Salary:** Main Pay Range to Upper Pay Range (dependent on skills and experience)

**Contract:** Part-Time, 0.66FTE (4 afternoons and 1 full day (Friday) – 0.06 FTE as a PPA)

**Location:** Gulval School

**Start date:** January 2018 (unless available before) - The appointment is initially for two terms 1st Jan to 31st July with the possibility of a contract extension in to the next academic year.

We can offer you a competitive salary, pension, quality CPD, health and wellbeing and in an atmosphere where you will become a part of ‘Team Gulval’; a group of professionals who thrive on collaboration and are driven to provide the very best educational experiences for our young pupils.

**Main purpose of the job:**

* Be responsible for the learning and achievement of all pupils ensuring equality of opportunity for all
* Be responsible and accountable for achieving the highest possible standards in work and conduct
* Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher’s professional position
* Work proactively and effectively in collaboration and partnership with learners, parents/carers, other staff and external agencies in the best interests of pupils
* Act within all statutory frameworks
* Take responsibility for promoting and safeguarding the welfare of all children
* Demonstrate high standards of professionalism at all times.

**Teaching:**

* Deliver the curriculum as appropriate to meet the needs of all children.
* Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
* Be accountable for the attainment, progress and outcomes of pupils’ you teach
* Be aware of pupils’ capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn.
* Have a clear understanding of the needs of all pupils, including those with special educational needs and disabilities, gifted and talented and other vulnerable children and be able to use and evaluate distinctive teaching approaches to engage and support them.
* Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
* Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging precise learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners’ progress and levels of attainment
* Make accurate and productive use of assessment to secure pupils’ progress.
* Give pupils regular feedback, both orally and through accurate constructive feedback and marking in line with policy. Encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study.
* Use relevant data to monitor progress, set targets, and plan subsequent lessons.
* Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate.

**Behaviour and Safety**

* Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
* Manage classes effectively, using approaches which are appropriate to pupils’ needs in order to inspire, motivate and challenge pupils.
* Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
* Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.
* Carry out playground and other duties as directed by the Principal
* Be responsible for promoting and safeguarding the welfare of children within the school, raising any concerns following school procedures.

**Team working and collaboration**

* Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies.
* Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
* Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
* Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school.

**Fulfil wider professional responsibilities**

* Work collaboratively with others to develop effective professional relationships
* Deploy support staff effectively as appropriate.
* Communicate effectively with parents/carers with regard to pupils’ achievements and well-being
* Communicate and co-operate with relevant external bodies.
* Make a positive contribution to the wider life and ethos of the school.

**Administration**

* Register the attendance of and supervise learners, before, during or after school sessions as appropriate.
* Progress reports for children to be prepared and issued as per school policy.
* Parent consultation evenings to be attended as per the school policy.

**Professional development**

* Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils’ progress, attainment and well-being, refining your approaches where necessary responding to advice and feedback from colleagues.
* Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of performance management.

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The job duties, elements, responsibilities, skills, functions, educational factors and the requirements and conditions listed in this job description are representative only and not exclusive of the tasks that any employee may be required to perform. Adventure Learning Academy Trust reserves the right to revise this job description.

# Person Specification

# Education and training

# Essential

* Qualified Teacher Status
* Evidence of continuing professional development

# Skills and Experience

# Essential

* Excellent class teacher
* Proven track record of teaching and positive strategies for managing behaviour
* Proven experience of raising standards of teaching, learning and assessment
* Good knowledge of curriculum– planning, teaching and assessment
* Clear understanding of how children learn and awareness of effective teaching strategies for personalised learning
* Ability to work closely as part of a team
* Commitment to continuing professional development
* Ability to make use of appropriate data to analyse the performance of pupils and set targets.
* Good organisational and interpersonal skills
* Ability to plan a varied, experience led curriculum linking to class needs and interest.
* Understanding of current safeguarding legislation

Desirable

* Recent experience teaching mixed age class groups
* Subject leadership experience

### Behaviours and Values

### Essential

* Collaborative working and team player
* Resilient
* High level of emotional intelligence
* Trust and integrity
* Positive and with a ‘can do’ attitude
* High personal standards of professional conduct
* A love of the outdoors, of adventurous learning, pygmy goats and chickens

# More information

To find out more about Adventure Learning Academy Trust please visit [www.alat.org.uk](http://www.alat.org.uk)

Cornwall is renowned for its spectacular coastline, beautiful cliff top walks, picture postcard harbours and famous beaches. Cornwall boasts a rich cultural heritage that has left an indelible mark on the landscape. Right in the heart of Cornwall is Truro, the UK’s most Southerly city, which is a vibrant centre of shopping, culture and impressive architecture.

To find out more about Cornwall please visit <https://www.visitcornwall.com/things-to-do>

# How to apply

All applications must be made via the ALAT website at:

[www.alat.org.uk/work-with-us/recruitment/jobsacademies.](http://www.alat.org.uk/work-with-us/recruitment/jobs-academies)

**What you need to submit:**

* **Application form and covering letter** – please ensure you complete an application form which contains full employment history in reverse order with details of each post you have held and key responsibilities, providing evidence of key requirements specified in the job description. You may also include a CV; however, **please note applications with CV only will not be accepted.**
* **Self-declaration form** – please fully complete a self-declaration form and submit with your application form.

# Selection process

To ensure we recruit the right candidate for the Trust, we have a specific selection process that must be met, especially surrounding safeguarding.

* + **Safeguarding** - ALAT is committed to safeguarding and employment will be subject to the satisfactory completion of all pre-employment checks, inclusive of an enhanced DBS.
  + **Anomalies** - any anomalies in the information provided or any issues will be checked i.e. gaps in employment. This is to ensure we are safeguarding our pupils.
  + **Criteria** - after the closing date, all candidates will be shortlisted by the panel using a shortlisting scoring matrix with the competencies taken from the job description. This is to ensure each candidate meets the requirements of the role and are scored fairly against other applicants. Candidates who meet the criteria will be invited to an interview.
  + **Testing** - each candidate will be tested and assessed fairly during the interview process.