



SOUTHFIELD
PRIMARY SCHOOL

Teacher Application Pack

KEY INFORMATION



Location	<i>Chiswick, West London (W4 1BD)</i>
Ofsted 2023	<i>Outstanding</i>
Contract	<i>Full time</i>
Start Date	<i>September 2024</i>
Salary	<i>Inner London Main Teacher Pay Scale</i>
Closing Date	<i>Thursday March 14th at 9am</i>

WHAT OUR STAFF SAY



I feel immensely privileged to be part of a dedicated and united staff who provide opportunities for all. All teachers are encouraged to pursue their interests and professional development is fostered by our supportive SLT.



"At Southfield, everyone goes above and beyond. I feel lucky to be working as part of such a talented and supportive team!"



"It is truly wonderful to be part of a school where teachers' wellbeing is prioritised and the leadership team consider what is best for both students and teachers. I feel fully valued at Southfield. It's truly a unique and profoundly refreshing place to be a part of."

SOME COMMENTS FROM OUR RECENT OFSTED INSPECTION:

"PUPILS THRIVE AT SOUTHFIELD."

"LEADERS HAVE CREATED AN EXTREMELY AMBITIOUS CURRICULUM WHICH FREQUENTLY EXTENDS BEYOND WHAT IS EXPECTED NATIONALLY."

"PUPILS ARE ELOQUENT AND ENTHUSIASTIC AND SPEAK CONFIDENTLY ABOUT THEIR LEARNING."

“We are
Outstanding!”



SOUTHFIELD PRIMARY SCHOOL



Thank you for expressing an interest in joining our dynamic and forward thinking outstanding team!

'Out of the Heart Springs Life' (Ex Corde Vita), our school motto epitomises our ambition for all children to find their passion in learning and to foster a sense of humility and responsibility in themselves and for others.

Southfield Primary School is an outstanding primary school nestled in Bedford Park, Chiswick in West London. It is an exciting place to be and you can't fail to be captivated by its warmth, vibrancy and dynamic energy when you walk through the doors. We recently achieved an Outstanding grading in all areas from Ofsted, May 2023. Community is at the heart of our school and supported by a strong staff, highly active governors and fantastic parents; we all strive to make the children's learning experience one of great joy and value.

Our core TRUE values (Trust, Respect, Unity and Empathy) underpin the school ethos which are characteristics we foster in our children and which staff promote throughout the school. A Personal Growth Model of Teaching drives our vision, whereby we educate our children intellectually, socially and morally, providing them with the skills, knowledge and wisdom to be the best they can be. All children have unique talents and unfolding these, through a range of rich curricula experiences in an exciting environment which fosters creativity, high expectation and ambition is central to our aims. Our contextualised approach to learning is reflected in the extensive offer of educational visits, projects and visitors to the school.

Through our story-centred contextualised curriculum children make sense and meaning of the world through narrative. We place a strong emphasis on our highly creative and knowledge-based curriculum where children achieve highly and usually above age related expectations! Developing children's narrative voice through regular creative writing sessions linked to multi-layered picture books, allows pupils to grapple with interesting themes and foster self-expression which produces writing of outstanding quality. Story permeates the school and children become expert readers through exposure to high quality literature throughout the school. Our creative and exciting mathematics and art curriculum allows children to explore the world around them and link their study to everyday life. A specialist Music, PE, Art and Computing teachers allow children to explore the richness of the world of music, learn about other cultures and language and be active and healthy.

We believe in a personal growth model of teaching where we educate the whole child; academically, morally, spiritually and culturally. We offer children a classical liberal education allowing them to explore the best in thought and discoveries gaining knowledge and understanding of the world. Through fostering a contextualised curriculum approach, children make meaning and understanding through rich creative experiences. We aspire for children to be the best they can be, kind, compassionate and thoughtful local, national and global members of society.

TEACHER INFORMATION PACK



We are excited you are thinking about joining our team! We provide an outstanding academic education for all pupils and joining us will be a unique opportunity to be part of a thriving and dynamic team who hold the highest expectations of pupils and themselves. We are all deeply committed to the success of our pupils and the school as a whole.

We are looking for an exceptional PE teacher who cares deeply about the students they teach and delivering high-quality lessons to pupils from Reception to Year 6. Our staff are highly-trained and exceptional at their jobs and we are looking for someone with the capacity to deliver knowledge-rich, fast-paced lessons which allow pupils to develop their knowledge, skills and understanding of physical education in every lesson. At Southfield, no time is wasted.

The role:

We asked our children what they wanted in a class teacher. They said “passionate, encouraging, kind, creative, imaginative and firm but fair”. If this sounds like you, then Southfield Primary School maybe the place for you, to begin or enhance your career further.

We are looking to recruit candidates who are able to demonstrate the highest expectations of student effort and conduct and are able to do so with kindness and warmth. The successful candidates will join a very strong and dynamic team time and will work collaboratively to shape our curriculum provisions, embed the school vision and empower pupils.

Teaching experience will not be a determining factor — we welcome applications from ECTs as well as more experienced candidates. We will develop every staff member that joins our team, providing coaching and mentoring and access to training.

We are looking for a teacher who:

- Is an excellent, skilled practitioner and can deliver learning of the highest quality
- Is positive, enthusiastic and loves to make learning happen
- Embraces CPD and shares our values and ambitious vision for the future
- Cares deeply about the children’s achievements and development
- Builds positive relationships with the children and knows how to nurture them

What we offer:

- Polite, respectful and enthusiastic children who love to learn
- A supportive and engaged parent group and wonderful Governing Body.
- A commitment to staff CPD and opportunities for development
- A cutting-edge contextualised curriculum

PERSON SPECIFICATION

Qualification criteria

- *DFE recognised qualified teacher status*
- *Commitment to professional development*
- *Evidence of further study desirable*

Experience

- Knowledge of the national primary education system and curriculum
- Excellent understanding of both subject and general teaching pedagogy
- Experience of reflecting on and improving teaching practice to increase pupil achievement
- Effective and systematic behaviour management

Professional Attributes

- High expectations of children including a commitment to ensuring they can achieve their full educational potential
- Positive values and attitudes and adopts high standards of behaviour in the professional role
- Leads by example and demonstrates high teacher expectations
- Communicates effectively with children, parents and colleagues
- Acts upon advice and feedback and is open to coaching and mentoring
- Prioritises and manages own time effectively
- Works consistently to deadlines
- Committed to the provision of a broad, balanced and differentiated curriculum which meets the needs of children and promotes their individual development
- Committed to high standards of achievement, behaviour and social development
- Able to work in partnership with the Headteacher, staff and parents to promote the aims and values of the school
- Demonstrates a good health and attendance record

Personal Characteristics

- Passionate
- Dynamic and hard working
- Willingness to learn
- A 'Getting the Job done' Approach
- A commitment to the SLT
- Genuine passion for and a belief in the potential of every student
- Vision aligned with Southfield's high aspirations and high expectations of self and others
- Effective team worker and leader
- Excellent interpersonal, planning and organisational skills
- Motivation to continually improve standards and achieve excellence
- Reflective practitioner, open to feedback and training to establish outstanding classroom practice



JOB DESCRIPTION

Duties and expectations of all teachers at Southfield Primary School:

- Plan, resource and deliver lessons to the highest standard so that students make exceptional progress
- Deepen the scholarly nature of both the subject and the school
- Play an active role in ensuring a consistently orderly, calm and stimulating environment, both in and out of the classroom
- Take ownership of the PE provision at Southfield, including contributing to workshops, running weekly enrichment activities and lunchtime provision, competitions, trips, open days, prep and other activities
- Enhance the quality of teaching and learning excellent practice
- Develop habits of excellence in our students by implementing school routines and explaining and emphasising our values in all we do

KEY RESPONSIBILITIES

Teaching

Deliver the curriculum as relevant to the age and ability group/subject/s that you teach

- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
 - Be accountable for the attainment, progress and outcomes of pupils' you teach
 - Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn
 - Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
 - Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
 - If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics
 - Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
 - Make accurate and productive use of assessment to secure pupils' progress
 - Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
 - Use relevant data to monitor progress, set targets, and plan subsequent lessons
 - Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate
 - Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document
- Lead enrichment and participate in trips and visits to enhance the learning experience of all students

KEY RESPONSIBILITIES

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect 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 inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self control and independence of all learners
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school

Administration

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document

Professional development

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012

Other

- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the Headteacher

HOW TO APPLY

Please apply using the Ealing Teaching Application Form.

Please send completed application forms to Dr Darren Jones, Headteacher at: admin@southfield.ealing.sch.uk

As a school we are fully committed to safeguarding and promoting the welfare of children and young people. We expect all of our staff to share this commitment. Successful candidates will be required to complete an Enhanced DBS disclosure before their appointment is confirmed.

We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.

For more information about our school, please visit: www.southfieldschool.org.uk

To arrange a tour or phone call with the senior leadership team about this role, please contact admin@southfield.ealing.sch.uk or call 02089946173.

