



Diocese of Salisbury
Academy Trust
'Beyond expectations for all of God's children'



Southbroom
St James Academy

Class Teacher

**Working for the
Diocese of Salisbury Academy Trust**



**Welcome to the Diocese of Salisbury Academy Trust (DSAT)
and thank you for your interest in working with us. The Trust is based at the
Diocesan Education Centre in the historic village of Wilton, located three miles
to the West of the mediaeval city of Salisbury.**

In this pack we have enclosed some interesting and useful information about the Trust, which works with thirteen academies across the Diocese. You can find out more about these and the strengths of our organisation on our website at www.dsat.org.uk. We take safeguarding seriously and candidates will be subject to rigorous procedures to ensure that our children are suitably protected at all times. This will include an enhanced DBS check for all successful candidates before employment is confirmed.

This recruitment pack includes:

DSAT Vision and Values

This document outlines the strength of the ambitions that we have for our Trust and our vision for all of the children in the Trust.

Job Advert and how to apply

Please ensure that your application relates to the correct advertisement and that you have been able to find details of how to apply with the correct form.

Job Description and Person Specification

We aim to provide you with a clear indication of the role you are applying for. When completing your application, we ask you to relate your experience and skills to the Job Description and Person Specification in a clear and succinct manner.

Application Form

To apply for the role, you are required to complete an application form and return this to the academy or the Trust HR department (please read the instructions carefully) before the closing date. We do appreciate the time taken to complete the application form. Unfortunately, CVs will not be accepted.

Equal Opportunities Monitoring Form

We are committed to equality in the workplace and supporting the development of all our employees.

Living and working in our Diocese

We have aimed to capture a brief overview of the rich social and cultural diversity across our beautiful area.





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Our vision is for the growth of thriving Christian learning communities, providing everyone with the opportunity to achieve more than they ever thought possible. Christian service is at the heart of all we do, as we help young people to develop excitement in learning and to live life to the full. We value everyone equally and demonstrate this through our words, actions, community life and the quality of the opportunities we provide.

Children at the heart of all we do

Our young people will be inspired to develop academically and spiritually, aspiring beyond their own and others' expectations.

Faithfulness to our Christian tradition

We put God's love into action through our values of love, reconciliation, hope, forgiveness, peace, grace, justice and joy. Working with our parishes and communities, we encourage an understanding of the significance of faith through teaching, worship and prayer.

Striving for excellence

We love learning and are passionate about the high standards we can achieve in all aspects of life.

Collaboration

We build strong partnerships, learning with and from others as we challenge ourselves to reach new heights. We give of our best and expect the best from one another.

Celebrating success

We celebrate the achievements of every individual and share our successes widely.



'I can do everything through Christ, who gives me strength'



Background to DSAT

The Diocese of Salisbury Academy Trust (DSAT) was established at the end of 2013 to provide a home for schools within the Diocese of Salisbury who wanted to convert to academy status. At the start of the academic year 2015-16, the Trust has seven academies, six sponsored and one through voluntary conversion. Whilst the Trust is a separate entity to the Diocesan Board of Education (DBE), they work together in dynamic and strategic partnership to transform provision and outcomes for the children in their care.

Alongside its improvement work in its current member academies, the Trust is working actively with other schools and the Regional Schools Commissioner (RSC) to grow its family of academies. This will enable a greater level of system-led improvements, further opportunities for collaboration between leaders and staff at all levels of the organisation and better economies of scale, vital in the current challenging economic climate.

DSAT provides an opportunity for schools to convert to academy status in a way that is different to many academy trusts.

- Individual schools that can thrive in their own context and in line with their own vision and values;
- A home for church schools committed to maintaining their distinctiveness, based upon their Christian values;
- A home for schools without a Christian foundation, who are wanting to work with us in partnership to secure better outcomes for children;
- A dynamic collaboration, working in conjunction with a range of partners, to deliver tailored programmes of school improvement that will meet the needs of each academy;
- Services available to academies that will support improvements to teaching and learning, allowing schools to focus on their core business rather than being distracted by academy business;
- The flexibility to meet schools where they are on their journey and to adapt to their specific circumstances;
- Opportunities to operate in close partnership and strong relationship with the DBE, the RSC and local authorities for the good of our academies.



The Salisbury Diocesan Board of Education (SDBE), formed in 1830, is one of the oldest formal diocesan bodies. Many of the church schools were founded before that date, and the Board, or Council as it was called then, was formed to support their work and to promote new schools. The Diocese today extends over 2000 square miles, with a population of just under 860,000. There are a total of 195 schools and academies serving 40,000 children. We work across a number of counties and local authorities, working closely in mutually beneficial partnership with them in order to progress the life-chances of the children in our care. We are open to both church and non-church affiliated schools across the region.

Letter from the Headteacher

Dear Colleague,

Thank you for showing an interest in the posts advertised at Southbroom St James Academy within the Diocese of Salisbury Academy Trust (DSAT). Should you decide to apply for a position, you will be joining a flourishing school at an incredibly exciting time. As the Headteacher, I am thrilled at the prospect of building our wonderful team of professionals with an individual who has the drive, ambition and skills to help create the outstanding school which our wonderful learning community rightly believes we should be.

Our pupil numbers are steadily on the increase and we have projected further growth in the 2019-20 academic year. We are looking to recruit an exceptional Class Teacher to join our highly effective and driven team in continuing to build an incredible school. The successful candidate will operate as a fulltime Class Teacher with a view of leading in a particular curriculum area. As we begin to redevelop our curriculum for next year, there is also the exciting opportunity to be a part of these foundations in shaping our curriculum intent and implementation moving forward.

We are proud to be a member of the DSAT, which is a strategic and forward-thinking Trust that recognises the needs and challenges across all its academies. You will join a team of professionals who are welcoming, compassionate, highly motivated and will promote high expectations and aspirations at Southbroom St James Academy and throughout the Academy Trust.

We look forward to welcoming you to Southbroom St James Academy and would highly recommend a visit to the school.

I look forward to meeting with you.

Yours sincerely,

G Bailey

Gareth Bailey
Headteacher



Job Title	Class Teacher
Academy Name	Southbroom St James Academy (DSAT)
Location	Devizes SN10
Hours	School Hours, Term Time Only
Contract Type	1 x Full Time, Fixed Term for 1 Year 1 x Full Time, Permanent Contract
Salary	Teachers Main Scale £23,720 - £34,665 Negotiable, dependent on experience
Pension	Teachers' Pension Scheme
Child Care Vouchers	Available upon request
Contact	Gareth Bailey admin@southbroomstjames.dsat.org.uk
Closing Date	Midday on Friday 21 st June 2019
Interview Date/s	Tuesday 25 th June
Start Date	1 st September 2019

Are you an excellent teacher who is passionate about having a positive impact on the education, progress and well-being of every child in your care?

Do you want to be part of a professional team, all working together with high expectations, commitment and drive?

Can you work in close partnership to achieve the best outcomes for the children? If so, we'd love to meet you!

We are a flourishing junior school, situated within the heart of Devizes. We pride ourselves on being a school at which all staff should feel that they can belong, believe and flourish, collectively making a difference to the lives of our children and our community.

We have vacancies for two Class Teachers to join our KS2 team on one fixed term basis and one permanent basis, from 1st September 2019. You will be an excellent teacher with great communication, excellent teamwork skills and a passion for education!

The school is committed to ensuring the safety and well-being of all children in its care and candidates will be asked to demonstrate an understanding of safeguarding children and complete an enhanced DBS check prior to appointment.

Our school values diversity of our workforce and welcomes applications from all sections of the community.

Please apply online at <http://jobs.wiltshire.gov.uk> or visit the school website: www.southbroomstjames.dsat.org.uk We welcome visits to our school, please contact the office on 01380 723232 to arrange a mutually convenient date and time.

Job Description

Job Title: Class Teacher	Grade: M1 – M6 (Negotiable, dependent on experience)
Reports To: Headteacher	Salary Range: £23,720 - £34,665
Main Duties:	
1.	<p>PLANNING, TEACHING AND CLASS MANAGEMENT, TO:</p> <p>Teach allocated pupils by planning their teaching to achieve progression of learning through:</p> <ul style="list-style-type: none"> • 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; • Work in accordance with school policies, providing excellent moral, social, spiritual and cultural role models; • Put the needs of the school's pupils first and actively promote and enthusiasm to learn; • Actively promote environmental sustainability; • Use a variety of teaching methods to: <ol style="list-style-type: none"> 1. Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary; 2. Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions; 3. 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. • To liaise with other teachers in the year group, key stage and, where appropriate, other phases, in planning, delivering, assessing and evaluating each area of the curriculum. <p style="text-align: center;">ADDITIONAL STANDARDS FOR NURSERY AND EARLY YEARS</p> <ul style="list-style-type: none"> • 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.

2.	<p>MONITORING, ASSESSMENT, RECORDING, REPORTING - TO:</p> <ul style="list-style-type: none"> • 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.
3.	<p>OTHER PROFESSIONAL REQUIREMENTS - TO:</p> <ul style="list-style-type: none"> • Have attained the National Standards for Qualified Teacher Status; • Enhance and update their teaching skills through continuing professional development; • Have a working knowledge of teachers' professional duties and legal liabilities; • Operate at all times 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 co-ordinate the management of the school; • Take responsibility for 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.
4.	<p>TO FULLY COMPLY WITH THE TRUST'S SAFEGUARDING POLICY.</p> <ul style="list-style-type: none"> • Promoting and safeguarding the welfare of children and young people in accordance with the school's safeguarding and child protection policy.
<p>This job description is not exhaustive and will be subject to periodic review. It may be amended to meet the changing needs of the business. The post-holder will be expected to participate in this process and we would aim to reach agreement on any changes.</p>	

Person Specification

Key criteria	Essential	Desirable
Qualifications And Experience	<ul style="list-style-type: none"> • Have qualified teacher status. • Proven experience of teaching in KS2. • Use of ICT to support teaching and learning. 	
Knowledge & Understanding	<ul style="list-style-type: none"> • A secure knowledge of primary practice • Ability to plan and deliver stimulating lessons. • Have an understanding of how to use assessment for learning. • Be able to keep detailed records and monitor children's progress. • Be able to use a variety of behaviour management strategies. • Have an understanding of SEND • Keep up to date with current initiatives. 	<ul style="list-style-type: none"> • Evidence of recent and relevant professional development. • A secure knowledge and understanding of the teaching of phonics.
Skills and Abilities	<ul style="list-style-type: none"> • Be an excellent teacher. • Ability to differentiate for individuals. • Have an understanding of learning styles and child development. • Be able to work as part of a team 	<ul style="list-style-type: none"> • Use data to inform school target setting.
Working with others	<ul style="list-style-type: none"> • Be able to build positive relationships with children and adults. • Be a role model to staff, children and the community. • Liaise with and report to parents, governors and outside agencies 	<ul style="list-style-type: none"> • Show experience of working alongside others.
Personal Attributes	<ul style="list-style-type: none"> • Organised. • Flexible. • Enthusiastic. • Committed. • Self-motivated. • Excellent communication and interpersonal skills. • Show initiative • Resilient • Be reflective on own practice. • Have a desire to engage in own professional development. • Good sense of humour! 	



Salisbury Diocese

Living and Working in Wiltshire

Wiltshire is home to the best preserved copy of the Magna Carta in the magnificent Salisbury Cathedral. Not only the UK's tallest medieval cathedral spire but as quoted by Bill Bryson in *Notes from a Small Island*, 'Salisbury Cathedral is the single most beautiful structure in England, and the Close around it the most beautiful space'. How wonderful to be part of this, as well as so many other highlights of the west country; the highest concentration of prehistoric sites in Europe, the World Heritage sites of Stonehenge and Avebury, England's first safari park at Longleat, and National Trust and historic homes at Stourhead, Bowood and Wilton House, set in surroundings made famous by palladium landscapers.

Discover an endless variety of music, literature and art festivals, food and drinks events, village fetes and local markets. Wiltshire has year round activities including sporting events at Salisbury Racecourse and Castle Combe racing circuit as well as traditional events such as the Downton Cuckoo Fair and the Wessex Country Fair.

For theatre goers there is not only the Salisbury Playhouse but the Wiltshire Music Centre in Bradford-on-Avon, Salisbury Arts Centre, the Lighthouse Arts Centre in Poole and many local amateur dramatic, art, literary and music societies.

Wiltshire is proud to have award-winning dining with three Michelin starred restaurants at some of our prestigious hotels as well as AA rosettes for fine dining. Keep an eye out for the Wiltshire Food & Drink logo which is awarded to properties that meet certain criteria regarding sourcing local produce. The keen foodies may want to follow one of the food trails, head to one of the Wiltshire farmers' markets for fresh produce directly from the supplier, or perhaps improve your culinary skills at a cookery school.

Wiltshire is also lucky to have some fine vineyards and breweries, including the Wadworth Brewery famed for its 6X bee and Bishop's Tipple and the Hopback Brewery selling wonderful flavours such as Summer Lightning and the Crop Circle! Why not also sample local cider and apple juice found in the local farmers' markets.

Wiltshire has lots of amazing places to explore; discover more about Salisbury, Swindon, Bradford-on-Avon, Trowbridge, Royal Wootton Bassett, Cricklade, Calne, Amesbury, Marlborough, Devizes, Chippenham, Tisbury and Corsham as well as other towns and villages.

<http://www.visitwiltshire.co.uk>