



Braunstone Frith Primary Academy



Recruitment Information Pack

Class Teacher

Full-time

MPS/UPS

ECTs welcome to apply



Braunstone Frith Primary Academy

Cuffling Drive

Leicester

LE3 6NF

Tel No: 0116 2872487

Positive Thinkers, LiFELong Learners



Welcome to Braunstone Frith Primary Academy

Thank you for taking an interest in our school. Braunstone Frith is a really exciting place to be. Our children love learning, they enjoy being in school and are happy. Our staff care passionately about the children and are committed to providing the best possible education.

Braunstone Frith Primary Academy is committed to all children and all adults being 'Positive Thinkers and LiFELong Learners'. We believe the school is at the heart of the community and is built on positive relationships with all stakeholders. Through this we seek to work with all children and their families.

Children are at the heart of what we do

We develop children that are confident, respectful and purposeful speakers who learn the skills to be responsible for their own learning enabling them to thrive.

We have an exciting curriculum

Our curriculum offers children the opportunity to develop confidence, team work, community engagement and beautiful work. Alongside schools in LiFE, we have developed our own REAL LiFE curriculum that offers children an opportunity to work towards an authentic outcome.

No Outsiders

We are a No Outsiders school, we celebrate diversity and cultural differences. Everyone is welcome. We have a respect for all and treat each other with kindness.

Core Values

Our core values which are linked to our positive learning behaviour strategy are 'REACH IT'. Our children will become pupils who can be;

Resilient Engaged actively Accountable
Challenged Have a go Independent Teamwork

We are preparing our children for a life in the 21st Century. For the children to be successful in their learning and in their life, we truly believe that the ability for them to communicate is key.

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Braunstone Frith Primary Academy

We aim for the children to '**learn TO talk**' and give them the confidence, resilience and social skills to communicate to anyone they may meet. In addition, our children also '**learn THROUGH talk**' and move from using talk to explore curriculum content to developing their understanding to be able to present their learning to a range of audiences. We aim to develop children as confident, respectful and purposeful speakers.

To make sure all subjects are built around the needs of our children we have created our 7 key principles.

The 7 Key Principles of the BFPA Curriculum



We offer our children a curriculum that reflects life in the 21st Century. We aim for our spiral curriculum to build a sense of social responsibility both in the local community and the wider world.

We ensure that our curriculum exposes children to the awe and wonder of the world and the importance of understanding British Values in today's society. As a No Outsiders School, we are a caring community where values are built on mutual trust and respect for all regardless of race, religion, ethnicity, sexual orientation, gender identity, disability, age or gender.

Our staff have high expectations of what all our children can achieve. We encourage creativity and embedded learning through a spiral curriculum. We work to ensure every child has a voice. We model to our children honesty, good manners and respect. We support, inspire and encourage a spirit of self-belief.

We work closely with **Whole Education** and **Voice 21** and practice at Braunstone Frith has been shared with many schools through these organisations.

Come and Visit

The best way to see us in action is to come and visit us. Our staff, children and myself look forward to meeting you and welcoming you. Please call the office on 0116 287 2487 to arrange an appointment - we recommend that you do.



Positive Thinkers, LiFE Long Learners



Advert: **Class Teacher**

Salary - MPS/UPS ECTs Welcome to Apply

Braunstone Frith Primary Academy is a large school on the western edge of Leicester City. Our aim is for our children to be “Positive Thinkers and Lifelong Learners”

We have a tradition of strong teamwork and clear leadership that is committed to do whatever it takes to improve pupil outcomes.

We are looking to appoint a Class Teacher.

At Braunstone Frith Primary Academy we are able to offer you:

- Enthusiastic and friendly children
- A hard working team of people who are committed to providing the best education for our children
- A school that has a strong commitment to developing its staff individually and places a strong emphasis on supporting and encouraging your continued professional development
- A strong coaching ethos to develop practice
- A well structured phase support system
- A well resourced school
- A chance to be part of shaping the future of our school
- Support with ECT year

In return we are looking for someone who:

- Loves working with children
- Is enthusiastic, hardworking, highly committed and enjoys working as part of a team
- Has high expectations of what all children can achieve
- Can teach creatively and match learning to the needs of our children
- Has experience of teaching phonics

Safeguarding

We are committed to the safety of our students and the protection of staff. Our recruitment process is in full accordance with recent guidance from the government for safer recruitment.

Appointment to this post will be subject to satisfactory pre-employment checks.

Equal Opportunities

Braunstone Frith Primary Academy is committed to equal opportunities in our recruitment and selection procedures.

We welcome applications from all who meet the essential requirements within the person specification.

Positive Thinkers, LiFE Long Learners



Application Process:

We welcome visits to the school prior to application.

The closing date for all applications is **Monday 19th May 2025**

Completed application forms should be returned via Eteach

An email will be sent to shortlisted candidates with details of the interview process and the outline of the day.

Interviews will be held on **Thursday 22nd May 2025**

If you have any queries on any aspect of the application or need additional information, please contact Mrs Dale George on 0116 287 2487 who will be happy to help you.

Thank you, and we are really looking forward to hearing from you.



JOB DESCRIPTION: CLASS TEACHER

- To be a teacher within the primary age range at Braunstone Frith Primary Academy;
- To deliver good, interesting lessons for the children that meet their learning needs;
- To ensure lessons suit the age and ability of the children so that all can make progress;
- To be responsible for the progress and outcomes of children in the class;
- To deliver a broad and balanced curriculum based upon the school policies, schemes of work, the National Curriculum, LA and DFE recommendations;
- To plan linked, creative learning experiences to a theme;
- To prepare, mark, assess, record and display pupils' work in accordance with school policy and in co-operation with other colleagues;
- To foster and develop, for all pupils, a working environment that is well disciplined, structured, secure, stimulating and challenging;
- To develop the principle that an effective home school partnership enhances pupils' education;
- To develop the principle that staff, governors and parents/carers must work in partnership to provide the best possible education for all pupils within the school;
- To participate effectively in staff INSET and parents' meetings;
- To foster the continuity, progression and ethos for consistency & whole school identity throughout Braunstone Frith Primary School;

Experienced Teachers will be expected to be responsible for a curriculum area:

Curriculum Co-ordinators

- In consultation with other colleagues, to review and develop the school's policy for a curriculum area to ensure that the school delivers the statutory requirements in these subject areas;
- To work effectively with all staff to ensure that there is continuity and progression across the Foundation and Key Stages;
- In consultation with other colleagues to review, revise and develop appropriate recording and assessment systems for a curriculum area;
- To monitor planning, teaching and achievement in a curriculum area throughout the school;
- To manage the resourcing of a curriculum area, including bidding for a school budget & monitoring spending.

In partnership with all staff and governors, to actively support pupils in caring for each other, their work, their classroom, their school and their environment.

This partnership is important in order for the pupils to recognise and respect the contribution that all adults within our school make to their learning environment.

This job description will be subject to amendment as the needs of the school dictate in consultation with the post holder.



Vision, Values and Ethos

LIFE Multi Academy Trust Bringing Learning to LiFE

Vision: We have a compelling desire to provide high quality, personalised and rounded education for everyone, right in the heart of our local community. We believe that no school can be deemed successful unless all those around it are also successful, popular and flourishing. Hence we believe that dynamic, mutually accountable collaboration and challenge between local schools as members of the LiFE MAT is the cornerstone of our future success.

Each of our schools needs to be seen as a leader of, and vital to, its local community; each school is regarded as fundamental to the identity of its surrounding community. In this capacity we will relentlessly promote the values of inclusion and the celebration of diversity, alongside personal responsibility and respect.

Values:

- Ensuring that every pupil achieves positive, life changing outcomes
- Providing a whole education: academic excellence co-existing with an exceptional commitment to activity beyond the school gate
- **The relentless pursuit of excellence by;** expecting this of every person, every day; recognising and celebrating behaviours that lead to great progress and promoting and celebrating elite performance inside school and in the wider world
- Valuing and promoting the celebration and understanding of diversity and qualities of our staff and students
- Ensuring that all pupils and staff feel known, appreciated and supported
- Committing whole-heartedly to collaboration within, between and beyond our academies
- Ensuring our curricula are agents for the promotion of our values

Vision For Braunstone Frith Primary Academy to be a great school which gives each pupil an outstanding provision in terms of the curriculum and development of the whole child. To provide an atmosphere where both pupils and staff thrive.

Values **‘Positive Thinkers, Lifelong Learners’** means: That we strive to get the best out of pupils and staff. We expect everyone to continue on their learning journey throughout their time at Braunstone Frith and we will support them to do so.

Ethos At Braunstone Frith Primary Academy, our children are at the heart of everything that we do and our 7 key principles to support this. Our intent is for our children to become Positive Thinkers and Lifelong Learners who are ready to become part of both their diverse local community and have an understanding of the wider world. We ensure that we are offering our children an engaging, inclusive, supportive and safe environment that allows them to thrive while addressing and rebalancing some of the local area inequalities. Our aim is to provide the very best educational experience so that children leave Braunstone Frith Primary Academy as responsible young people who can make informed decisions. We recognise that great schools transform lives. We invest in our staff and believe in the capacity for continual improvement as well as appreciating the role of leadership.



Braunstone Frith Primary Academy

Our Offer to new staff joining the LiFE Multi Academy Trust and our schools' Professional Capital:

'We believe in getting the right people, getting them to work together and getting them to stay'

Putting your trust in our Trust

We believe in your development. Everything we do is about creating a team of committed professionals who share our ambition for young people. If you believe in this too, we are committed to providing an exciting, enjoyable and rewarding working environment.

Coaching

Coaching is integral to our success. We support colleagues through coaching; enabling deep reflection, which has allowed us to build a bold, creative and aspirational culture, where collaboration with peers and new approaches to practice are encouraged.

Personal Improvement Plan versus Performance Management

Instead of the usual Performance Management, we encourage our staff to identify aspirational targets through our 'Personal Improvement Plan' (PIP) process. With your coach, you will look to make significant progress in a critical area of your practice; we believe in valuing the process of improvement not pass or fail numerical targets.

Health and Wellbeing Strategies

Having happy and healthy staff is key to a successful organisation. The Trust is committed to:

- providing employees with a safe, healthy and supportive environment in which to work
- recognising that the health and wellbeing of our employees is important
- providing a supportive workplace culture where individuals healthy lifestyle choices are valued and encouraged

We are committed to supporting colleagues to overcome the stigma and discrimination of mental health issues within the work place. To show our commitment to this we have publicly signed up to 'Mindful Employer'.

We believe it is important that we are role models to our students of how to be a healthy adult. We actively promote the importance of a work life balance, offering support to staff on managing stress and workload, as well as a physical activity programme. Access to coaching, counselling is also available to all staff.

Equality and Equal Opportunities

Our Trust and its schools are committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust seeks to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and our wider communities we serve.

Positive Thinkers, LiFELong Learners



Braunstone Frith Primary Academy

Development of Professional Capital and Excellence

As a Trust we always look to invest in our staff and pride ourselves on our 'home grown talent'. We are proud of this and believe this has the biggest impact on how our staff understand their communities and make a difference to the lives of our young people.

Quite simply, our aim is to employ people who match our ethos and values and enable them to truly collaborate with colleagues across the Trust so that they are satisfied professionally. We provide outstanding development opportunities which draw on excellence both within and outside of our Trust to enable you to build your professional capital.

Examples of the many opportunities we encourage staff to take up externally include:

- The National Professional Qualification for Senior Leadership (NPQSL)
- The National Professional Qualification for Headship (NPQH)
- The National Professional Qualification for Middle Leadership (NPQML)
- The Outstanding Teacher Programme (OTP)

Development opportunities occur at all levels. Some are led by staff within school or across the Trust and others are externally accredited.

Across the Trust we pride ourselves on equal opportunities for all staff, irrespective of background, gender, disability, religion, sexual orientation or age

Great access to progression and leadership responsibility

Further evidence of our investment in 'home grown talent' is that 86% of our TLR holders have been internal appointments. We have clear professional progression pathways within the CPD offered throughout the year at all levels within the Trust.

Collaboration across all schools

We are continually developing relationships across our Trust to enable collaboration to support learning and teaching outcomes. In addition, we are able to offer a joint CPD programme to draw upon expertise across the Trust. Staff work and meet regularly in teams across schools in the Trust and we hold an annual Strategic Planning Day, where each member of the Trust work together.

Sabbatical and flexible working policies

We have developed a unique sabbatical policy to support staff to develop their interests. For some, this has been to develop professionally, whilst others have taken this time to experience travel with their family. See our policy for further details.

Flexible working arrangements are also promoted across the Trust where possible, to enable our staff to manage their work life and family commitments.

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Braunstone Frith Primary Academy

Strong Induction Process

It is important to us that every member of staff has the right start to working in our Trust. The importance of a good induction is invaluable for new starters irrespective of previous experience. To support this, we have a strong induction process, which enables colleagues to get a real understanding of what the school is about and what it means to be part of the Trust. We hold induction meetings and provide training and resources for all new staff.

ECT Programme

We offer early careers teachers a robust, supportive and bespoke training programme which will enable you to develop into an outstanding teacher. We will follow new guidance on the ECT Early Career Framework.

Continued ECT and ECT+1 support

We ensure that ECTs and second year teachers have reduced teaching loads to allow them more opportunities for CPD throughout the school week. This also allows for peer to peer observations and additional coaching to take place to develop their practice.

Attendance of staff

Our staff are committed to their roles and ensure that students are supported to maximise their outcomes. Levels of attendance are exceptionally high across all staff and well above national averages in the education sector and beyond.

We are always looking for high quality teachers and support staff who buy into our values across the LiFE Multi Academy Trust and our schools