



# RECRUITMENT PACK

EYFS TEACHER

HIGH BICKINGTON C OF E ACADEMY





VACANCY FOR TEACHER  
HIGH BICKINGTON C OF E ACADEMY

**INVITATIONS ARE INVITED FROM BOTH INTERNAL AND EXTERNAL CANDIDATES FOR THE ABOVE POST THAT WILL BECOME VACANT ON 1ST SEPTEMBER 2024**

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JOB TITLE: CLASSROOM TEACHER (EYFS/ PRIMARY)

STATUS: MATERNITY COVER / PART TIME/ FIXED TERM UNTIL 31ST AUGUST 2025

HOURS: 0.44 FTE (X2 DAYS A WEEK)

SALARY RANGE: MPS/ UPS

CLOSING DATE: 12 NOON ON THURSDAY 16<sup>TH</sup> MAY 2024

We are seeking to appoint an enthusiastic colleague to join a thriving primary school. The contract will be fixed term to provide cover for maternity leave. Newly Qualified Teachers are encouraged to apply.

The successful candidate will have a passion for teaching, the ability to inspire and enthuse pupils and a desire to get involved in many areas of school life.

If you would like to work and contribute to a Trust that is committed to providing children with outstanding learning experiences, aims to continually develop and grow, and where teamwork and the professional development of all staff is important, we would encourage you to apply.

We actively welcome visits to our school. Should you have any further questions or wish to arrange a visit, please make contact with our Head of School, Rob Norton, via [head@high-bickington-primary.devon.sch.uk](mailto:head@high-bickington-primary.devon.sch.uk)

*Team Multi Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Offers of appointment are subject to the completion of pre-employment checks including an Enhanced DBS check and satisfactory references.*

An application form should be fully completed; we do not accept CVs. Full details and application form can be found on our website [www.teamacademytrust.com](http://www.teamacademytrust.com) or the Devon jobs website [www.devonjobs.gov.uk](http://www.devonjobs.gov.uk)

Application should be hand delivered, posted or emailed to Sam Stobbs: [vacancies@team-mat.org.uk](mailto:vacancies@team-mat.org.uk)



## TEACHER

We are looking for someone who is:

- an outstanding teacher with very high expectations of what can be achieved.
- experienced in delivering vibrant learning to EYFS children.
- passionate about children's creativity and their talents.
- genuinely committed to the success of all children.
- flexible, with a good sense of humour and an understanding of each child's bigger picture.
- hard working, creative and keen to develop their teaching expertise to make it the best it can be.
- open to innovation and developing their skills.
- committed to a curriculum that is relevant, exciting and supportive of children's ideas and interests.

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What we can offer you:

- a genuine opportunity to make a difference.
- a highly skilled team of friendly staff to work with well-resourced classrooms and facilities.
- high quality support and CPD to ensure that you are successful.
- an exciting, well-organised and vibrant community in which to work.
- a fantastic community of parents and children who deserve the best.
- opportunities to gain experience and career development across the Trust

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Why Consider this role:

- The security of working as part of a TEAM of dedicated, hard -working professionals, at all levels.
- We have well-motivated children who enjoy first-hand and practical experiences.
- We are able to offer high levels of support, coaching and personalised professional development opportunities.
- Our school has a friendly community where everyone is part of the team.
- We offer a Big Event curriculum that looks to provide children with inspiring educational and residential visits across the region.





PAUL GINNINGS | CHAIR OF TRUSTEES

*Thank you very much for requesting the details for the post of EYFS Classroom Teacher in High Bickington.*

*Beaford, Brayford, High Bickington, Horwood and Newton Tracey, Pilton Bluecoat, Pilton Infants', UMBERLEIGH and Witheridge Academies together form the TEAM Multi-Academy Trust. Being directly funded from the Department of Education gives us a little more independence and allows us to be more creative in the way we develop our partnership. Our children, across all eight schools, benefit from working together and they are able to have their learning enhanced through experiencing the different settings our schools offer.*

*Our aim is to provide the highest quality education for the children in our care at every stage. We provide a very supportive and positive environment for children to learn. We are extremely proud of the standards our children achieve, not only in their academic work but, importantly, in the way they develop as young people.*

*Our trust provides a curriculum that raises children's personal aspirations by providing them with the skills, knowledge, understanding and vocabulary to realise their ambitions. TEAM's curriculum is built on a foundation of skills that are practiced, and extended each year, and on knowledge and vocabulary that informs and enriches understanding. Through our 'Big Event' curriculum, all children have wide curricular experiences that broadens their horizons and deepens their learning. The context of our curriculum for the coming year will continue to revolve around our core commitment.*

*The Academy Trust would like to appoint an ambitious, energetic and caring EYFS Teacher who will work with the Head of School and team of teachers to support, nurture and maintain the school ethos in line with the vision of the CEO and Trust Board.*

*We look forward to hearing from you.*

*Paul Ginnings  
Chair of Trustees*



IAN THOMAS | CEO | TEAM MULTI ACADEMY TRUST

*On behalf of TEAM Multi Academy Trust, I would like to thank you for your interest in the role as EYFS Classroom Teacher at High Bickington Academy. I hope you find this recruitment pack helpful. You will also find it useful to look at the TEAM Academy Trust website.*

*The Trust's vision is focused on enabling children to really understand what 'Life Love and Learning to the Full,' looks like on a day-to-day basis. Our schools are able to be individually creative and innovative whilst benefitting from good practice that is shared and enhanced through strong partnerships. Our staff and children work closely together and benefit from joint professional development sessions and across school events within the Trust. Our staff feel valued and well supported.*

*High Bickington C of E Academy is a friendly and happy school where we place equal emphasis on academic achievement and personal development.*

*As a Church of England school, we aspire to live out the universal Christian values which underpin our character development. We value kindness and community and, as part of TEAM Multi-Academy Trust, we feel privileged to have friends across North Devon who help us provide exceptional opportunities for our children.*

*The school has an excellent reputation and storied history of seeking moments that inspire and empower our children. They benefit from a diverse curriculum and specialist teaching, as well as an array of events and trips to lend meaning to our learning. We care deeply about our place in North Devon as well as our future as global citizens and we look forward to sharing this journey with you.*

*The school provides a wide range of opportunities that supports our creative approach to the curriculum. We have excellent outdoor facilities and opportunities to explore the local area are on our doorstep. Throughout the school, there is an emphasis on learning through first-hand experience and hands on activity. To support this approach, we have a comprehensive programme of day and residential visits. Children are very willing learners and enjoy coming to school. They like to contribute to their learning and are encouraged to take responsibility for their community through aspects such as sports leader and peer mentoring training.*

*The school has an inclusive admissions policy centred on our local community. It is therefore important that those applying for the post should be supportive of our Trust's vision and objectives.*

*I hope you decide to apply for the post and look forward to hearing from you.*

*Ian Thomas*



DAN POLAK | DIRECTOR OF EDUCATION | TEAM MULTI ACADEMY TRUST

*This is an exciting time to join this trust. Since joining in 2020 as a Head of School, I have felt privileged to work alongside colleagues who embrace the trust vision of a world-class education for the children of Devon. One of the great strengths of this trust is how well we know one another and how this gives us a rich pool of support to engage with.*

*We want our colleagues to be at their best and at their happiest working for TEAM, and they tell us this is how they feel. This role is an opportunity to make a substantial contribution to children who deserve the best opportunities we can provide for them. We know the power and value of rural settings and we are committed to the warmth and kinship that schools in the heart of their communities can offer.*

*TEAM is committed to using research to drive exceptional practice but we do so in a pragmatic and context-sensitive manner. We are always curious about the next step forward but we know how important it is for progress to be sustainable for it to be effective. We adopt practice that excites us, that inspires our children and that truly makes a difference for the communities we serve.*

*The ideal candidate will share our vision and commitment to our communities and bring their wider expertise to enrich our offer. In return, you will find colleagues who are talented, energetic and innovative. TEAM offers a collegiality that has to be lived to be truly understood. It is a special collection of communities working in true partnership, and we would be delighted to welcome further expertise into our offer.*

*Dan Polak*

## THE VISION - LIFE, LOVE AND LEARNING TO THE FULL

*It is through our vision of 'Life, Love and Learning to the Full,' that we aim to ensure our pupils receive a world-class education at every stage of their schooling. We want them to understand how precious life is and what it truly means to be loved. As a Trust, we build foundations for life in all its fullness underpinned by our values, where we understand what it means to love and care for others within our schools and our local, national and global community.*



Our approach has been built on four drivers: **Building Learning Power, Building Futures, Building Communities and Building Self Esteem/Positive Mental Wellbeing.** It is through our drivers that we seek to raise children's aspirations by providing them with the skills, knowledge and understanding to realise their ambitions. Through our 'Big Event' curriculum, all children have a wide range of experiences that broadens their horizons and deepens their learning. The curriculum provides opportunities for children to develop a sense of pride in their locality whilst at the same time helping them to learn about other cultures from around the world. Their learning is rich, exciting and diverse, but most importantly, it is accessible to all. Our children benefit from increased collaboration across the curriculum and their education is enhanced through first-hand experiences within the different settings that our schools offer.

Life, Love and Learning to the Full is about seeking to achieve high academic standards for all our children but more importantly, it is about ensuring that we provide a very safe, supportive and positive environment for our children to learn and grow as global citizens. We are all very proud of TEAM Multi-Academy Trust and the way in which it has continued to improve outcomes for the children of North Devon. Looking to the future we are all very committed to ensuring that we continue to create exciting opportunities and lifelong memories for children and staff.



YOU CAN FIND MORE INFORMATION ABOUT TEAM MULTI ACADEMY TRUSTS DRIVERS ON OUR WEBSITE:  
[WWW.TEAMACADEMYTRUST.COM](http://WWW.TEAMACADEMYTRUST.COM)



BRIONY PARSONS | TEAM MULTI ACADEMY TRUST | BUSINESS MANAGER

*“This is an exciting opportunity for someone looking to join an experienced team of teachers within the TEAM Trust family.*

*The central team look forward to working closely with the successful applicant in supporting them as they progress further in their career and professional development”.*

## HOW TO APPLY

1. READ THE JOB DESCRIPTION AND PERSON SPECIFICATION CAREFULLY.
2. WE DO NOT ACCEPT CV'S. APPLICATION SHOULD BE HAND DELIVERED, POSTED OR EMAILED TO SAM STOBBS: [vacancies@team-mat.org.uk](mailto:vacancies@team-mat.org.uk)

**APPOINTMENT TO START: 1<sup>ST</sup> SEPTEMBER 2024**

**CLOSING DATE FOR APPLICATIONS: 12 NOON THURSDAY 16<sup>TH</sup> MAY 2024**

**INTERVIEW DATE: THURSDAY 23<sup>RD</sup> MAY 2024**

REFERENCES WILL BE SOUGHT FOR SHORT LISTED CANDIDATES PRIOR TO THE INTERVIEW DATES. OUR SCHOOLS ARE COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND EXPECTS ALL STAFF TO SHARE THIS COMMITMENT.

SUCCESSFUL CANDIDATES WILL BE REQUIRED TO COMPLETE AN ENHANCED DBS DISCLOSURE AND SHORTLISTED CANDIDATES ARE SUBJECT TO AN ONLINE SEARCH PRIOR TO INTERVIEW. AN APPLICATION FORM SHOULD BE FULLY COMPLETED; WE DO NOT ACCEPT CVS.

**WE LOOK FORWARD TO RECEIVING YOUR APPLICATION.**



## JOB DESCRIPTION

JOB TITLE: EYFS CLASSROOM TEACHER

STATUS: 1 YEAR / PART TIME / FIXED TERM MATERNITY COVER

SALARY RANGE: MPS/ UPS



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### JOB PURPOSE:

The successful candidate will undertake all the duties of a qualified teacher as described in the School Teachers' Pay and Conditions Document (STPCD).

Will be responsible for the learning and achievement of all pupils in the class ensuring equality of opportunity for all and for the learning and achievement of all pupils in the class ensuring equality of opportunity for all.

Treat all pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.

Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils.

Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

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### RESPONSIBLE TO:

The Head of School

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### RESPONSIBLE FOR:

The post holder may be responsible for the deployment and supervision of the work of teaching assistants relevant to their responsibilities.

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### TEACHING AND CURRICULUM

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

Be responsible for the planning, preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate. Be accountable for the attainment, progress and outcomes of pupils. 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, disabilities and English as an Additional Language. Develop teaching materials and use resources and equipment effectively. Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate.

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## BEHAVIOUR AND HEALTH AND SAFETY

Implement appropriate health and safety policies and procedures in order to ensure a safe, effective and child friendly environment in all lessons and activities, raising any concerns following school protocol/procedures.

Actively seek out and implement best practice safety procedures.

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*.

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## RECORD KEEPING

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.

Monitor and assess pupils' results and progress, ensuring appropriate records are kept, and use the data to inform targets, lesson plans and differentiated schemes of work.

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.

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## PROFESSIONAL DEVELOPMENT

Undertake appropriate and agreed continued professional development. Participate in whole school and individual INSET programs as required. Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, 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.

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## TEAM WORKING AND COLLABORATION

Participate in any relevant meetings/professional development opportunities both at the school and across the Academy Trust, which relate to the learners, curriculum or organisation of the school / Academy including pastoral arrangements and assemblies.

To work in collaboration with others to develop effective professional relationships with partner schools in the Academy Trust. To make a positive contribution to enhance teaching and learning with partner schools in the Academy Trust.

Deploy support staff effectively as appropriate. Communicate effectively with parents/carers with regard to pupils' achievements and wellbeing using school systems/processes as appropriate.

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. Communicate and co-operate with relevant external bodies. Make a positive contribution to the wider life and ethos of the school and TEAM Academy Trust.

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## ADMINISTRATION

Register the attendance of and supervise learners, before, during or after school sessions as appropriate.



## PERSON SPECIFICATION

In your supporting statement and application form please demonstrate how you have successfully met the criteria **in bold** from this person specification.

EDUCATION AND TRAINING
<b>Qualified Teacher Status</b>
<b>Evidence of continuing &amp; relevant professional development.</b>
EXPERIENCE
<b>Successful teaching in a relevant environment</b>
<b>Meeting the needs of all children</b>
<b>Raising standards</b>
CURRICULUM
<b>Knowledge of the National Curriculum and EYFS</b>
<b>Commitment to a creative and active curriculum that is enjoyable and inspiring</b>
PERSONNEL
<b>Develop and sustain good personal relationships</b>
<b>Good communication skill</b>
<b>Able to enjoy leading and being part of a team</b>
ASSESSMENT
<b>Ability to assess, record and report</b>
<b>Experience and knowledge of target setting</b>
SKILLS
<b>Classroom teaching that challenges and inspires</b>
<b>Set good standards of behaviour and social interaction for pupils</b>
<b>Good organisational skills</b>
<b>Willingness to make an additional contribution to extra-curricular activities</b>
STANDARDS
<b>Aspire to standards that secures progress for all children.</b>
PARTNERSHIPS
<b>Be proactive in developing a partnership between home, school and the local community</b>
PERSONAL
<b>A belief in inclusion and education for all</b>
<b>High expectations</b>
<b>Positive outlook</b>
<b>Calm</b>
<b>Caring</b>
<b>Sense of humour</b>

# RECRUITMENT PACK

THANK YOU FOR YOUR INTEREST

