



# **Class Teachers**

Information and Application Pack

September 2024



LONDON BOROUGH OF  
**HARROW**

# Pinner Park Primary School

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## Class Teacher *Letter from the Headteacher*

Dear Applicant,

Thank you for your interest in becoming a teacher at Pinner Park Primary School. This is an exciting opportunity for someone with the right training, experience and skills to be a part of our school team.

Our aim is to provide a school which provides an outstanding education at the heart of the local community. Our key words are learning, character and community.

Our school is based in the London Borough of Harrow, to the North West of Pinner. The school is inclusive to all and provide a high quality, broad and balanced curriculum, which is appropriate for children of all abilities, irrespective of their ethnicity, social background or faith. Our admission policy reflects this by prioritising local children.

We have a class teacher vacancies for September 2024. We will allocate class responsibilities after appointing our new teachers so that we can deploy teachers according to their background, experience, preference and skills. We will, of course, speak to candidates at interview about their key stage preferences for their first class, but we want all teachers to be developed fully so there will be opportunities to teach in other year groups as your career develops.

We do want to appoint outstanding teachers who will do everything they can for the children of Pinner Park School.

As a large school with nearly 900 pupils, we are well placed to support early career teachers or those who are looking for the next step in their teaching career. We have four classes in each year group and each year group team work together on the planning and delivery of the curriculum. We are a friendly team with supportive year leaders and phase leaders.

If you have any further questions, or if you would like to discuss the role further, please do not hesitate to contact us. Please use this email address: [office@pinnerpark.harrow.sch.uk](mailto:office@pinnerpark.harrow.sch.uk)

The appointments will be fixed term for one academic year in the first instance.

I am sure that on reviewing the information provided you will agree that this is a very exciting role and we look forward to receiving your application. If you have any questions at all, or if you just want a chat about the school, do get in touch.

Yours faithfully,

*Nick Waldron*

Headteacher

# Pinner Park Primary School

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## Class Teacher *School Foundation Statement*

### What's important to us – three word summary

Learning · Character · Community

### What's important to us

We work together, as a school community, to empower and inspire each and every child to be an outstanding student who enjoys learning, to develop character, and to become a respectful citizen who makes a positive impact.

### Our key principles

#### Learning

- Each child makes sustained progress as a result of outstanding, motivating and inspirational teaching.
- Learning across the entire curriculum is highly valued and each subject and area of learning is treated as significant.
- Teachers plan challenging and enjoyable tasks based on accurate assessment of pupils' prior skills, knowledge and understanding – supported by an outstanding, creative curriculum.
- Everyone is a learner – with opportunities for life-long learning. Continuous professional development of staff, rooted in research, is highly valued.

#### Character

- Our behaviour values form the basis of our approach to promoting positive behaviour and character: ready, respectful, safe and kind.
- As a 'Rights Respecting School' children's rights are learned, understood and lived.
- Children are enthusiastic, happy, engaged, confident, courteous, resilient and interdependent. They are highly motivated to do their best and to be their best.
- Children learn to make good choices and to take responsibility for their actions. They are responsible citizens.
- Children feel safe, and know how to keep themselves safe.

#### Community

- Each child is significant; known, valued, respected and cherished.
- At the heart of our work is the belief that parents are key partners in their children's education.
- The school is at the heart of the wider community, served by the community, and serving the community.
- Diversity is an integral part of our culture, and identity. The school is a fully inclusive, diverse community welcoming and celebrating all sections of the wider community. Equality is important to us.
- All members of the school community are responsible citizens of their local, national and global communities.
- Effective partnerships with other community organisations are formed and have a positive impact on the life of the school.
- Clear and effective communication enables every member of the community to be informed and to play their part.

# Pinner Park Primary School

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## Class Teacher *Recruitment Advertisement*

### **The opportunity**

We are looking for a talented, enthusiastic and innovative class teacher to join our staff team. We will consider applications from both experienced and Early Career Teachers. The appointments will be fixed term for one academic year in the first instance.

### **About us**

Our school is based in the London Borough of Harrow, to the North West of Pinner. The school is inclusive to all and provide a high quality, broad and balanced curriculum, which is appropriate for children of all abilities, irrespective of their ethnicity, social background or faith.

As a large school with nearly 900 pupils, we are well placed to support early career teachers or those who are looking for the next step in their teaching career. We have four classes in each year group and each year group team work together on the planning and delivery of the curriculum. We are a friendly team with supportive year leaders and phase leaders.

For more information about the school, please visit our school website: <https://pinnerpark.harrow.sch.uk>

### **About the role**

The Governing Board wish to appoint a highly motivated, forward thinking class teacher to join our team.

We are looking for a candidate who:

- is creative in delivering outstanding lessons within an extremely positive and stimulating learning environment
- is committed to raising standards and passionate about enabling all children to reach their full potential
- is hardworking, well organised, and a team player
- can build strong relationships with pupils, staff, parents and the wider community
- is willing to participate fully in school life, share good practice with colleagues and, for experienced teachers, to be able to lead a curriculum subject across the school
- will support and promote the school's ethos and vision

What we can offer:

- a recently amalgamated, over-subscribed, popular local school
- a well-resourced school with opportunities for staff development
- a supportive leadership team and governing body

### **How to Apply**

Please apply through TES.com. The application deadline is 12pm on Wednesday 12 June.

We are committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. All posts are subject to an enhanced DBS check and satisfactory references. As part of our diligent approach to safer recruitment, we will carry out an online search on shortlisted candidates.

If you have any questions, or to discuss the post, please contact us.

# Pinner Park Primary School

## Class Teacher *Job Description*

<b>Job Title:</b>	Class Teacher
<b>Work Location:</b>	School Based
<b>Reports To:</b>	Phase Leader / Headteacher
<b>Salary Range:</b>	MPS

The appointment is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation.

This job description may be amended at any time following discussion between the headteacher and member of staff, and will be reviewed annually.

In addition to the duties and tasks listed in the job description, the postholder will be expected to carry out other duties as requested by the headteacher, which are reasonable, and fall in the overall scope of the member of staff's pay and role.

### **What's important to us**

We work together, as a school community, to empower and inspire each and every child to be an outstanding student who enjoys learning, to develop character, and to become a respectful citizen who makes a positive impact.

### **To meet the standards expected of all teachers:**

#### 1 Set high expectations which inspire, motivate and challenge pupils

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

#### 2 Promote good progress and outcomes by pupils

- be accountable for pupils' attainment, progress and outcomes
- plan teaching to build on pupils' capabilities and prior knowledge
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study.

#### 3 Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- demonstrate a clear understanding of systematic synthetic phonics
- demonstrate a clear understanding of appropriate teaching strategies for teaching mathematics

#### 4 Plan and teach well-structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

#### 5 Adapt teaching to respond to the strengths and needs of all pupils

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use
- and evaluate distinctive teaching approaches to engage and support them.

#### 6 Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

#### 7 Manage behaviour effectively to ensure a good and safe learning environment

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, 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 involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

#### 8 Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support deploy support staff effectively

- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues communicate effectively with parents with regard to pupils' achievements and well-being.

### **Personal and Professional Conduct:**

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. Teachers uphold public trust in the profession and the school, and maintain high standards of ethics and behaviour, within and outside school, by:

- treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others
- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

Teachers must have proper and professional regard for the ethos, policies and practices of the school – in particular, they should promote and maintain the ethos of the school.

Teachers must maintain high standards in their own attendance and punctuality.

Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

# Pinner Park Primary School

## Class Teacher *Person Specification*

<b>Qualifications and Training</b>	<i>Essential</i>	<i>Desirable</i>
Education	Qualified Teacher Status	Further qualifications appropriate to the role
Professional Development		Participation in CPD
<b>Experience</b>	<i>Essential</i>	<i>Desirable</i>
Teaching	Experience of primary teaching (as a teacher or student)	Experience of teaching in more than one phase
Assessment and Reporting	Experience of statutory and non-statutory assessment relevant to the key stage	
<b>Skills and qualities</b>	<i>Essential</i>	
Teaching	<p>An outstanding classroom teacher (or a good teacher/student teacher with the potential to be an outstanding classroom teacher)</p> <p>Confidence in using ICT as a tool for teaching, learning, assessment and administration</p> <p>Successful experience of teaching children with SEND, challenging behaviours and EAL</p>	
Personal, interpersonal and communication skills	<p>Ability to establish and develop positive relationships with all those involved in the school (including staff, parents / carers, and governors) and with school partners</p> <p>Demonstrable commitment to the school's wider community</p> <p>Commitment to promoting the ethos of the school and to its values</p> <p>Ability to communicate to staff, parents / carers and governors and the wider community effectively in writing and orally</p> <p>Proven ability to relate well to children, and to know and treat each child as an individual</p> <p>Flexible, approachable and resilient, with a positive and energetic approach to work</p> <p>Commitment to one's own personal wellbeing, in particular the work-life balance</p>	

<b>Attitudes</b>	<i>Essential</i>
Education philosophy	<p>Committed to inclusive education</p> <p>Committed to raising the achievement of every child</p> <p>Committed to raising achievement through partnerships with parents / carers and Education Services</p> <p>Committed to continuing school improvement</p>
Equal opportunities	Committed to equality of opportunity for both pupils and staff
Safeguarding	Committed to safeguarding and promoting the welfare of children
<b>Knowledge and understanding</b>	<i>Essential</i>
Teaching and Learning	<p>Good knowledge and understanding of successful primary practice</p> <p>Good understanding of curriculum requirements, planning and development</p> <p>Sound understanding of assessment practice and use of data to inform learning and teaching</p> <p>Good understanding of how children learn and able to actively promote and support creativity and independence in learning</p>
Parents / Carers and Community	<p>Understanding the role which can be played by parents / carers in raising standards</p> <p>Understanding the role of the school in the wider community</p> <p>Understanding the challenges, difficulties and pressures facing parents / carers</p>

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