



JOHN BALL
PRIMARY SCHOOL

ACHIEVEMENT, AMBITION AND PROGRESS FOR ALL...

Recruitment Pack



A close-up photograph of two children, a girl on the left and a boy on the right, sitting at a table. They are both looking down at a project on the table. The girl is smiling and has her hand on the table. The boy is looking intently at the project. The project appears to be a simple circuit or a drawing with red and yellow lines. The background is blurred, showing what looks like a classroom or library setting with bookshelves.

**ACHIEVEMENT, AMBITION AND
PROGRESS FOR ALL ...**

Class Teacher

MPS 1 – 6 teachers' pay scale—ECT's welcome to apply

The Role

Are you ready for a new challenge? Do you want to be part of a happy, supportive and forward thinking school? If so, this is an incredibly exciting time to come and join our team. We are looking for an innovative, dynamic and creative teacher.

We are looking for a teacher to start in September 2023 who:

- Has been judged by others to have high quality teaching skills
- Has a passion for learning and teaching
- Has high expectations of themselves and the children
- Has the ability and determination to inspire and motivate children to achieve their best
- Wants to contribute to the school as a whole



As a member of our staff you can expect:

- Brilliant children – enthusiastic and able, with excellent attitudes to learning
- Strong leadership; a school that is well organised and managed
- A fantastic staff; supportive and friendly.
- High quality CPD supporting you to be the best; we are able to talent spot and support teachers at every level of their career.
- Excellent resources
- Access to high quality networks and CPD opportunities through our work and links with national organizations including PiXL Primary.
- Free school lunch prepared by the Head Chef

John Ball Primary School is committed to safeguarding and promoting the welfare of children and expects all staff, volunteers and external agencies to share this commitment. We are an equal opportunities employer. The successful candidate will be subject to an Enhanced DBS check, Medical Clearance and satisfactory Employment References.

John Ball Primary School is an equal opportunities employer. We welcome applications from all members of the community, regardless of gender, age, marital status, disability, ethnicity, religion, belief or sexual orientation. As we are working to become a racially just school we welcome applications from black and ethnic minority groups.

For more information and an application pack, please go to: <https://www.johnball.lewisham.sch.uk/> or email Maria Theophilou at hr@johnball.lewisham.sch.uk

You are welcome and encouraged to visit the school. Our Headteacher Jacqui Noakes will be leading tours on Thursday 23rd March at 4pm, Monday 27th March at 2pm, Tuesday 28th March at 8am, Monday 17th April at 4pm and Wednesday 19th April at 8am. To book a place, please email admin@johnball.lewisham.sch.uk

Closing Date: Monday 24th April 2023 at 5pm

Shortlisting: Tuesday 25th April 2023

Interview: Wednesday 3rd May 2023

John Ball Primary School
Southvale Road, Blackheath
London, SE3 0TP

Dear Applicant,

Thank you for your interest in our current vacancy for Class Teacher.

What do you need to know about us?

We were inspected in November 2013 and judged to be outstanding in all areas. We have an excellent local reputation and have expanded to a 3 form entry school, with our extended and refurbished building.

As a member of our staff you can expect:

- Brilliant children – enthusiastic and able, with excellent attitudes to learning
- Strong leadership; a school that is well organised and managed
- A fantastic staff; supportive and friendly.
- Excellent resources
- Continuing professional development
- Free school lunch prepared by our Head Chef

Other useful information:

- We have a current school roll of 610 pupils
- We serve a culturally, socially economic diverse community
- Our pupils behave outstandingly well and always give their best
- We provide them with a rich and varied curriculum both in and out of the classroom
- We are a happy staff team – we laugh a lot!
- We support one another. People want to come and work with us.
- We provide very good support for staff, where ever they are on their career path.
- Our parents are incredibly supportive and want to help their children to learn.
- See our website for further details about our school. Read our weekly newsletter, JBUZZ, to see what we are doing.

In this pack you will find

- Job Description
- Person Specification
- Equal Opportunities Statement
- Application Form
- Safer Recruitment Form
- Equalities Monitoring Form

If you have any queries, please do not hesitate to contact us.

Yours sincerely,



Mrs Jacqui Noakes

Head Teacher

Job Description

CLASS TEACHER

JOB DESCRIPTION

Salary: National Pay Scale at appropriate point

Responsible to: Headteacher/Deputy Headteacher

Period: Full time

Main Purpose of Job:

To teach and carry out such other duties as are reasonably assigned by the Headteacher.

To ensure the highest possible standards of education for the pupils whom the teacher has responsibility – academically, socially, emotionally, physically, intellectually and aesthetically.

To work as a member of a team.

To support the Headteacher, SLT and Governors in creating a highly effective school, based on inclusive, best practice.

Principal Accountabilities:

1. Classroom Practice

- 1.1 To fulfil the requirements of the Conditions of Employment of School Teachers as outlined in the current School Teachers' Pay and Conditions Document.
- 1.2 To plan and prepare an inclusive and creative curriculum for pupils in line with the National Curriculum, Revised Primary Frameworks and school policy, in co-operation with the parallel year class teachers.
- 1.3. To be aware of current educational initiatives and statutory requirements.
- 1.4 To plan for and record pupils' progress in all areas of the curriculum, submitting planning in line with school policy, ensuring that all pupils make good and very good progress.
- 1.5 To participate in appropriate external and internal assessment of children as required by the Headteacher. To use formative and summative assessment to inform future planning and ensure differentiation.
- 1.6 To give feedback to pupils in line with school policy.
- 1.7 To identify and make provision for pupils with special needs in collaboration with the SENCo and to devise and implement provision mapping on a termly basis.

- 1.8 To maintain an attractive, well displayed, well resourced, carefully organised and effective learning environment in the classroom and shared areas.
- 1.9 To have high expectations in all areas of learning, including personal and social development and to have a commitment to maintaining and improving high standards.
- 1.10 To be able to motivate children by being enthusiastic and making learning experiences challenging and exciting.
- 1.11 To carry out the duties of the post with due regard to the school's equal opportunities policy and core values.

2. Working in Partnership

- 2.1 To work with colleagues in a co-operative framework adhering to established curriculum guidelines and policies to ensure curriculum continuity.
- 2.2 To line manage and ensure the effective deployment of support staff attached to the class for whom the teacher has responsibility.
- 2.3 To support, enhance, reflect and communicate the shared values and ethos of John Ball School.
- 2.4 To communicate and liaise with parents on a regular basis promoting home/school partnership in all pupils' education.
- 2.5 To work in liaison, contact and co-operation with pupils, parents, governors, the local authority and the local community.

3. Supporting Management of the School

- 3.1 To uphold and implement the school's Safeguarding policy.
- 3.2 To uphold the school's Behaviour Policy:
 1. Develop relationships with and between pupils conducive to optimum learning
 2. Maintain good order and discipline among the pupils and safeguard their health and safety at all times when they are on the school premises and when they are engaged in school activities elsewhere
- 3.3 To attend all the required school meetings and INSET as prescribed within the timetable of directed hours and to be punctual for all duties. To undertake team planning, self-evaluation and professional development as required.
- 3.4 To demonstrate positive commitment to the school's equal opportunities policy and to the LA's anti-discriminatory policies.

- 3.5 To supervise, and so far as practicable teach, any pupils where the person timetabled to take the class is not available to do so. This will be done only rarely and only in circumstances that are not foreseeable. (Schoolteachers' Pay & Conditions Document 2015)
- 3.6 To contribute to and participate in formal performance management and review.
- 3.7 UPS teachers to carry a whole school remit
- 3.8 To carry out any reasonable request made by the Headteacher or his/her representative.

Selection criteria – full time, class teacher

1. Qualified Teacher Status, DfE number, satisfactory DBS check.
2. Recent and relevant experience of teaching children in a UK school setting.
3. Written evidence of at least two recent classroom/lesson observations being described as good or better (i.e. good, very good, excellent or outstanding)
4. A good, working understanding of the National curriculum, assessment and reporting arrangements
5. A good knowledge of how an appropriate, challenging and creative curriculum can be successfully planned and successfully delivered.
6. Knowledge of the range of teaching and learning strategies that most effectively contribute towards raising achievement, promoting good behaviour and developing self-esteem in all children in a diverse and inclusive classroom and the ability to implement these strategies effectively and consistently
7. An in-depth understanding of safeguarding requirements in schools
8. Ability to communicate effectively orally and in writing.
9. Ability to demonstrate a high degree of capability in the use of IT to support teaching and learning and as a management tool
10. Experience of successfully working with support staff in a school setting.
11. Ability to work effectively in multi-disciplinary teams; to build good working relationships others; to be able to communicate effectively at an appropriate level to a range of audiences, especially parents and carers.
12. Recent and relevant training and / or professional development.

Person Specification

Note to Candidates

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the shortlisting and interview process for this post i.e. all shortlisted candidates will meet the essential criteria whilst additional points will be earned through meeting the desirable criteria.

If you are a disabled person, but are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria you will be shortlisted and we will explore jointly with you if there are ways in which the job can be changed to enable you to meet the requirements.

Requirement	Essential	Desirable
Presentation and personality.	<p>Excellent verbal and written communication skills.</p> <p>Ability to represent the school in a professional manner.</p> <p>Commitment to high personal performance and an ethos of inclusive education and personalised learning.</p>	
Education and qualifications.	Teacher status.	Additional qualifications in an area of specialism
Knowledge	<p>A good knowledge of the National Curriculum and the Revised Primary Frameworks.</p> <p>A good knowledge of Equal Opportunities and inclusive education</p> <p>An understanding of factors that promote a positive ethos in school.</p>	Any area of personal interest relevant to the wider curriculum.
Skills and abilities.	<p>Ability to demonstrate good, inclusive primary practice.</p> <p>Excellent organisational skills.</p> <p>Ability to work as part of a team.</p> <p>Ability to communicate with all members of the school community sensitively and effectively.</p> <p>Ability to motivate and inspire pupils.</p> <p>Very good ICT skills.</p>	Ability to contribute to the extra-curricular life of the school.
Experience	Demonstrable commitment to raising the attainment of all pupils.	Experience of teaching in KS1 and/or KS2.
Personal circumstances	<p>Ability to work the contracted hours.</p> <p>An excellent health record.</p> <p>Committed to the continuing development and improvement of the school.</p>	A willingness to take on additional responsibilities which contribute to the life of the school and to professional development.

Lewisham Equal Opportunities Policy Statement

Lewisham Council is committed to equal opportunities both in the provision of services and as an employer. The seriousness of this commitment is reflected in the Council adopting equal opportunities as one of its core values.

EQUALITY of opportunity for all sections of our community and workforce is an essential value for this Council. This means recognising the inequalities which people suffer and take action to reduce them. Everyone has a role to play in ensuring fairness towards colleagues and the community.

This commitment is integral to the provision of any service and the employment conditions of each and every member of staff. We expect all our staff to promote equality in the workplace and in the services we deliver. In this way, the Council can redress inequality.

Equal opportunities mean access to jobs, services, information and participation for everyone. We recognise that because some groups of people experience prejudice and discrimination that to make opportunities really available we have to make an extra effort. We mention some groups in particular because they are the people who have commonly been disadvantaged. The Council's commitment to a fair deal for women, black people, lesbians and gay men, pensioners and disabled people is a recognition of the difficulties and inequalities which these groups continue to face. The Council is committed to tackling class disadvantage and has a long history of providing services which improve the quality of life and life chances of working class people.

Lewisham Council exists to represent and provide services for all the people of the Borough.

Our equal opportunity policy requires that the Council recognises and respects cultural and religious diversity and serves all sections of our local communities. Everyone should know what is available from the Council. Access to services will be based on need or entitlement. The Council will be open in its approach and make sure that we find out and take account of the views and experiences of our diverse community. The varied needs, expectations and culture of local people will be reflected in the range, sensitivity and relevance of our services.

In the context of pressures on resources and change, achieving equality assumes an even greater importance and requires even greater commitment. The Council is proud of progress made so far, is committed to protecting gains made and to developing new and innovative ways of promoting and achieving equality of opportunity and outcomes.

Knowing who is using our services

Our policy framework also includes monitoring take up of service so we can check that target groups have access and that use of Council services is in line with what we know about needs among different groups. Monitoring is not an end in itself but a means of checking how effective we are being and of then changing, adapting or targeting services.

Targeting resources

In a climate of defining resources, there will be difficult decisions to be made about resource allocation. Equal opportunities require us to make choices which reflect current needs rather than traditional ways of apportioning services. This means reviewing use to see that it is in line with needs and not simply continuing to deliver a service to the same group of people in the same way.

Information for everyone

Information about services is a crucial element of an equal opportunities framework. If it is not made available in an understandable form to all sections, then access to service is in practice restricted to those people 'in the know'. Information should be widely circulated, available in different forms and languages and encourage all groups to use the service. It also needs to make clear to everyone what determines access to services. Clear information about entitlement and about service standards is also important.

Representation

The Council is not just a provider of services, it is also a local government designed to give people a say in how their local area is run. All sections of our local community need to be able to identify with the Council and feel that they will be listened to. They also need to feel that they are represented in the decision-making process and have some influence on the policy makers. Our approach to co-options is a way of giving disadvantaged groups additional representation at committee level. Our approach to consultation is also part of giving local people greater influence.

Employment

In a service organisation like ours, the workforce is at the heart of our commitment to service quality and equality of opportunity. The people who manage and provide the Council's services should reflect the diversity of our local communities. This will help us to respond sensitively and effectively to a variety of needs and preferences.

Valuing ALL employees

Showing that we value all staff, providing everyone with what they need to do a good job, creating opportunities to develop new skills and progress within the Council, are all important ways of demonstrating equal opportunities in practice. Our policies are designed to set a framework for managers to do this.