

Class Teacher & Middle Leader



**WEXHAM COURT
PRIMARY
SCHOOL**

CONTENTS PAGE



Item	Description	Page No
1.	Vision, Values and Behaviour Code	3
2.	Welcome from the Head Teacher	4
3.	Some comments from our Teachers	5
4.	Welcome from the pupils	6
5.	About Wexham Court Primary School	7
6.	PLCs at Wexham Court Primary School	8
7.	Our Partnerships	9
8.	Job Advert – Class Teacher & Middle Leader	10
9	Job Description	11
10.	Person Specification	12
11.	How to apply	13
12.	Interview day	14

Vision

Preparing every child to become a successful individual in an ever evolving world.



Values



**BUILD
BELONGING**



**STRIVE FOR
EXCELLENCE**



**DO THE
RIGHT THING**

Behaviour Code



READY



RESPECTFUL



SAFE

Welcome from the Head Teacher

Dear Applicant,

Thank you for your interest in the position of Class Teacher at Wexham Court Primary. I believe that this school is like no other. Over the last few years, we have worked together to define what education means to us, what our environment should look and feel like. As such, our school vision and values are underpinned by our guiding principle:

Ubuntu – I am, because you are.

This means that we are bonded together and working as a team for the betterment of all.

We are a forward thinking and innovative school, trying to embrace 21st century learning styles. As a school community, we are very open minded and ready to embrace new and exciting challenges together. We are an inclusive school, where staff must be prepared to analyse and have challenged their bias, prejudice and attitudes.

Our SLT Credo:

We are responsible for the growth and development of our children. They deserve our best efforts and attention. By developing and supporting our teachers and nurturing our parents, we believe we can have the greatest impact on our children.

As an SLT we feel that we can best help children by ensuring their teachers are highly skilled and prepared to teach without distraction or unnecessary loads. The biggest difference to teaching and learning is the expertise of teachers. Therefore, professional development is ongoing and delivered through our Professional Learning Communities (PLCs). These are led by knowledgeable staff members with the aim to upskill everyone. We wish to recruit a practitioner who is ambitious, keen to learn and values our vision.

Finally, our children love school! In the morning they come running in, always smiling as they greet you. Behaviour is excellent because we know our children well and they would never want to let us down.

I am very proud of our school community. Through the last few years, they have risen to every occasion. I could not be more grateful for their commitment and determination. Come and speak to them and get the answers you need. All we require is good morals, a willingness to learn and the ability to work in a team. The rest we can work out.

I look forward to hearing from you soon.

Navroop Mehat and the WCPS team.

Here are a few comments from our Teachers...

'At Wexham, the children are the best bit - keen to learn and welcoming to all. There are always opportunities to develop yourself professionally and I feel Wexham has massively supported my journey through middle leadership'

Miss H Brian



'A diverse School with friendly colleagues and wonderful children. It provides great CPD to support our practice, enabling us to provide the best education to our students. The School has supported me since my training year until now, and I am excited to continue my journey with the Wexham team!'

Miss K Kobayashi

'Wexham Court is a diverse, welcoming and supportive School where everyone is valued and respected. Navroop and SLT are continuously supporting Teachers to progress in their careers whether it's the start of their journey as an ECT or a qualified teacher.

Whilst being an ECT at Wexham, I received excellent support and direction to be able to provide quality teaching and enhance my own development. I have received excellent CPD and the opportunity to observe high quality teaching'.

Miss A Rehman



Welcome from the Pupils

Welcome to Wonderful Wexham Court!

We are delighted to give you the opportunity to work here. We are a School that has core values that are at the heart of everything we do.

The staff here are encouraging, inspiring, good listeners and fun. Are you a Teacher who:

- Can plan fun and enjoyable activities?
- Can help accelerate our learners' progress?
- Can create fun and engaging displays?
- Listen when we need your help?
- Has a good sense of humour?
- Gives us good and helpful feedback?
- Has a love for reading?

In return we promise to give you:

- Well behaved and engaged learners
- Fresh fruit and vegetables
- Amazing teacher friends
- Lots of laughs
- A big, clean classroom
- Lots of tea and coffee!

We love coming to Wexham Court Primary School. There's always so much going on. We are an Active Movement School, which keeps us fit and healthy. We have a modern curriculum, which includes Enquiry. This helps us to explore topics in a fun way. Community work is important to us as we love to support local charities.

Come and meet us so we can share our School, we know you will love it too!

The Prefects



About Wexham Court Primary School

Our history:

- The school used to be a double Saxon Moat, and the evidence of the moat still remains.
- The school used to be a Medieval Farm that dates back to the 13th century.
- The schools name is based on the manor house, home farm and church that were all part of the moated complex, known as Wexham Court Estate.
- We have oak trees that were planted in the 18th century.
- There used to be a post office on site, which fell down 20 years ago
- The site has a poly tunnel and various raised beds, in which all pupils grow their own produce. This is later served in the canteen or entered into the Stoke Poges Horticultural Show; which we have won for the last 7 years!
- The school used to be a middle school.

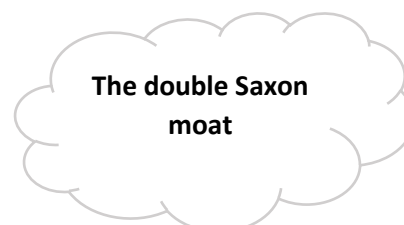
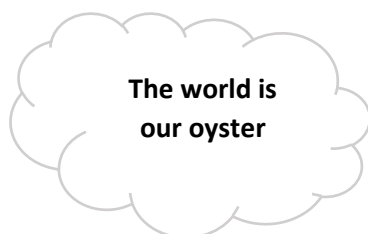
Our present

- Professional development is ongoing. We use evidence-based research to only do the things that work and matter.
- The listed Barn has been renovated and is now an exhibition site, regularly used by the children for various activities, including cooking the produce they harvest in the poly tunnel
- We run national training events at the Barn
- We are a Microsoft school and embrace technology everywhere
- We value the arts, all children learn instruments, Spanish and have expert art experiences
- Health is vital, our children eat well, skip daily, have an outdoor gym, MUGA and sports coach
- Our curriculum is well sequenced, coherent and scaffolded to support all pupils
- Work life balance – we have a strong culture of support! We work hard at school and home life is for living. Our teachers do not take work home, planning is completed in PPA and meetings after school are rare! Our staff are happy and satisfied because they are looked after and valued.

Our future

Our future is exciting. Be a part of it.

The school badge reflects our school's evolution:



PLCs at Wexham Court Primary School

Why

The children at Wexham Court deserve the very best teaching, school environment and nurture. To create these conditions, we value high quality, evidence-based CPD for our staff. Developing teacher expertise is the most effective way to influence outcomes for children.



How

We focus on developing teachers' mental models of effective teaching by sharing concepts and evidence-based approaches. We have a community of staff engaged in collaborative enquiry to solve educational problems. PLCs are aligned to our strategic priorities as part of our implementation plans.

What

C21

- Curriculum intent, implementation and impact
- Curriculum leadership
- Assessment
- How children learn



Inclusive not exclusive

- Understanding disadvantage and its barriers
- Supporting children with SEND



Building conversations

- Ensuring great behaviour
- Understanding motivation



R2Y1

- Preparing children for Year 1
- Developing effective early years practice
- Preparing for early years reforms



Right and relevant

- Celebrating diversity
- Striving for equality
- Ensuring children understand identity



Our Partnerships

We believe in partnership work and as such we support these through training and school to school support.

Some of our partners and awards are:



Class Teacher and Middle Leader

Position:	Class Teacher and Middle Leader (for suitable candidate)
Start Date:	September 2024 (or sooner to help with integration)
Location:	Berkshire
Contract:	Full Time/Part time Permanent
Salary:	MPS/UPS

Up skilling staff, managing workload and flexible working

We believe that our pupils deserve the absolute best teaching every single day. As such, we go above and beyond to create the right environment for teachers, which in turn benefits our children. Our continuous professional development is personalised and linked to our vision and values. We remain consistent in embedding good practice, rather than continually changing. This is done through our Professional Learning Communities, pilot groups and 1:1 coaching and mentoring. Teaching is exceptionally good, which means our pupils learn well. Behaviour is excellent due to the strong relationships and levels of respect throughout the school. We encourage both full and part time staff, offering flexible working.

If you feel you would thrive in a forward thinking, evidence-based school apply now.

We offer:

- Comprehensive induction package.
- Excellent professional development.
- A well developed, enjoyable, and relevant curriculum.
- Behaviour and attitudes of pupils and staff are excellent.
- Excellent ECT, leadership and induction programmes.
- A holistic curriculum, nurturing musical, sport and leadership talent.
- SEND and vulnerable pupils are supported well.
- Teaching is a hard job, here are some things we do to help:
 - Flexible working
 - removing any unnecessary work
 - hardly any after school meetings
 - provide counselling, mentoring, and coaching

About You:

- Our pupils become important to you
- You value the academics as much as the pastoral
- You are decent, honest, and supportive
- You are willing to try innovative approaches, learn and adapt
- You will continue to personally develop your knowledge and teaching

Visits are highly recommended, if you can please arrange a visit by contacting our HR Lead (see below).

Find out more: Contact our HR Lead, Attia Mian at: amian@wexhamprimary.com or 01753 524 533/989 or visit our Twitter page [@wexham PS](https://twitter.com/wexhamPS), or our website: www.wexhamprimary.com

Key dates to be mindful of: Deadline for applications **Friday 16th February @ 5pm**. Interviews will take place as applications are received.

We are a friendly and caring school that is committed to safeguarding and promoting the welfare of children.

Job Description – Class Teacher & Middle Leader

DESCRIPTION: Wexham Court Primary School

POST TITLE: Class Teacher & Middle Leader

1. MAIN PURPOSE OF JOB

- 1.1 Teaching and assessing the progress made by the pupils; taking responsibility for the education, welfare and social development of pupils. Contributing to wider school life, and CPD.
- 1.2 Lead on a subject throughout the school, ensuring the progress and attainment within these areas is outstanding.

2. MAIN ACCOUNTABILITIES

- 2.1 Strive for excellence, build belonging and to always do the right thing
- 2.2 Planning safe and effective lessons in each area of the curriculum including appropriate risk assessments as necessary; and effectively deploying teaching assessments.
- 2.3 Assessing and tracking pupil progress.
- 2.4 Planning personalised and enjoyable learning programmes to meet the needs of every pupil in the class.
- 2.5 Ensuring that all pupils are included in all learning experiences.
- 2.6 Developing a sound knowledge of all areas of the primary curriculum.
- 2.7 Engage in professional development including personal reading of blogs, books and articles etc. To share knowledge and accept challenge and advice.
- 2.8 Liaising with parents, colleagues and other agencies as required including parents evening and report writing.
- 2.9 Contributing to and implementing all school policies.
- 2.10 Achieving Performance Appraisal Objectives.
- 2.11 Taking responsibility for an aspect of school development and improvement.
- 2.12 Managing pupil behaviour and promoting moral, social, cultural and spiritual understanding.
- 2.13 Running clubs or enrichment sessions.
- 2.14 Fostering a positive and supportive climate within the school by actively building positive relationships
- 2.15 Being a good role model.
- 2.16 Being committed to developing leadership skills through observation, research, reading literature about leadership and training.

The duties outlined above are not intended as a restrictive list and may be extended or altered to include other tasks that are directed by the Head Teacher, commensurate with the grade of the post.

3. LEADERSHIP RESPONSIBILITIES

- 3.1 Role modelling high expectations.
- 3.2 Be an expert in a particular subject area (humanities, science, literacy, maths).
- 3.3 To read literature that will support the direction of your subject area and the development of staff.
- 3.4 Building a vision and an action plan for the implementation and delivery of your subject area.
- 3.5 Supporting staff, pupils and parents and working with parents to improve the provision of our subject.
- 3.6 To identify and nurture that growth in others.
- 3.7 Monitoring the provision of your subject to ensure standards remain high and in line with the school's vision and expectations.
- 3.8 Having a positive impact on the progress and attainment throughout the school in your subject area.
- 3.9 Holding to account staff who are not performing as expected.
- 3.10 Working with other schools and agencies on projects that benefit the teaching and learning in your subject area.
- 3.11 Contributing to the School Improvement Plan.
- 3.12 Reporting to the Governing Body and other strategic partners.

PERSON SPECIFICATION – CLASS TEACHER & MIDDLE LEADER				
Competency		Attributes – Customer Focus, Development, Relationships, Personal Effectiveness, Expertise, Communication Skills (if appropriate), Managerial (if appropriate), Health & Safety, Equalities Finance	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
Experience	1.1	Experience and expertise in relation to the Primary School Curriculum	Essential	A
	1.2	Experience of working with primary age ranges	Essential	A
	1.3	Experience of working with pupils with special educational needs	Desirable	A I
	1.4	Experience of working with different educational resources including IT equipment	Desirable	I
	1.5	Experience of current tracking and assessment procedures	Desirable	A I
	1.6	Experience of leading a subject and have evidence of impact	Desirable	A I
Knowledge	2.1	Thorough, up to date knowledge of all areas of the Primary Curriculum	Essential	A I
	2.2	Knowledge of and familiarity with formative and summative assessment and record-keeping	Essential	A
	2.3	Understanding of how children learn and retain knowledge, personalised learning and effective group work	Desirable	A I
	2.4	A good understanding of legislation in relation to primary education	Desirable	I

	2.5	A depth of knowledge about a particular subject area	Desirable	I
Skills/ Abilities	3.1	Proven teaching skill in accordance to school expectations	Essential	I
	3.2	Ability to work independently and within a team environment	Essential	A I
	3.3	Good inter-personal skills with all stakeholders	Essential	I
	3.4	Self-evaluation skills	Essential	A I
	3.5	Ability to carry out research and extra study about a particular subject	Essential	A I
	3.6	Ability to develop and deploy leadership skills	Essential	A I
	3.7	The ability and desire to work as a team and build strong positive relationships with all partners.	Essential	A I
Qualifications	4.1	Degree in Education	Essential	A I
	4.2	Willingness to engage in further study	Essential	A I
		The school is committed to safeguarding and promoting the welfare of children and young people and expects that all staff and volunteers share this commitment. Safeguarding training and qualifications are compulsory for all teaching staff		

How to Apply:



<https://www.tes.com/jobs/>



www.wexhamprimary.com



Request an application form from amian@wexhamprimary.com

Dates:



The closing date for applications is **Monday 13th March @ 12 noon**



Candidates will be interviewed upon shortlisting

Interview day:

This will be a process to share who we are and get to know who you are. Please try to relax, it will be as informal as we can make it. On the day you will have an interview, in which you may ask as many questions as you wish, we would love to understand more about your vision and beliefs around education, your past experiences and what you want for the future. We will let you know further details if you are shortlisted for interview.

References:

If you are selected for interview, references will be requested prior to interview. You must ensure that your current or most recent Head Teacher is one of those references. Please ensure your referees are aware of our timescales.