



**WEST  
THORNTON**  
PRIMARY ACADEMY

Working With



**Inspire**  
Partnership



# Croydon Teacher Recruitment

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Transforming children's lives through partnership and collaboration

## 1. Recruitment Overview

### Who are we looking for?

*Classroom teachers. We welcome applications from both experienced practitioners, including those looking to move into their first leadership position and also NQTs.*

### Where would I be based?

*At West Thornton Primary Academy, Rosecourt Road, Croydon, CR0 3BS and/or West Thornton Primary Academy, Canterbury Road, Croydon, CR0 3HH according to the operational needs. But please do make any individual preference known during the application process.*

### What is the pay?

*We recognise the provisions of the School Teachers Pay and Conditions Document.*

### How do I apply?

*Via our TES portals only.*

### Start date?

*April 2020 & September 2020, but we will consider an earlier appointment if this is possible.*

### When is the closing date for applications?

*12 midday Friday, 27 March 2020.*

### When are the interviews?

*Shortlisting will take place soon after the closing date and the interviews will take place shortly after that.*

### Can I visit the schools?

*We are holding an open evening at 6pm on Tuesday 10 March at West Thornton Primary Academy. You are also welcome to visit the school at any time. Please call Sangeeta Dwesar on 020 8684 3497 to organise an appointment.*

# Welcome



## 2. Welcome

Dear Applicant

Thank you for expressing an interest in applying for a teaching post with the Inspire Partnership. We are an ambitious multi academy trust of five primary schools situated in Greenwich and Medway (growing to include an additional three schools in Croydon) serving diverse, aspirant communities of learners. We have a track record of excellence and a national reputation for sustainable school improvement focused on our Partnership Values:

**Collaboration** matters  
**Excellence** in everything  
**Community** first  
**Equity** for everyone  
Continuous **growth**

We want to appoint new teachers at West Thornton Primary Academy and would be keen to hear about your professional experience and what you can offer. We are seeking the most aspirational and hard-working staff who share our belief that success is gained by developing a growth mindset; one which values effort and believes anything is possible.

Working for Inspire will provide exciting opportunities for candidates who are ambitious, creative and enjoy working in collaboration with others. Our professional development core offer is of the highest quality, we are engaged in a range of research projects that are shaping education policy and have an extensive network of schools and organisations we work with. All of our schools are an inspiration. Our children love to learn, are creative and believe in the ethic of excellence. Our curriculum is dynamic, connects learning with global themes and provides children with opportunities to flourish.

Our schools are also unique and different. They range from one to five forms of entry but capitalise on the Inspire Partnership ethos of collaboration. If you work with us, you will be provided with opportunities to learn with other schools and benefit from specialist teachers. Whether you are an NQT or an aspiring senior leader, successful candidates will be guaranteed of working with outstanding leadership and receiving the very best support.

We look forward to meeting you soon.

Yours sincerely

Rob Carpenter  
CEO Inspire Partnership  
@robcarpenter



## 3. Why the Inspire Partnership Academy Trust?

We are an ambitious multi academy trust of five primary schools situated in Greenwich and Medway (growing to include an additional three schools in Croydon) serving diverse and aspirant communities of learners:

### Greenwich

- Foxfield Primary School
- Rockliffe Manor Primary School
- Woodhill Primary School

### Croydon

- The Forest Academy
- West Thornton Primary Academy
- The Woodside Academy

### Medway

- Elaine Primary School
- Maundene Primary School

Search '*Inspire Partnership Academy Trust*' to connect to our school and trust websites and our social media channels to get a feel for what we are about.

There are many teaching jobs out there but what sets us apart is the opportunity to work at the cutting edge of educational thinking and practice. Regardless of your role, you will have the chance to develop your knowledge with access to the best training and development opportunities at each stage of your career, take part in ground breaking research projects and be actively encouraged to work collaboratively with some of the most talented and innovative colleagues, both at a local and national level.

We are extremely proud of our curriculum model, which ensures pupils develop core knowledge and skills leading to high quality learning outcomes, as well as developing pupils' confidence to make a difference in the world. We believe the fundamental goal of a world class education is to ensure students make a meaningful contribution within their community and beyond. For this reason, our curriculum links to Oxfam's global citizenship and the United Nations sustainable development goals.

We will always seek to celebrate our pupils' achievements through stunning visual displays and these are a defining feature of our schools. Please do come to our open evening on 10 March to see for yourself.

We offer a dynamic and supportive working environment. Our core terms and conditions of employment are in line with other local schools and we recognise national and local agreements relating to the fair and equitable management of school staff.



## 4. Job Description

### Main purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher in accordance with the School Teachers' Pay and Conditions Document as directed by the headteacher.
- Meet the expectations set out in the Teachers' Standards

### Duties and responsibilities

#### Teaching

- Plan and teach well-structured lessons to assigned classes in the primary age range including EYFS, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

#### Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

#### Health, safety and discipline

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

## **Professional development**

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching including participation in events at other Inspire Partnership schools
- Where appropriate, take part in the appraisal and professional development of others

## **Communication**

- Communicate effectively with pupils, parents, carers and other appropriate professionals

## **Working with colleagues and other relevant professionals**

- Collaborate and work with colleagues and other relevant professionals within the school, wider trust and beyond
- Develop effective professional relationships with colleagues within the school and wider trust.

## **Personal and professional conduct**

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the values, policies and practices of the school/trust and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

## **Management of staff and resources (if appropriate)**

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

The teacher will be required to safeguard and promote the welfare of children and young people, and follow school/trust policies and the code of conduct.

## Person specification

Essential qualities will be used to shortlist candidates.

Criteria	Essential Qualities
<b>Qualifications and experience</b>	<ul style="list-style-type: none"><li>• Qualified teacher status</li><li>• Successful primary teaching experience</li></ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"><li>• Knowledge of the National Curriculum</li><li>• Knowledge of effective teaching and learning strategies</li><li>• A good understanding of how children learn</li><li>• Ability to adapt teaching to meet pupils' needs</li><li>• Ability to build effective working relationships with pupils</li><li>• Knowledge of guidance and requirements around safeguarding children</li><li>• Knowledge of effective behaviour management strategies</li><li>• Good ICT skills, particularly using ICT to support learning</li></ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"><li>• A commitment to getting the best outcomes for all pupils and promoting the values, policies and practices of the Inspire Partnership Academy Trust</li><li>• Set high expectations for children's attainment and progress</li><li>• Ability to work under pressure and prioritise effectively</li><li>• Commitment to maintaining confidentiality at all times</li><li>• Commitment to safeguarding and equality</li></ul>



# **West Thornton Primary Academy** **Open Evening** 6pm, Tuesday, 10 March 2020

## **Invitation**

Join us at **West Thornton Primary Academy** on 10 March at 6pm for tours of the school and the opportunity to meet Inspire Partnership leaders and teachers, explore the role and learn more about the exciting opportunities we can offer you.

### **West Thornton Primary Academy**

**Address:** Rosecourt Road, Croydon, CR0 3BS

**Parking:** On-street carparking is available

**Nearest Station:** East Croydon (Mainline)  
West Thornton (Mainline)

**Nearest Tram Stop:** Therapia Lane

**Buses:** 109, 264, 289

Please *RSVP* to [hr@westthorntonacademy.org.uk](mailto:hr@westthorntonacademy.org.uk)



## 6. Our Commitment to Safer Recruitment

The Inspire Partnership Academy Trust is committed to our responsibilities for safeguarding and promoting the welfare of children, young people and vulnerable adults as outlined in [Working Together to Safeguard Children](#). We will only recruit candidates who share this commitment and therefore we apply robust recruitment and selection procedures to ensure that the people selected are right for the job, and that all candidates are appropriately screened prior to appointment.

The following pre-employment checks will be undertaken as applicable and any job offer will remain conditional until satisfactory completion:

- References (will be sought before any interview)
- Occupational Health pre-employment medical screening
- Enhanced DBS check
- Barred list check
- Section 128 check
- Overseas criminal records check
- Identity check
- Right to work in the UK
- Evidence of qualifications applicable to the role
- Confirmation of registration with applicable registered body where applicable

All our roles involve working with children and we will therefore take up references prior to interview. You should provide details of referees including your current and previous employers, covering the last 5 years. If you are currently working with children, on either a paid or voluntary basis, your current or previous employer will be asked about disciplinary offences relating to children, including any in which the penalty is time expired. We will also ask if you have been the subject of any child protection concerns and if so, the outcome of any enquiry or disciplinary procedure.

### Recruitment of Ex-Offenders

If you are successful at interview, then we will require you to obtain an Enhanced Certificate of Disclosure from the Disclosure and Barring Service (DBS) and we administer this process. Most of our roles will also require a Barred List check. We will ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position.

### Interview

We ensure that anyone making appointment decisions has the necessary information, guidance and support to identify and assess the relevance and circumstances of any offences. If you are invited for interview then we shall assess issues relation to safeguarding and promoting the welfare of children and young people including:

- your motivation to work with children and young people;
- your ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- your emotional resilience in working with challenging behaviours; and
- your attitude to the use of authority and maintaining discipline.

# Safer Recruitment



## **Appointment**

If you are offered the post, we shall ask for evidence of:

- your identity;
- your right to work in the UK: and,
- your qualifications (including any relevant professional registration).

We shall also check:

- whether you are on the Children's Barred List (formerly List 99).
- that you are medically fit to undertake the role.

All job offers will be condition on the satisfactory completion of pre-employment checks.

## **False Information**

Please note that providing false information is an offence and could result in your application being rejected or your dismissal from employment if you are appointed. The matter may also be referred to the police.

## 7. Additional Information

### Data Protection

Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By submitting an application, you are giving consent to the processing of your data. See the *Privacy Notice for Job Applicants* on the Inspire Partnership website [www.inspirepartnership.co.uk](http://www.inspirepartnership.co.uk) for more details.

### Special requirements

If you require any additional support or adjustments to help you with any stage of the recruitment process, then please contact us.

### Feedback

Due to the anticipated volume of applications we will not be able to offer feedback to those who do not pass the initial sift. We can provide verbal feedback on request that those that are unsuccessful at interview.

### Contact us

If you require any additional information then please contact us at [hr@westthorntonacademy.org.uk](mailto:hr@westthorntonacademy.org.uk)

# The Inspire Partnership



# Inspire Partnership

Transforming children's lives  
through partnership and collaboration

## Greenwich



## Medway



## Croydon

