



RECRUITMENT INFORMATION PACK

Class Teacher (Maternity Cover)

The Vale Primary Academy
Ferrybridge Road
Knottingley
West Yorkshire
WF11 8JF

RECRUITMENT INFORMATION PACK

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September 2017

Dear Applicant,

Thank you for showing an interest in the advertised position at The Vale Primary Academy. I hope that this application pack will be useful and aid you in a successful application.

The Vale Primary Academy has been judged as Outstanding in our two most recent Ofsted inspections, we are also a Teaching School and part of the Delta Trust. At The Vale Primary Academy we pride ourselves on safeguarding children and providing the highest quality of teaching and learning. As a Teaching School we are always developing and reflecting to ensure we deliver best practice that leads to high outcomes. If you are someone with a growth mind-set who wants to work in an ego free team dedicated to doing things right, then The Vale Primary Academy would love to receive an application from you.

We hope you feel that you have the skills and commitment to come and work with us and look forward to meeting you.

Andrew Yeomans
Head of Academy

Introduction

Delta Academies Trust is a not for profit charitable organisation that is committed to changing outcomes for children in the academies it sponsors and the wider education system. We are a teaching school, training teachers, school leaders and other professionals who work with children.

Delta Academies Trust firmly believes that an outstanding education should be the right of every child and should not be determined by a post code lottery. The Trust will strive to ensure that all pupils and students in our academies attend an outstanding school.

We are determined that local children can attend a local school and we will place those children who need extra help first in our admissions policy.

In our family of academies we currently have a range of educational provision that includes: Secondary, Primary, Infant, Junior, Alternative Provision and Pupil Referral Units.

Delta places at the heart of its school improvement a commitment to high quality professional development for all staff who join the Trust. We understand that by investing in our staff we will create an organisation with a shared vision and values that will transform education for the children and young people we serve.

You can find out more details about Delta and our academies at **www.deltatrust.org.uk**

Delta Academies Trust - Our Vision and Values

Our vision is based on the values and the principles of Delta Academies Trust. Our academies will:

- Change children's and young people's lives for the better, providing them with the skills, knowledge and understanding to be successful throughout life and contribute positively to their communities.
- Place learners at the heart of everything we do and ensure that we promote social responsibility, honesty, integrity and caring for others.
- Deliver outstanding academic outcomes for all pupils and students and engender in them the confidence and aspiration to be successful.
- Create a generation of young people who care about their environment and recognise that they can shape the future through their own actions.
- Recognise and appreciate the different beliefs others hold but will promote British Values and encourage active citizenship, promoting social cohesion.
- Promote scientific enquiry and the development of analytical thinking skills that enable pupils and students to question the world around them and evaluate received wisdom.
- Celebrate human creativity and the enrichment Arts bring to our lives and community.

Why work for Delta Academies Trust?

- You will be joining a team that is committed to changing lives through transforming educational outcomes. A Trust **highly committed** to ensuring that you benefit from high quality development and training.
- You will work alongside professionals in a fast-paced and **dynamic environment**.
- You will develop your skills alongside **like-minded colleagues**.
- Each of the Delta academies is committed to a climate of **mutual support** and **partnership** and to working closely with each other.
- **Career Development** - Delta Academies Trust offers personal development through a range of flexible opportunities. All new staff members receive a comprehensive induction. The Trust offers a central CPD programme involving a range of training, which can include Ofsted training, safer recruitment, pediatric first aid and Evolve training. We also have a clear strand of Teaching and Learning CPD and an innovative and exciting Leadership and Development programme.
- **Pension** - Every employee of Delta Academies Trust has access to a pension scheme.
- There is a **Cycle to work scheme**
- **Work-life balance** - We aim to be a 'best practice' employer. We understand that our employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality staff.
- **Child care vouchers by Sodexo** - Child care vouchers work through a salary sacrifice and they are taken from your salary each month before your usual Tax and NI contributions.
- **Tech Salary Sacrifice Scheme** - this gives employees the opportunity of having the latest technology and the cost directly deducted from their gross monthly salary, saving on Tax and National Insurance Contributions.

The Application Process

Further details about the work of Delta Academies Trust including academies it currently sponsors can be found at www.deltatrust.org.uk

Completed applications should be returned to jobswest@deltatrust.org.uk or by post to Delta Academies Trust, Recruitment Team, Education House, Spawd Bone Lane, Knottingley, WF11 0EP

All applications that have been submitted electronically will receive an email from the recruitment team confirming receipt.

A letter will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within 2 weeks of the closing date please assume your application has been unsuccessful.

Queries

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 0345 196 0095.

We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on our recruitment website at: <http://recruitment.deltatrust.org.uk>

**Class Teacher
MPR/UPR
Full time / Maternity cover
Required From 1st October 2017**

At this key time in the Academy's development we require an ambitious, determined and committed Class Teacher to start in October to cover maternity leave.

The successful candidate will:

- be an excellent practitioner
- be enthusiastic, resourceful and keen to ensure that the highest possible standards of pupil achievement, personal development and well-being are achieved.

This post would suit either a newly qualified or more experienced teacher.

Visits to the Academy are welcome. Please contact the Academy on 01977 722485

Closing Date: Monday 18th September 2017
12 Noon

An application pack can be downloaded from
<http://recruitment.deltatrust.org.uk/>
or by contacting our recruitment team on
0345 196 0095
or email
jobswest@deltatrust.org.uk

The Trust is committed to safeguarding the welfare of its students and the successful applicant will be subject to an enhanced Disclosure and Barring Service Check.

JOB DESCRIPTION

Post: Teacher
Grade: MPR/UPR
Responsible to: Principal and Assistant Principal

Responsible for: N/A

Purpose of the job:

To teach pupils across the full age and ability in order to ensure the highest possible standards of pupil achievement, personal development and well-being.

AREAS OF RESPONSIBILITY AND KEY TASKS

PLANNING, TEACHING AND CLASS MANAGEMENT, TO:

Teach allocated pupils by planning their teaching to achieve progression of learning through:

- Identifying clear teaching objectives and specifying how they will be taught and assessed
- Setting tasks which challenge pupils and ensure high levels of interest
- Setting appropriate and demanding expectations
- Setting clear targets, building on prior attainment
- Identifying SEN or very able pupils
- Provide clear structures for lessons maintaining pace, motivation and challenge
- Make effective use of assessment and ensure coverage of programmes of study
- Ensure effective teaching and best use of available time
- Monitor and intervene to ensure sound learning and discipline
- Use a variety of teaching methods to:
 - i. Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
 - ii. Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
 - iii. Select appropriate learning resources and develop study skills through library, ICT and other sources
- Ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught
- Evaluate their own teaching critically to improve effectiveness.

ADDITIONAL STANDARDS FOR NURSERY AND EARLY YEARS

- Take account of pupils' needs by providing structured learning opportunities which develop the areas of learning identified in national and local policies and particularly the foundations for literacy and numeracy
- Encourage pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively
- Use a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning
- Manage parents and other adults in the classroom

MONITORING, ASSESSMENT, RECORDING, REPORTING- TO:

- Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching
- Mark and monitor pupils' work and set targets for progress
- Assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving.
- Prepare and present informative reports to parents

OTHER PROFESSIONAL REQUIREMENTS- TO:

- Have a working knowledge of teachers' professional duties and legal liabilities
- Operate at all time within the stated policies and practices of the school
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct
- Endeavour to give every child the opportunity to reach their potential and meet high expectations;
- Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school
- Take responsibility of their own professional development and duties in relation to school policies and practices
- Liaise effectively with parents and governors
- Take on any additional responsibilities which might from time to time be determined

Any additional responsibilities in line with Teachers' Pay and Conditions as negotiated with the Principal.

Person Specification

Teacher

	Ess	Des	MOA
KNOWLEDGE/QUALIFICATIONS			
Graduate with Qualified Teacher Status	*		A/C
Knowledge of current educational practice and issues	*		A/I
An excellent classroom practitioner	*		I/R
Knowledge of the provisions of national strategies, i.e. Literacy, Numeracy and ICT	*		A/I
Knowledge of all phases of primary education		*	A/I
Effective use of ICT to support learning		*	A/I
The implications of the Code of Practice for Special Educational Needs for teaching and learning		*	A/I
Any statutory curriculum requirements and the requirements for assessment, recording and reporting of pupils' attainment and progress	*		A/I
Full working knowledge of relevant policies/codes of practice/legislation		*	A/I
Knowledge of the new Professional Teaching Standards	*		A/I
EXPERIENCE			
Ability to teach in the Primary phase	*		A/I/R
SKILLS			
High level of written, oral and communication skills	*		A/I
Ability to communicate effectively orally and in writing to a range of audiences	*		A/I/R
Able to offer expertise in a specific subject or area		*	A/I/R
High level of organisational and planning skills	*		A/I/R
Commitment to an involvement in extra-curricular activities		*	A/I/R
Evidence of sharing in and contributing to the corporate life of the academy	*		A/I/R
Work effectively as part of a team, relating well to colleagues, pupils and parents	*		A/I/R
Ability to demonstrate a commitment to equality of opportunity for all pupils	*		A/I
Ability to investigate, solve problems and make decisions	*		A/I/R
Able to play the piano for school assemblies and performances		*	A/I
Management of people and resources	*		A/I/R

	Ess	Des	MOA
BEHAVIOUR AND OTHER RELATED CHARACTERISTICS			
Evidence of continuing professional development	*		A/I
Establish clear expectations and constructive working relationships in your own classroom through team working and mutual support; devolving responsibilities and delegating tasks where appropriate	*		A/I
Commitment to an involvement in extra-curricular activities	*		A/I
Work in ways that promote equality of opportunity, participation, diversity, and responsibility	*		A/I
A commitment to abide by and promote the Equal Opportunities, Health and Safety and Child Protection Policies	*		A/I
The post holder will require an enhanced DBS	*		C

Key: MOD=Method of Assessment, Ess=Essential, Des=Desirable, A=Application, I=Interview and assessment, R=Reference, C=Certificate