

APPLICANT PACK



WOODLANDS PRIMARY



Realising Potential. Transforming Lives.

Advert

Post: Behaviour Lead – Teaching

Post: Teacher Pay Scales + TLR2a

Contract type: 0.4 FTE (Thursday & Friday)

Contract term: Maternity Cover

Commencement Date: As soon as possible

We are looking for an experienced, ambitious, caring and resilient teacher to join our school as Behaviour Lead. Woodlands is a recently improved school, judged to be good by OFSTED in February 2022. The successful candidate will be a part of the journey to outstanding, working with a brilliant staff team and a forward thinking, passionate Senior Leadership Team.

The Behaviour Lead will predominately be a non-teaching role with some PPA cover required. The successful candidate will be/have:

- A successful track record of working with children and parents/carers to improve outcomes behaviour and attitudes for learning
- Experience of analysing and using data about learner outcomes for behaviour to identify, implement and monitor the impact of appropriate actions and interventions
- Experience of working collaboratively with multi-agency professionals to improve outcomes for children
- Highly developed influencing skills to persuade children, parents, colleagues and external agencies to adopt particular courses of action.
- Commitment to work in partnership with parents and the community

We can offer confident, happy children who want to make excellent relationships with staff, an outstanding curriculum and research-led CPD opportunities including a 1:1 coach and opportunities to meet and collaborate with educationalists.

Successful candidates will also have the ability to forge excellent relationships with colleagues, parents and most importantly, our children. You must be team players who are exceptional teachers of English and maths, as well as having the knowledge and skills to inspire children's learning in all wider areas of the curriculum.

If you are interested in applying for this role, please submit a Mercia Learning Trust Application to recruitment@merciatrust.co.uk. Please note we do NOT accept CV's or Council Application Forms.

The Closing Date for applications is Sunday 16th April.

Headteacher's Message

Thank you for your interest in joining Woodlands Primary School. This is an excellent opportunity to join a great school and to play a key role in shaping the provision of education for our children.

At Woodlands Primary School we care about success and about each other. We have high expectations inside the classroom and outside the classroom in all that we do. As a community school, we take our role seriously in providing the best quality care and education for children from age 2 to 11.



We focus on the important things that children need. We do not focus solely on outcomes and test results, but on giving children the right attitudes and knowledge for a successful life. To demonstrate this, we have our "4 Is" which we want all children to become: intelligent talkers, insatiable readers, impeccably behaved and inclusive citizens. Everything we do should focus on these.

Many of our children need the care and attention of our school to be like a family. So, we have our family values which are:

RESPECT: resilience, empathy, self-respect, punctuality, enthusiasm, character and talk.

All of us need to show these values at all times, our staff, children and community. This means we develop in our knowledge and our behaviour.

Our staff team are central to our success. They drive and accelerate the provision we offer to our community and we want the very best people to join us. We have a very strong staff team who are all focused on our children, making sure that every day is the best it can be for all of them.

If you feel you have the skills, drive and ambition to help support our aims, then please do read on.

Mrs Lauren Johnstone
Headteacher

Job Description

Post Title:	Behaviour Lead – Teaching
Salary:	Teacher's Pay Scales
TLR:	TLR2a
Responsible to:	Headteacher
Responsible for:	N/A

The post holder must at all times carry out his/her responsibilities within the spirit of Mercia Learning Trust and School policies and within the legislative framework applicable to academies.

PURPOSE OF THE POST

- Leading on the development of Behaviour and raising standards throughout the school
- To teach designated pupils and undertake associated pastoral and administrative duties as well as other general responsibilities, having full regard for the school's ethos, aims and policies

BEHAVIOUR LEAD

- To lead on the whole school behaviour strategy, supporting all children across school
- To use therapeutic approaches with the most vulnerable children, and adapting timetables / provision where required.
- To liaise with external services to provide additional support to children with SEMH or SEND needs.
- To ensure compliance within behaviour, handling and the use of alternative provision.
- To oversee the implementation of Nurture across school (which is already in place and a key driver for our holistic development of the child)
- To work as part of the wider school and contribute to activities when deemed appropriate.
- To work closely with the Senior Leadership Team, and support the ethos of the school.

GENERAL RESPONSIBILITIES

- To pursue the aims of the school in a positive manner and promote the agreed ethos
- To work co-operatively within a whole staff team, and within the year/teaching and learning group to achieve continuous improvement with constant regard to quality in both learning and teaching
- To teach pupils according to their individual needs, including the planning and assessment of work in line with agreed policies of the school
- To monitor and assess children's progress and report to parents
- To implement and maintain the school's policy on discipline and behaviour
- To support the school's endeavours to meet the needs of its community
- Participate in the school's performance management process

CLASS TEACHER TASKS

- To plan lessons for pupils in co-operation with teaching colleagues
- To plan work matched to the individual needs of children and within the school's agreed policy and schemes of work
- To produce written records of such planning in accordance with school policy
- To help to assess and record pupil's achievements and progress within the statutory requirements and school's assessment policy and report to parents
- To contribute to meetings, discussions and management systems necessary to ensure the co-ordination of the work of the school as a whole
- To help to ensure that the classroom is kept tidy and attractive, with children's resources readily available for them to find independently
- To contribute to the ideas within and the implementation of the School Improvement Plan
- To work with support staff relevant to the class
- To contribute to the provision of a safe and secure learning environment.

WORKING ENVIRONMENT AND CONDITIONS OF THE POST

- The post may be required to travel and work within any school in the Mercia Learning Trust

GENERAL DUTIES

- To contribute to whole school events as and when required
- To ensure accurate records are securely maintained and held in accordance with General Data Protection Regulations (GDPR)/Data Protection Act 2018
- Be aware of and support diversity, ensuring equal opportunities for all

- Develop professional, constructive relationships with other agencies, schools and professionals
- Participate in meetings, training and performance development as necessary
- Recognise own strengths and areas of expertise using these to advise and support others
- Be willing to undertake training and professional development as required of the post
- Any other duties and responsibilities appropriate to the grade and role

PROMOTION OF TRUST VALUES

- To contribute to the overall development of Mercia Learning Trust to ensure the Trust operates on the basis of shared and collective responsibility
- To contribute to the overall ethos, work and aims of Mercia Learning Trust
- To support and contribute to the Trust's commitment to safeguarding all students. All schools in the Mercia Learning Trust are committed to safeguarding and promoting the welfare of children and young people. Therefore, all employees are expected to share this commitment.
- To contribute to trust partnership activities to drive school and trust improvement
- To be aware of the school's duty of care in relation to staff, students and visitors and to comply with all health and safety policies at all times
- To be aware of and comply with the codes of conduct, regulations and policies of the School and its commitment to equal opportunities
- All the above duties and responsibilities to be carried out in accordance with policies adopted by the School Governing Body and current legislation with an emphasis on Customer Care, Equal Opportunities, Data Protection and Health and Safety

This job description is current at the date indicated below but, in consultation with the post holder, it may be changed by the Headteacher to reflect or anticipate changes in the post commensurate with the grade or job title.

Issue Date: Oct 2022

Person Specification

Post Title:	Behaviour Lead – Teaching
Salary:	Teacher's Pay Scales
TLR:	TLR2a
Responsible to:	Headteacher
Responsible for:	N/A

SPECIFICATION	ESSENTIAL	DESIRABLE
Qualifications and Training	<p>Qualified Teacher status</p> <p>Teaching degree or equivalent (BA, BEd, PGCE etc.)</p>	<p>Evidence of further educational study or qualification</p>
Skills and Knowledge	<p>Ability to manage behaviour in a positive and effective manner so that children learn how to behave</p> <p>The ability to communicate clearly and take into account, where appropriate, the views of others</p> <p>Excellent personal organisational skills</p> <p>A flair for teaching and the ability to contribute and work as a member of a strong team.</p> <p>An inspirational, committed and highly effective classroom practitioner who is dedicated to achieving the best outcomes for each individual child.</p>	<p>Experience using a range of assessment tools.</p> <p>Good time management skills Enthusiasm and willingness to contribute to and participate in the wider context of school life.</p>

	<p>Effectively communicate orally and in writing to a range of audiences</p> <p>Maintain a calm level of professionalism at all times.</p> <p>Effectively fulfil and be willing to develop further the expectations of the Teachers Standards.</p> <p>An ability to create a warm, positive and motivating learning experience for children.</p> <p>A commitment to raising attainment</p>	
Experience	<p>An up-to-date and working knowledge of the National Curriculum.</p> <p>Knowledge of appropriate resources and strategies which support outstanding teaching and learning opportunities.</p> <p>Good knowledge and understanding of learning and teaching at Key Stage 1 and 2</p> <p>Working knowledge and experience of Assessment for Learning; and assessing without levels</p> <p>Excellent subject knowledge</p> <p>Excellent classroom management skills</p>	<p>Experience of intervention processes to raise achievement.</p> <p>Experience of teaching across the age and ability range at Key Stage 1 and 2</p> <p>Interest in or experience of leading a subject area.</p> <p>Experience of working in a larger school</p>
Personal Qualities	<p>Energy and enthusiasm</p> <p>Reliability and integrity</p>	<p>Adaptability to changing circumstances & ideas</p>

	<p>Sense of Humour</p> <p>Excellent record of health, punctuality and attendance</p> <p>A commitment to the ethos of the school</p> <p>Commitment to your continuing professional development</p>	
--	---	--

The Application Process

All candidates must complete the following application process.

- All applicants must submit a Trust application form. We do not accept CVs or Council Forms. The application form can be found under 'Careers' at www.merciatrust.co.uk
- Email your completed application to recruitment@merciatrust.co.uk or post it to: MLT Recruitment Team, Mercia Learning Trust, 79 Glen Road, Sheffield, S7 1RB

After your application has been submitted:

- In all cases written references will be taken up and made available to interviewers BEFORE the final selection stage.
- All applications that have been submitted via email will receive an email confirming receipt.
- An email and/or letter will be sent to shortlisted candidates with details of the interview process.
- If you have not heard from us within 2 weeks of the closing date, please assume that on this occasion, your application has been unsuccessful.

Further information:

- Take a look at www.merciatrust.co.uk/careers for more on what it's like working for the trust, what we offer you, and what we're looking for.
- Should you require any additional information about the role or the school, or would like an informal discussion or out of hours visit, please contact us on 0114 239 6464 or enquiries@woodlands.sheffield.sch.uk.
- For more information about the application process, please email recruitment@merciatrust.co.uk.

Key dates:

- **Closing Date: Sunday 16th April**

The small print:

Mercia Learning Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment. If you are shortlisted, your suitability to work with children will be explored, and this will include disclosing convictions. The information you disclose may be discussed with you during the interview.

The successful candidate will therefore be required to complete a DBS check in line with the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 and the Police Act Regulations.

We are an Equal Opportunities employer. Our staff are recruited and promoted on the basis of their merits and abilities and no job applicant or employee receives less favourable treatment on the grounds of racial group, origin or nationality, sex, disability, marital status, age, sexual orientation, political or religious beliefs or trade union activity. Please indicate whether there are any reasonable adjustments or access requirements you would need to help you to attend an interview. If you wish to discuss your requirements prior to submitting your form, please contact the Human Resources Team on 0114 349 4230. Alternatively, please give details on a separate sheet and return with your application form.