

Chalgrove Community Primary School Teacher Recruitment Pack 2023



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Headteacher's welcome

Dear applicant,

I am thrilled that you have chosen to enquire about a post at Chalgrove Community Primary School.

At Chalgrove Community Primary School, we want our children to be curious, to question and to challenge ideas. We want our children to engage, to be inquisitive and to be proactive learners.

How do we achieve this? We do this through creating a curriculum that is exciting and never static. We facilitate learning opportunities beyond the classroom and we continually reflect in order to improve.

Our school is creative, vibrant and a great place to teach. As a school, we encourage individuality and independence. We love that we have a Forest School facility, we love that we facilitate exciting opportunities for our children and we love the freedom we give to our teachers and children – all of this makes us who we are.

We are fortunate to have developed strong links with several different organisations including: Mulberry Bush, Oxford Brookes University and Garsington Opera.

Our current development includes becoming a 'Talk for Writing' school. This project is currently in its second year and this year we were fortunate to continue our journey working with the Mulberry Bush and Oxford Brookes University to become a nurture school.

We are very proud of our Ofsted outcome in November 2019, which recognised our passion, dedication and importantly how we care for and nurture the children we teach.

We are part of the Acer Trust. Details of the trust's ethos can be found in this pack.

We welcome visits to our school, please contact the school office to arrange an appointment (email: office.2452@chalgrove.oxon.sch.uk or call 01865 890385)
Alternatively, you can contact me directly by emailing head.2452@chalgrove.oxon.sch.uk and I will be happy to schedule an appointment for an informal chat.

I would very much like to show you around our wonderfully creative and happy school, so please do make contact. I can guarantee the warmest of welcomes.

Kind regards,

Sam Gillion
Headteacher

Our 3R's underpin our ethos

Ready, Respectful, Responsible

Ready

- To try
- To work hard
- To learn
- To take risks
- To be focussed
- To make mistakes and learn from them
- To be on task
- To do as asked - first time, every time
- To help
- To be helped
- To listen

Respectful

- Of everyone
- Of the thoughts and feelings of others
- Of difference
- Of individuality
- Of decisions
- Of school property
- Of the property of others

Responsible

- For my actions
- For giving 100% effort
- For working together
- For not giving up
- For challenging myself
- For being organised
- For being honest
- For being caring and kind
- For always trying my very best
- For good manners
- For having a smart uniform
- For being considerate

At Chalgrove Community Primary School, we expect every member of our community - children, staff, governors, parents and visitors - to behave in an appropriate and courteous manner towards each other, to be polite, thoughtful and considerate. Our school is a learning community and nobody should prevent anyone else from being able to work, learn, play and enjoy being at school.

What do our staff, pupils and parents say?

I love Chalgrove because we get loads of incredible educational opportunities such as; exploring in our forest; learning computing through games like Minecraft; and being part of a kind and caring community.

Pupil reflection

I couldn't imagine starting my teaching career off with a more supportive, helpful, and encouraging school. The closeness of the team has led me to see Chalgrove Primary more as a family rather than a place of employment over these last few years. Leadership has been fantastic, allowing me to develop myself as a teacher in directions I want to, while providing advice and brilliant opportunities along the way. Chalgrove is simply a wonderful place to teach and to grow.

Teacher. Joined our school as an ECT

I like being a pupil at Chalgrove because it has amazing teachers and I have really good friends.

Pupil reflection

'Engaging children to learn through fun activities in an environment where they feel cherished and respected'

Parent reflection

The teachers explain things amazingly so that you think it's easy.

Pupil reflection

Chalgrove is a community school, where pupils and families are put at the heart of the curriculum. As a class teacher, you have the flexibility to design the curriculum around your pupils needs and your creative strengths. Chalgrove is an honest and supportive place to work; staff enjoy sharing their experiences with each other and lean on each other when they need advice.'

Miss Hudson Year 5 class teacher and Deputy Headteacher

'Chalgrove Primary is an amazing team, who recognise and continuously work to meet the individual needs of all its pupils, within a fabulous and supportive community. It is exciting to share our creative curriculum with the children and we always search for new and even more exciting ideas. The creativity enables our children to be keen, confident, and questioning learners. As they begin to reflect they are able to further develop their individual learning and it's incredibly rewarding to be part of that journey. We are fortunate to have our own Forest School, where the children can fish, build dens, cook, run and climb and then translate their learning experiences through various genres in the classroom.'

Mrs Hawkins Pastoral Teaching Assistant

Acer Trust

Formed in 2017 the Trust currently has 7 schools (3 secondary and 4 primary). The Acer Trust is a Multi-Academy Trust founded on collaborative partnership. We believe that by working together with a common collective purpose of improving learning for all, we can ensure a better education for all the learners in our trust.

Trust Values

The values of the Acer Trust underpin everything we do. We are a learning organisation and our values are for all learners in the trust: pupils and students, staff, governors, trustees and parents. All the schools in the trust share a commitment to these values:

Trust: schools and individuals will collaborate in an open and honest manner, and will act in the best interests of all children educated in the partner schools

Collaboration: all partners have a contribution to make to the trust as well as a collective responsibility for the success of the trust. All partners play an active role in ensuring the success of all learners in the trust

Opportunity: all learners, both students and adults, will benefit from the range of opportunities provided by being a part of the Acer trust

Job advert

Closing Date: Monday 9th October at 12noon

Interview Date(s): TBC

Job Start Date: ASAP

Salary: Main Pay Scale

Hours of Work: Full Time (part time considered for the right applicant – please state this on your application)

Contact e-mail address: admin.2452@chalgrove.oxon.sch.uk

About school

Chalgrove Community Primary School are a thriving local school set in the beautiful countryside in rural Oxfordshire. We are very much at the heart of our community and we are lucky to have such supportive families. At Chalgrove Community Primary School, we want our children to be curious, to question and to challenge ideas. We want our children to engage, to be inquisitive and to be proactive learners. How do we achieve this? We do this through creating a curriculum that is exciting and never static. We facilitate learning opportunities beyond the classroom and we continually reflect in order to improve.

We are looking to recruit a KS1 or KS2 class teacher to join our wonderful team.

Our successful candidate will:

- Be thoroughly committed to enabling all children to reach their full potential
- Have high expectations for children's attainment and progress
- Be a creative, passionate and forward-thinking individual, who places high value on their own professional development in order to improve continuously as a practitioner
- Be someone who is motivated, flexible, resilient and a true team player
- Be willing to work with a wide range of colleagues and make a positive contribution to the whole school community and beyond
- Be patient, kind, considerate and prepared to go the extra mile
- Fully immerse themselves in school life and will be committed to working within our warm & friendly team
- Committed to achieving a work/life balance and maintaining their own interests outside of teaching

We will offer our successful candidate a school that:

- Is dedicated to offering the very best for its children with a focus on enrichment
- Enjoys positive relationships between staff, children and families

- Has motivated children who enjoy learning and are proud of their school
- Is happy, vibrant and positive
- Is creative, open to ideas and seeks opportunities for its children and staff
- Really cares for its staff team
- Offers comprehensive ECT mentoring based on coaching
- Offers bespoke induction for experienced teachers new to our school
- Supports and encourages continuous professional development

For further information including how to apply, please see the vacancy section on our school website: <https://www.chalgrove.oxon.sch.uk/vacancies/>

We reserve the right to withdraw this vacancy at any time ahead of the closing date if there is a good level of response. Therefore, we recommend you submit your application as early as possible. We also reserve the right to interview shortlisted candidates ahead of the closing date.

Please be advised that references may be requested on receipt of your application. Please state if you wish this to be delayed until shortlisting/interviews have taken place.

Safeguarding Statement:

The Acer Trust and its schools are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Employment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS).

The possession of a criminal record will not necessarily prevent an applicant from obtaining this post. All applicants are considered confidentially and according to the nature of the role and information disclosed

Job description

Job Title: Class Teacher

Scale: MPS

Responsible to: The Headteacher and the Governing Body of the school

Relationships: Liaison with the teaching and non-teaching staff of the school, governors, parents, children, advisers and other professionals

Appraisal: Annual appraisal documents detail working hours, salary scale and equivalent monetary value, appraisal objectives and support/training needs.

Take responsibility for a class of children determined on an annual basis by the Headteacher and in accordance with the duties listed below:

- To carry out the professional duties covered by the latest School Teachers' Pay and Conditions Document.
- Undertake duties in line with the professional standards for qualified teachers and uphold school and academy policies and procedures.
- Adhere to all expectations and policies linked to maintaining a healthy and safe environment for adults and children.
- Teach a class of pupils, and ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs.
- Maintain the positive ethos and core values of the school, both inside and outside the classroom.
- Promote the school's ethos statement:
We foster a climate of mutual respect that values everyone
We teach and model the positive behaviour we expect
We use the language of choice
- Contribute to constructive team-building amongst teaching and non-teaching staff, parents and governors.

The Class Teacher will:

- Implement agreed school policies and guidelines
- Support initiatives decided by the Headteacher and staff
- Plan appropriately to meet the needs of all pupils, through differentiation of tasks
- Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils
- Keep appropriate and efficient records, integrating formative and summative assessment into planning

- Work with school leaders to track the progress of individual children and intervene where pupils are not making progress
- Report to parents on the development, progress and attainment of pupils
- Promote the school's code of conduct amongst pupils, in accordance with the school's behaviour policy
- Participate in meetings which relate to the school's management, curriculum, administration or organisation
- Communicate and co-operate with specialists from outside agencies
- Make effective use of ICT to enhance learning and teaching
- Lead, organise and direct support staff within the classroom
- Participate in the performance management system for the appraisal of their own performance, or that of other teachers

Person specification

Person Specification: MPS

Knowledge and skills – Essential:

1. Qualified Teacher status
2. Teaching experience in KS1 or KS2
3. Excellent classroom practitioner
4. Excellent classroom behaviour management and familiar with using positive behaviour management strategies
5. Evidence of a creative approach to teaching
6. A commitment to and an understanding of what has the most positive impact on children's learning
7. A good understanding of raising standards of attainment through effective teaching
8. Ability to manage & understand pupil assessment data, statutory testing & continual assessment
9. Good oral, written communication & IT skills
10. Evidence of professional development
11. Able to embrace change and the ability to be flexible
12. Well organised and ability to prioritise
13. Able to work effectively with, and direct others

Desirable:

1. Broader knowledge of curriculum requirements across a range of phases
2. Working knowledge of assessment and tracking
3. Experience of analysing data and how it can be used to support progress
4. Subject leader experience

Personal Qualities:

1. Passion for education, a belief in a culture of high achievement for all
2. A reflective practitioner
3. Good interpersonal skills with various stakeholders
4. Enthusiasm, energy and creativity
5. 'Can do' attitude and a 'hands on' approach
6. Accepting of responsibility

ECT mentoring & new staff

At Chalgrove Community Primary School, we understand the importance of a teacher's first role. It is an exciting yet challenging time and we strive to make it enjoyable and highly successful.

At our school, we offer a coaching led approach. Our ECTs are allocated, two senior members of staff within the school to support them. Each has a different role, and combined we offer early career teachers a highly supportive induction programme.

Mentor

- Supports ECT with day to day teaching and classroom practice & management:
 - Induction
 - Planning
 - Behaviour
 - Classroom environment
 - Liaison with parents
 - Preparation of reports

Induction Tutor

- Supports ECT to meet teacher standards through:
 - Coaching sessions – a reflective approach with ECT leading
 - Development of termly action plans linked to teacher standards
 - Termly observations with feedback (6 across the course of the year)
 - Support in seeking opportunities to enhance and enrich experience
 - Completion of termly reporting

Responsibility of the ECT:

- Lead personal development through reflective practice
- Implement systems to gather evidence against teacher standards
- Support the reporting process in conjunction with Induction Tutor

New staff induction

At Chalgrove Community Primary School, we offer a bespoke induction process for experienced teachers new to our school. Every new member of staff will be allocated a mentor who will support with the day to day aspects of teaching and learning. Initial meetings will determine the exact level of support required.