



Job Application Pack

Class Teacher

Fixed Term until 24th July 2023

Salary: Main scale MPS/UPS

Closing Date: 9am, 5th December 2022

Letter from the Headteacher

Dear Applicant,

Thank you for your interest in joining Firbeck Academy's dedicated, driven and supportive staff team. The successful candidate will be a valued member of the teaching team.

We are looking for a forward thinking, dynamic, innovator who is excited by the challenge ahead and committed to improving the life chances of the young people we serve. An interest in research informed practice is a must for us too, especially as we are part of the Visible Learning programme.

Firbeck Academy is part of Nova Education Trust. We are incredibly proud to be part of the Trust and are committed to providing high quality education for all our children and their families. Firbeck Academy is situated in the Wollaton area of Nottingham.

The ethos of the school is centred upon the mantra "Work Hard – Be Kind". This mantra epitomises the entire staff's genuine commitment to coupling high academic expectation and achievement with a whole-team dedication to pupils' spiritual, moral, social and cultural development. We have a set of "Work Hard" values that we teach directly to ensure our pupils consciously become the best learners they can be, alongside our pupil generated Outstanding Attitude to Learning charter. Our "Be Kind" values – give pupils 'ways of being' rather than 'rules to follow' when interacting with others. Our pupils have high potential and respond well to the wide variety of learning opportunities presented to them. The role of each class teacher is vital in order to successfully achieve the shared aims of the school community.

Visits to the school are warmly welcomed.

The successful candidate will be offered appropriate levels of support through our highly regarded Multi Academy Trust and mentoring from a range of experienced school leaders. Applicants should provide a letter of application outlining:

- What you can bring to our dedicated, driven and determined team
- Your strengths in regards to teaching and learning
- Relevant experience
- What you see are the key issues facing education at the moment and how you might address these
- How your teaching will support all of our learners in attaining their potential

A completed application form should also be submitted with the letter. Applications for this post must be submitted by 9.00am on Wednesday 5th December 2022. It is anticipated that interviews will be during the week commencing 12th December 2022.

Kind Regards,

Miss Sem Cao
Headteacher

Vacancy Details

We would love to hear from you if you see yourself as a practitioner who is:

- a passionate teacher who motivates and excites the children to learn
- able to deliver a creative, broad and balanced curriculum
- able to plan lessons that focus on key knowledge and use retrieval practices
- able to use formative and summative assessment to shape the curriculum delivery
- can track progress and success
- a confident communicator with their pupils, colleagues and parent/carers
- able to create the best possible learning environment and deliver stimulating, engaging lessons where their pupils can thrive, are challenged and learn
- experienced at helping children reach high standards by providing appropriate challenge and consistent expectations
- able to work effectively within and contribute to a team
- keen to develop a positive well-being for all their children
- passionate for improving the life-chances for all children and value inclusion
- interested in research informed practice and their own professional development
- able to embed our 'Work Hard, Be Kind' mantra into their everyday practice.

Firbeck will offer:

- an energetic and imaginative place where children are well behaved and share a love for learning
- support from a forward thinking, research informed and innovative leadership team
- an opportunity to work with talented, driven, committed and supportive staff, who work together for success
- children who are happy, enjoy school life, are motivated, well behaved and enthusiastic to learn
- a truly inclusive ethos and shared moral commitment to secure the best outcomes for every learner
- excellent support for your personal and professional development through focused whole school and a personalised CPD programme.

The vacancy is from the 6th January 2023 (or as soon as possible).

How to Apply

Should you wish to apply for the post, please complete an online application form and include a covering letter, which clearly demonstrates your suitability for this role.

Applications should be addressed to Miss Sem Cao.

The online application form for this role is located on the current vacancies page of the school website www.firbeck.org.uk or via www.novaeducationtrust.net. Wherever possible, please provide email addresses for your referees.

Visits to the school are welcome.

Closing Date

Please ensure your application arrives by 09.00am on the closing date of Monday 5th December 2022.

Interview

Interviews for the role will be held during the week commencing 12th December 2022.

If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Safeguarding

Firbeck Academy is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

Job Description – Classroom Teacher

Reports to: Headteacher and Leadership Team

Key purpose of the job

To teach pupils in allocated classes in order to ensure that their learning is of the highest quality.

Responsibilities of a classroom teacher

- Teach pupils within allocated class, enhancing their learning and providing the opportunity for achievement for all pupils.
- Planning and preparing tasks which challenge pupils and ensure high levels of interest during lessons.
- Actively contribute and engage with the team.
- Monitor the progress of pupils and implement appropriate strategies to address underachievement.
- Assess, record and report on the progress and attainment of pupils.
- Register the attendance of pupils in class.
- Give pupils appropriate and constructive feedback that moves their learning on.
- Uses formative and summative assessment to plan and deliver their curriculum.
- Develop and maintain positive relationships with their cohort, staff, parent/carers.
- Participate in research informed practice and professional reading, maintain up-to-date subject knowledge, and devise and write curriculum materials.
- Manage pupil behaviour in the classroom and on school premises, appropriately applying effective measures in cases of misbehaviour.
- Communicate with parents and carers over pupils' progress and participate in parent- workshops, parents' evenings and other whole school events.
- Participate in regular in-service training (INSET), weekly CPD sessions and personalised continued professional development.
- Undertake critical self-evaluation and participate in CPD designed to enhance the quality of teaching or other working practices.

Appraisal responsibilities

All members of staff are required to participate fully in the school's performance management system.

Other professional requirements

- Have a 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.
- Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school.

Person Specification: Class Teacher

PERSON SPECIFICATION	Essential/ Desirable
QUALIFICATIONS	
Honours degree related to Primary Education or a curriculum subject	E
Qualified Teacher Status	E
Evidence of applying continued professional development	E
EXPERIENCE	
Teaching experience in Key Stage 1/2	E
ABILITIES, SKILLS and KNOWLEDGE	
Has a consistent record of good classroom practice	E
Holds high expectations for all pupils and challenges them to good progress and outcomes	E
Inspires and motivates pupils to succeed	E
Demonstrates knowledge of the National Curriculum requirements and how it links together to create academic as well as spiritual, moral, social and cultural excellence.	E
Understands how learning and lessons can be purposefully structured to achieve high outcomes	E
Bases planning on the interests and needs of groups of pupils as well as the individual pupil where necessary	E
Can plan effective next steps in learning based on all types of assessment information	E
Manages pupil behaviour through strong relationships, positivity, high expectations and attention to children's needs. Places high importance upon promoting learning attitudes and capacity for independent learning	E
Values parents as significant partners in each child's education and development	E
Establishes support staff as 'equals in learning' and enables their success in the classroom	E
Experience of working with pupils with individual needs such as the highly able, those with SEND or learners with EAL.	D
PERSONAL QUALITIES	
Dedicated to the development of our school as a centre of excellence	E
Resilient in the face of change and willing to embrace innovation and creativity	E

Commitment to a collaborative approach to professional development	E
Consistently a positive role model for pupils	E
Commitment to safeguarding pupils	E
A desire to keep up to date with current educational policy	E

Overview of the Trust

Nova Education Trust is a dynamic Multi Academy Trust based in the East Midlands. Our Trust Group is committed to providing high quality education to all our students, regardless of their backgrounds. Our track record demonstrates our ability to deliver our core goal: achievement for every child. Our portfolio of schools covers both secondary and primary phases, working in a range of contexts.

Our values are central to the positive ethos that we develop throughout our group of schools. This approach is focused on securing success for all our learners and providing them with the very best life opportunities.

We believe nothing is more important than making a difference to children.

Safeguarding and Child Protection

The Trust and all its schools are committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. All new staff within the Trust will be subject to an enhanced DBS check.

Each school in the Trust has a designated senior member of the leadership team who is responsible for referring and monitoring any suspected case of abuse. All members of staff will receive training in line with our child protection policy.