



NORTHAMPTON PRIMARY
ACADEMY TRUST PARTNERSHIP



Class Teacher





Welcome from the Chair of the Board of Trustees

We are delighted that you are interested in applying for a position at the Northampton Primary Academy Trust (NPAT).

The Northampton Primary Academy Trust Partnership was founded in August 2012 and was built on the vision of five Headteachers to bring together like-minded schools to provide quality-first teaching and learning to all children across member schools, delivered and supported by passionate personnel of the highest professional calibre. Our member schools come in many shapes and sizes, from small to large, split-site primaries and cover a diverse geographical range and socio-economic mix.

Our vision is to achieve “educational excellence; creating opportunities and enriching lives”. To achieve this, our mission is to develop a Multi-Academy Trust of highly effective and sustainable schools. NPAT schools all share a common vision and are committed to the NPAT values, whilst retaining the freedom to innovate and develop their own identity and character.

The Trust is built on the principle of synergy; that a collaboration of vibrant and successful schools can achieve collectively what a single school couldn’t achieve alone. NPAT improves our schools using teamwork and innovation through partnership working that brings together children, parents, teachers, governors and school leaders.

From the original five schools we have seen progressive growth, with twelve schools currently on board and a thirteenth due to open in September 2022. Whilst we grow in size, the Trustees and Executive Team are keen to ensure that we retain the values and ethos upon which our Trust was originally built.

Joining our Trust will mean that you will benefit from excellent opportunities to learn and further your career, through strong collaboration and good career progression opportunities across our school network, and you will have great fun along the way.

We are on an amazing journey and we would be delighted to welcome you on board to be an integral part of it!

Thank you

Jeremy Stockdale

'Achieving Extraordinary Things'

Dear Applicant

Thank you for your interest in furthering your career at Northampton Primary Academy Trust. We aim to appoint and retain the highest calibre of staff at all levels. We work hard to ensure that our staff have every opportunity to develop as professionals throughout their career.

We are committed to developing the best working practices for our staff and ensure that staff working conditions, workload and well-being are at the heart of our thinking.

Our NPAT Staff Pledge shows our ongoing commitment to our workforce and we try to ensure that anyone working in an NPAT schools can expect:

- A fair and reasonable workload.
- High quality training and CPD opportunities that meet the needs of individual members.
- A fair pay and reward package at least equal to the national agreement for teachers, and the Local Authority pay scale for support staff.
- Support and incentive to ensure positive well-being.
- Higher priority placement in the school that you work at for the admission of staff children.

NPAT is committed to providing the most innovative, creative and inclusive education possible. We pride ourselves on high expectations and outcomes for our children through a curriculum which is aimed at nurturing the whole child academically and personally.

We are committed to the personal and professional development of our staff, offering innovative, collaborative and supportive approaches to training and development courses in priority areas. We are always keen to hear about the professional needs of our staff, so please feel free to let us know of any areas that you feel we could support you with.

NPAT always aims to be at the forefront of the latest educational thinking and research, including our current work on curriculum development which will provide clarity to teachers about wider curriculum content so that their valuable time can be spent concentrating on delivery and personalising this to meet the needs of their learners. We aim to work with the very best educational researchers and give our staff every opportunity to hear the latest research evidence tied in to our education strategy and priorities.

We hope that you will join us in one of our NPAT schools and look forward to working closely with you.

Yours sincerely,

Julia Kedwards, OBE

NPAT Chief Executive Officer

Follow us on Twitter: @NPATrust, **Telephone/text:** NPAT Office 07741 654181

Email: recruitment@npatschools.org, **Website:** <https://npatschools.org/index.php>

"The Northampton Primary Academy Trust (NPAT) is committed to safeguarding and promoting the welfare of children and young people and requires all staff, governors and volunteers to share and demonstrate this commitment. The successful candidate will have to meet the requirements of the person specification and will be subject to pre-employment checks including the right to work in the UK, a health check, an enhanced DBS check and satisfactory references."



The Northampton Primary Academy Trust (NPAT)

NPAT was formed in 2012 by a group of five Northampton Schools who believed that by working together, they could achieve something truly special for children across Northampton Town. NPAT is now a collaboration of eleven schools representing 4500 fabulous children and 700 amazing staff. Our schools are:

Abington Vale Primary School

Blackthorn Primary School

East Hunsbury Primary School

Ecton Brook Primary School

Headlands Primary School

Langland Community School (Milton Keynes)

Lings Primary School

Park Junior School (Wellingborough)

Rectory Farm Primary School

Simon de Senlis Primary School

Stanton Cross Primary School (Wellingborough)

Thorplands Primary School

Upton Meadows Primary School

Weston Favell Primary School

NPAT is driven by a vision of innovation, high aspiration and achievement, and a commitment to sport and the arts. This approach is encapsulated in our motto:

'Achieving Extraordinary Things'

NPAT schools all share a common vision - ***to achieve educational excellence, create opportunities and enrich lives*** - and are committed to shared principles and approaches whilst retaining the freedom to innovate and develop their own identity and character. Our schools span a range of communities and locations across the town, and we are able to offer staff opportunities to collaborate with others across the Trust.

The partnership is built on the principle of synergy; our collaboration of vibrant and diverse schools can collectively achieve more than a single school working alone. NPAT schools improve using collaboration and innovation through partnership working that brings together children, parents, teachers and school leaders, with the understanding that we are one organisation with many different sites:

'My school is your school; your children are 'our' children.'

Within the partnership, schools will have a range of strengths and needs and will be at different stages in their improvement journey. All schools are committed to an ethos of mutual support, sharing of best practice and co-creation of NPAT policies and curriculum approaches.

Located on the Eastern district of Northampton, Blackthorn is a one-form entry primary school with a nursery. Our school is driven by a passion to provide educational excellence for the children in our community.

The children at Blackthorn are polite, respectful and keen to learn. Our team of dedicated staff believe that children achieve their best in a safe, secure and happy school community and we work hard to make sure this is the case for our learners every day. We strongly believe that good relationships between people in our school community are essential in securing success for your child, as such, an effective partnership between home and school will benefit your child's learning. We are proud to be a member of Northampton Primary Academy Trust (NPAT) with whom we work closely to provide opportunities for our children to broaden and enrich their time at primary school through the arts, sport and wider curriculum.

Becca Williams – Executive Headteacher



**Working together as a school community
to achieve educational excellence for all.**



Blackthorn Primary School

Job Description

Specific Post:

Class Teacher

Main Pay scale:

M1 to M6, Full Time or part time considered

Responsible to:

Headteacher

School Teachers' Pay and Conditions Document, the Education Act 2011, the required standards of Qualified Teacher Status, other current educational legislation and the school's articles of government.

This job description may be amended at any time following discussion between the Headteacher and member of staff, and will be reviewed annually.

Areas of Responsibility and Key Tasks-

<p>Planning, Teaching and Class Management</p>	<p>Teach allocated pupils by planning their teaching to achieve progression of learning through:</p> <ul style="list-style-type: none"> • identifying clear teaching objectives and specifying how they will be taught and assessed; • setting tasks which challenge pupils and ensure high levels of interest; • setting appropriate and demanding expectations; • setting clear targets, building on prior attainment; • identifying SEND or very able pupils and providing effective support and challenge for these learners; • provide clear structures for lessons maintaining pace, motivation and challenge; • make effective use of assessment and ensure coverage of programmes of study; • ensure effective teaching and best use of available time; □ monitor and intervene to ensure sound learning and discipline □ use a variety of teaching methods to: <ol style="list-style-type: none"> i. match approach to content, structure information, present a set of key ideas and use appropriate vocabulary; ii. use effective questioning, listen carefully to pupils, give attention to errors and misconceptions; iii. select appropriate learning resources and develop study skills through library, I.C.T. and other sources;
---	--

	<ul style="list-style-type: none"> • ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught; • evaluate their own teaching critically to improve effectiveness;
Monitoring, Assessment, Recording, Reporting	<ul style="list-style-type: none"> • Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching; • mark and monitor pupils' work, giving effective feedback; • assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving; • prepare and present informative reports to parents.
Other Professional Requirements	<ul style="list-style-type: none"> • Be a confident and effective user of technology in the classroom; • Have a thorough working knowledge of teachers' professional duties and legal liabilities; • operate at all times within the stated policies and practices of the school; • establish effective working relationships and set a good example through their presentation and personal and professional conduct; • endeavour to give every child the opportunity to reach their potential and meet high expectations; • contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school; • take responsibility for their own professional development and duties in relation to school policies and practices; • liaise effectively with parents and governors; • take on any additional responsibilities which might from time to time be determined.

Class Teacher

Person Specification

Attributes	Essential	Desirable
Qualifications/Training		
Education	Qualified teacher status Good Honours Degree	First Class Degree
Experience		
Teaching & Learning	Successful classroom teaching experience within primary school (of at least two years duration)	Knowledge and experience of teaching phonics
Knowledge and Understanding		
National Framework	Knowledge of the Education Acts and other relevant legislation Awareness of current developments in education and the implications of these An in-depth understanding of, and commitment to, the teacher standards	
Learning and Teaching	Practical understanding of high quality learning and teaching strategies. Understanding of the importance of personal, social and emotional aspects of learning. Understanding of how to combine a creative, engaging curriculum with high expectations of standards.	
Standards	A track record of delivering high academic outcomes in the classroom Knowledge and understanding of evidence-informed strategies to raise standards and progress	Engagement in research
National Curriculum	First-hand experience of planning, assessing within the new National Curriculum	
Technology	Competent use of technology for planning and assessment. A track record of using technology within teaching to enhance learning and outcomes	Experience of using Office 365

Parents and Community	<p>Understanding of the role played by parents and the community as a whole in raising standards</p> <p>Experience of working directly with parents and others to raise standards and involvement with the wider and local community</p>	
Skills		
Relationships	<p>Ability to establish and develop effective relationships within the school community, including:</p> <ul style="list-style-type: none"> • Teaching Colleagues • Support Staff • Governors/Trust Directors • Parents 	<p>Ability to manage difficult conversations and experience of working cohesively and contributing towards building a team ethos</p>
Interpersonal and communication skills	<p>Ability to communicate effectively in writing and orally</p> <p>Prompt completer of tasks</p> <p>Flexible and approachable</p> <p>Resilient under pressure</p> <p>Able to deal sensitively with people and resolve conflicts</p> <p>Positive and energetic approach to work</p>	
Attitudes		
Personal	<p>An energetic approach to the role and responsibilities</p> <p>Demonstration of a growth mindset</p>	
Education Philosophy	<p>A commitment to raising achievement through partnership with parents, Schools' Services and the community.</p> <p>A determination to ensure the curriculum is adapted regularly to meet the needs of individuals in line with the school's ethos</p> <p>A commitment to developing the curriculum and learning delivery to meet the needs of future generations and the skills they will need</p>	

This job description is a broad overview of the post. It is not an exhaustive list of all possible duties, and it is recognised that jobs change and evolve over time. Consequently, this is not a contractual document and the post holder will be required to carry out any other duties that are necessary to fulfil the purpose of the job.

Statement of Equality

Northampton Primary Academy Trust is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills. Applications are invited from all members of the community.

We do not discriminate against staff on the basis of age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and Governors treat visitors, volunteers, contractors and former staff members.

Safeguarding

Nothing is more important than keeping all our children safe, especially the most vulnerable. The NPAT Partnership is fully committed to ensuring that children with SEND, those eligible for Pupil Premium funding and other vulnerable groups are able to achieve as highly as possible. Schools within the partnership will have the most rigorous and updated procedures and policies which help keep children in our care safe. We will ensure that all vulnerable groups of children achieve highly, when compared to their peers nationally, through the following measures:

- All schools will be subjected to an annual safeguarding audit
- All schools will hold the Inclusion Quality Mark (IQM)
- Behaviour and Safety of children will be outstanding in all our schools

Our Trust policy can be found here:

<https://www.npatschools.org/index.php/about-us/npat-documents>

How to Apply

To apply for this position, please complete the attached Trust Application Form and submit, together with a letter of application of no more than two sides of A4 supporting your application.

Please return by email to samchambers@blackthornprimary.net or by post to Mrs Sam Chambers, Blackthorn Primary School, Waingrove, Northampton, NN38EP.

Start Date: **1 September 2023**

Closing date: **10am Monday 29 May 2023**

Shortlisting will be held on **Monday 29 May 2023**

Interviews (provisional date) will be held on **Tuesday 30 May 2023**

Visits to the school

We encourage and welcome visits to the school where there will be the opportunity to discuss the role further with the Executive Headteacher. Please contact Sam Chambers in the school office to book a visit.

