



Henry Hinde School
KS2 Classroom Teacher
(Potential for Upper KS2 Phase Lead)



Job Description and Person Specification

Welcome from the Principal

We are at the start of an exciting period for Henry Hinde as we look to start to amalgamate our Infant and Junior sites and we are looking for the right individuals with drive and vision to help us on this journey.

At Henry Hinde School, everybody counts. Staff and pupils will talk about the vibrant culture and support they get from each other – we truly are a community. Our key aim is to equip our children for a world of possibilities. We want to ensure that our pupils leave with the key skills in order for them to make choices about their future.

Our focus, as a Trust, is to provide the right environment for our academies to thrive in. At Henry Hinde, our ambitions of nurture potential, inspire community, and deliver excellence are deeply rooted in the very core of the school. We are seeking an individual who resonates with our vision, someone dedicated to ensuring that every staff member and pupil has the opportunities needed to maximise their potential in all aspects.

You are looking for the right school in which to develop and progress, to contribute to the success of others and to receive the support that you need to feel fulfilled in your role. We hope that you agree that Henry Hinde is exactly that kind of school. It's an exciting time for us as we strive to build on our successes, and we are on the lookout for an individual who shares the commitment and resilience to support this goal.

We welcome visits to Henry Hinde prior to application because we are proud that:

- Our pupils are motivated and want to succeed
- The variety of opportunities both within and out of the classroom provides all pupils with the opportunity to develop their interests and skills in a wide range of areas
- We're part of a values-led schools' trust – Transforming Lives Educational Trust – and feel well supported by the care, support, and opportunities this gives our pupils, staff, and community.

If you want to be part of a dynamic team, contribute to our excellence, and have high aspirations for young people, then Henry Hinde School is the right school for you!

We look forward to meeting with you, so that you too can appreciate our wonderful school and its vibrant community.

Fleur Edwards
Principal

About the Role

Thank you for your interest in the position of KS2 Classroom Teacher at Henry Hinde School.

This pack has been designed to help you should you choose to submit an application to us, which we sincerely hope you do. The pack aims to answer all your initial questions, but if not, please do not hesitate to contact us. It is extremely important to us that you feel comfortable and confident enough to proceed with your application, as we aim to make the very best appointment possible.

So, who are we looking for?

Henry Hinde School is recruiting talented and dynamic KS2 Classroom Teachers who are forward thinking and able to generate innovative ideas. The individual(s) will be committed to an experiential and creative approach to learning with high expectations of children's achievement and behaviour. The applicant(s) will be strong team players who thrive within a group of mutually supportive colleagues and will be committed to their own professional development.

For the right candidate this post has the possibility of leading Upper Key Stage 2 as a Phase Lead. *(Please specify in your application if this interests you).*

We will offer you the opportunity to:

- work in a rapidly improving, popular and forward looking school;
- work with deeply skilled people who are whole-heartedly committed to the success of the whole team;
- develop your skills within a community who are deeply committed to improving the life chances of children and their families;
- develop professionally through individually tailored professional development.

The successful candidate will be able to communicate clearly and effectively with staff, pupils and parents.

As class teacher you will report directly to the Vice-Principal. You will be responsible for the day-to-day learning of the class. You will also be responsible for planning, progress and record keeping as part of the KS2 team. You will have strong behaviour management skills and be able to support children with SEND needs within your class.

The Transforming Lives Educational Trust is growing and there is great opportunity for progression. If you are a passionate individual with knowledge and experience of leadership, please apply now to be considered for an interview.

About Henry Hinde School

Our aim is to enable all students to achieve their potential academically and personally, regardless of ability or disability. We aim to increase whole school and community awareness of the importance of quality and equity of opportunity for all students and are committed to providing an integrated and inclusive curriculum to meet individual needs, promoting positive achievement and independence for all.

Why work for Henry Hinde School?

- We are an Ofsted rated Good average sized infant and junior school committed to supporting all members of the school community to succeed
- We enjoy an excellent reputation in our local community
- You'll be working within a team of passionate, committed colleagues who genuinely support each other, and as part of our Trust family of colleagues where the sharing of expertise in the norm.
- Excellent opportunities to professionally develop and grow in the successful and expanding Transforming Lives Educational Trust, a growing Multi-academy Trust based within the local community.

What next?

We want to hear from you if you are as excited as we are about this fresh opportunity within our successful and growing Trust. In return, we can offer the right candidate the chance to work within our innovative and forward-thinking Trust as well as offering excellent professional development and progression.

We encourage you to consider the information in this pack carefully and use it to picture yourself within the role at Henry Hinde School. Should you wish to discuss any element of the pack in more detail, please don't hesitate to contact us. We look forward to receiving your application, details on how to apply can be found at the end of this pack.

Job Description

Academy/College:	Henry Hinde School- Cornwallis Site
Job Title:	KS2 Classroom Teacher
Start Date:	1 st September 2024
Salary:	MPS With potential TLR2a for Phase Lead
Contract	Permanent Full time
Responsible to:	Vice-Principal in all matters The postholder is also expected to work collaboratively with colleagues on a professional level in order to promote a mutual understanding of the school curriculum and its impact on school policy and practice, with the aim of improving teaching and learning across the school.
Key relationships/Liaison with:	A Class Teacher plays an important role in upholding the school's vision, aims, ethos and policies. They are expected to embody the principles on which the school's work and development are based. They have delegated responsibility for the teaching and learning of a specific class of children. All staff at Henry Hinde School represent the values, ethos and practice of the school to all its stakeholders and the wider community.
Job purpose:	They facilitate learning by establishing a relationship with pupils and by their organisation of learning resources and the classroom learning environment.

MAIN ROLE AND RESPONSIBILITIES:

The postholder is accountable for:

- Teaching a class of pupils and ensuring that planning, preparation, recording, assessment and reporting meet their varying learning and social needs
- Maintaining the positive ethos and core values of the school, both inside and outside the classroom
- Contributing to constructive team building amongst teaching and non-teaching staff, parents and governors
- Actively engaging in the school's safeguarding culture and responsibilities
- Having a working knowledge of:
 - ~ the national conditions of employment for schoolteachers as set out in the current copy of the School Teachers' Pay and Conditions Document;
 - ~ the national standards for Qualified Teacher Status

This is because all teachers are subject to the Conditions of Employment set out annually in the School Teachers' Pay and Conditions Document. These detail the professional and particular duties required of teachers, together with requirements for Management time, Working time, Guaranteed planning and preparation time. The school complies with these requirements in order to make reasonable demands of teachers.

Additionally, STPCD requires all teachers to be involved in:

- Advising and co-operating with the Principal and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements
- Taking any such part as may be required ... in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school
- Co-ordinating or managing the work of other staff

The postholder will deliver their accountabilities by:

- Implementing agreed school policies and guidelines
- Supporting initiatives decided by the Principal and staff
- Planning appropriately to meet the needs of all pupils, through differentiation of tasks
- Being able to set clear targets, based on prior attainment, for pupils' learning
- Providing a stimulating classroom environment, where resources can be accessed appropriately by all pupils
- Keeping appropriate and efficient records, integrating formative and summative assessment into weekly and termly planning
- Reporting to parents on the development, progress and attainment of pupils
- Maintaining good order and discipline amongst pupils, in accordance with the school's behaviour policy
- Taking part in and contributing to meetings that relate to teaching/curriculum; cooperate with and, where appropriate, advise the Principal and other colleagues in the review and development of a subject in the school
- Communicating and cooperating with specialists from outside agencies
- Planning for, organising and directing the work of support staff within the classroom
- Participating in the performance management system for the appraisal of their own performance, or that of other teachers

To work within the framework of national legislation and in accordance with the provisions of the School Teachers Pay and Conditions Document. In addition, the post is subject to compliance with:

- School policies and guidelines on the curriculum and school organisation, inc. Child Protection and Safeguarding
- The Conditions of Service for School Teachers in England and Wales
- SEN Code of Practice
- Common core of skills and knowledge for the children's workforce

Professional Standards for Teachers

This job description sets out the duties and responsibilities of the post at the time it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations

are a common occurrence and cannot themselves justify a reconsideration of the grading of the post.

Person Specification

Job Title: KS2 Classroom Teacher (Potential Phase Leader)
Responsible to: Vice- Principal

The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder has an implicit duty to promote the welfare of all staff, children, and young people, and to be committed to promoting diversity and inclusion.

Specification	Essential	Desirable
Qualifications/ Training	<ul style="list-style-type: none"> Qualified teacher status 	<ul style="list-style-type: none"> Evidence of a commitment to professional development
Experience	<ul style="list-style-type: none"> Experience of teaching in KS2 Ability to make end of judgements against TAFs 	<ul style="list-style-type: none"> Primary teaching experience Experience of leading extra-curricular activities Experience of working with other schools/organisations Experience of leading a curriculum area
Knowledge/Skills (Ability to)	<ul style="list-style-type: none"> Effective classroom practitioner including theory and practice of providing for the individual needs of all children (inc. D&SEN, G&T, behaviour, learning styles, etc.) A strong commitment to inclusion with high expectations for all learners Able to identify and discuss characteristics of effective primary teaching and learning, including EYFS and National Curriculum requirements Good understanding and use of monitoring, assessment, recording and reporting of pupils' progress, including target setting and tracking 	<ul style="list-style-type: none"> A good understanding of the requirements of transition between key stages Develop strategies for creating community links

	<ul style="list-style-type: none"> • Understanding of effective techniques and policies for behaviour management • Knowledge and experience of up-to-date development in IT and e-learning for teaching purposes • Promote the school's aims positively and use effective strategies to monitor motivations and morale • Develop good personal relationships within a team • Liaise effectively with colleagues to ensure continuity and consistency of practice for children • Communicates positively and professionally with children, staff and parents • Establish and develop close professional relationships with parents, Trustees and the community • Communicate effectively (both orally and in writing) to a variety of audiences • Create a happy, safe, challenging and effective learning environment 	
<p>Personal Qualities</p>	<ul style="list-style-type: none"> • Creative, enthusiastic and proactive, keen to embrace new ideas and challenges • An excellent communicator with strong inter-personal skills • Is approachable, caring and empathetic 	

	<ul style="list-style-type: none"> • Works well as part of a team • Shows a high level of enthusiasm, commitment and determination • Has professional integrity, even in times of pressure • Is flexible and listens • Is prepared to seek advice and support • Demonstrates a concern for the pastoral and spiritual welfare of everyone in the school • Confidentiality, commitment and loyalty • Commitment to continuing professional development • Self-motivated, shows initiative and able to priorities and manage time effectively • Committed to active parental involvement • Commitment to making learning fun • Has a desire to support all aspects of children's development and extended schooling • Commitment to involving parents as active partners in their child's learning 	
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How to Visit and Apply

Please read the information in this pack. If you are interested in this job opportunity, please apply by downloading the application form from our website (www.tlet.org.uk). Completed application forms should be emailed to careers@tlet.org.uk or posted to:

HR Department (Careers)
c/o Houlton School
Signal Drive
Houlton
Rugby
Warwickshire
CV23 1ED

If you have any questions about the role or would like to visit Transforming Lives Educational Trust or one of our Academies, please don't hesitate to contact us by emailing careers@tlet.org.uk or selecting option 1 on our telephone menu – 01788 593900.

If you decide to apply, you should include a supporting statement with your application form (either within the application or as a covering letter) on no more than two sides of A4, giving your reasons for applying for the post, addressing information you have read in the pack and particularly the person specification, and outline any relevant experience and personal qualities you would bring to the Trust.

Please do not send a general letter; we are really looking for someone who is prepared to respond to us as an individual Trust. You can be sure that we will take time and care in reading your letter; we appreciate how much time and energy goes into writing it.

Recruitment Timeline

- **Position advertised:** 18 June 2024
- **Closing date:** 05 July 2024 (9am)
- **Final shortlisting:** Applications will be reviewed upon receipt
- **Final panel process:** ASAP