A group of children holding a tire

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**Class Teacher (fixed term)**

**Application Pack**

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**Letter from Catherine Paine, Chief Executive Officer**

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven’t previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

**Catherine Paine**

**CEO**

# Our Cornerstones and Touchstones

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

**Inspiration** breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. You can learn more about REAch2 at our website: [www.reach2.org](http://www.reach2.org)

# The role

**Post: Classroom Teacher**

**Contract Type:** Fixed term- one year contract (until 31st August 2025)

**Salary:** Outer London Main Pay Scale M1 – M6 (salary negotiable dependent on experience)

**School/Location:** Robert Fitzroy Academy

**Start Date:** September 2024

**Closing Date:** Friday 12th April 2024 at 12pm (midday)

**Who are we?**

The Robert Fitzroy Academy is a primary school in Croydon situated in the heart of the local community. Our fundamental belief is that the **whole child is the whole point**.

It is our goal to create a school where children can achieve academically but also flourish as citizens of the world.

**What are we looking for?**

[The Robert Fitzroy Academy](https://www.robertfitzroyacademy.com/) would like to appoint a qualified, skilful, and passionate class teacher on fixed term contract starting in September 2024. This is an excellent opportunity to join our supportive teaching team. Do you possess the skills that would make a real difference to children's learning? Do you have a commitment to raising standards? Are you a good/outstanding teacher and are looking for an exciting school? If so, you are just the person for us.

We are looking forward to hearing from talented teachers who wish to join our committed staff team; who are confident in their ability to encourage, engage and inspire our children to become independent lifelong learners.

**We wish to appoint an excellent teacher who will:**

* Make learning irresistible, effective and inclusive.
* Be committed to raising the standard of learning for all pupils
* Embrace and develop the reflective pedagogy necessary to implement consistently good or outstanding teaching and learning ensuring all pupils make good progress;
* Be committed to on-going professional development;
* Contribute to the wider life of the school;
* Contribute to a dynamic and inspiring school environment;
* Have experience and knowledge of teaching EAL, SEN and PP pupils.

**What can we offer you?**

* An active school community with supportive parents and a team of remarkable staff;
* An award winning learning environment;
* A supportive working culture that focuses on positive learning behaviour and high expectations for all children;
* Opportunities to support the school in moving forward, whilst achieving your own career aspirations
* A commitment to opportunities for your professional development
* The chance to work with a supportive family of schools (REAch2 trust) who share the same passion for primary education.
* A senior leadership team that believes in distributive leadership and says 'yes' to good ideas;

We welcome applications from any individuals who are high quality practitioners; who flourish with a challenge and believe they have the attributes necessary to help establish and shape an outstanding school with the highest possible aspirations for it’s pupils.

**Want to come and see us?**

Visits to school are warmly welcomed;we would love to meet potential candidates for a school tour and informal discussion about the position available. In the eventuality that you are unable to visit in person, we are happy to host a virtual meeting in order for us to answer any questions you may have.

Please contact the school office to book a visit on **0208 662 9700** or email [ask@robertfitzroyacademy.org](file:///C:\Users\Michaela.Harris\Downloads\Application%20Packs%2006112023\ask@robertfitzroyacademy.org)

# The application

You are invited to submit an application form by email[recruitment@reach2.org](file:///C:\Users\ROFA_Hayley.French\Downloads\recruitment@reach2.org)

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust’s online [Equality & Diversity Monitoring Form](https://forms.office.com/Pages/ResponsePage.aspx?id=EGorfMwEtEi30d9QFOXXNJ4DEcgd411KhzIQrNunT_hUMlJXTkhNVlE0SlhKV0FWTEk2Wkw1TTUwRS4u) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check.

To arrange an informal discussion or school visit please contact the school office on **0208 662 9700** or email [ask@robertfitzroyacademy.org](file:///C:\Users\Michaela.Harris\Downloads\Application%20Packs%2006112023\ask@robertfitzroyacademy.org)

## The application process and timetable

|  |  |
| --- | --- |
| **Application deadline:** | Friday 12th April 2024 at 12pm (midday) |
| **School visits:** | Please contact the school office 0208 662 9700 or ask@robertfitzroyacademy.org |
| **Interviews:** | Monday 22nd April 2024 |
| **Contract details:** | Fixed term- one year contract (until 31st August 2025) |
| **Salary:** | Outer London MPS (negotiable dependent on experience) |
| **Start date:** | September 1st 2024 |

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

# Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that those who work in an academy are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all our pupils.

We will seek to recruit the best applicant for the job based on the abilities, qualifications, experience as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your information will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](https://reach2.org/wp-content/uploads/2020/01/Privacy-Notice-Job-Applications.pdf).

**Job Description**

**Post:** Class Teacher

**Responsible to:** The Headteacher

**REAch2 is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS disclosure will be requested where required.**

**Scope:** Classroom Teacher

**Duties:** The Conditions of Employment for School Teachers

(Document on Pay and Conditions) specify the general professional duties of all teachers. In addition, certain particular duties are reasonably required to be exercised and completed in a satisfactory manner.

**Responsible for:**

* Supporting the vision, ethos and policies of the school and promoting high levels of achievement.
* Supporting the creation and implementation of the school improvement plan.
* Organising and managing teaching and learning.
* The development and monitoring of the curriculum provision.
* Supporting the Headteacher in the monitoring of the quality of teaching and children’s achievements.
* The pastoral care of children, promoting independence and good behaviour, in accordance with school policies
* Ensuring that parents are fully involved in their child’s learning and development and well-informed about the curriculum, their child’s individual targets, progress and achievement
* Developing the use of new and emerging technologies and techniques within the classroom

**Teaching and Learning**

* 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 SEN or very able pupils
* Providing clear structures for lessons maintaining pace, motivation and challenge
* Making effective teaching and best use of available time
* Maintaining good conduct and learning behaviours in accordance with the school’s procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework
* Ensuring effective teaching and best use of available time
* Using a variety of teaching methods to match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
* Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
* Select appropriate learning resource’s and develop study skills through library, I.C.T. and other sources
* Ensuring pupils acquire and consolidate knowledge skills and understanding appropriate to the subject taught
* Evaluating own teaching critically to improve effectiveness
* Ensuring the effective and efficient deployment of classroom support
* Taking account of pupils’ needs by providing structured learning opportunities which develop the areas of learning identified in national and local policies and particularly the foundations for English and Mathematics
* Encouraging pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere and listen attentively
* Using a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.

**Monitoring, Assessment, Recording, Reporting**

* Assess how well learning objectives have been achieved and us them to improve specific aspects of teaching
* Provide feedback for pupils and set targets together for progress
* Assess and record pupils’ progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognize the level at which the pupil is achieving
* Prepare and present informative reports to parents.

**Curriculum Development**

* Contribute to team responsibility for a subject or aspect of the school’s work and develop plans which identify clear targets and success criteria for its development and/or maintenance
* Contribute to the whole school’s development activities

**These duties may be varied to meet the changing demands of the school at the reasonable direction of the Headteacher. This job description does not form part of the contract of employment. It describes the way the post holder is expected to perform and complete the particular duties as set out above.**

**Person Specification**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Measured by** |
| Right to work in the UK | **\*** |  |  |
| **Knowledge/Qualifications and experience** | | |  |
| Qualified Teacher status | \* |  | A |
| Relevant degree | \* |  | A |
| Clear communication/questioning skills – precise approach to written communication | \* |  | A O I |
| ICT competent | \* |  | O |
| Able to inspire children’s interest in learning | \* |  | O |
| A full Enhanced Disclosure from the Disclosure and Barring Service | \* |  | A I |
| **Skills , abilities and personal attributes** | | |  |
| Evidence of a commitment to safeguarding and promoting the welfare of children and young people | \* |  | A R I |
| Commitment to promote and support the aims of REAch2 | \* |  | R I |
| Knowledge of strategies to support learning, progress and standards across the curriculum – evidence of impact on progress | \* |  | A R O I |
| Knowledge of how ICT can be used to support/ enrich learning | \* |  | A |
| Effective classroom management skills – able to provide an effective environment for learning | \* |  | O |
| Clear understanding of the role of assessment in the development of learning | \* |  | A O I |
| Successful record of teaching within primary | \* |  | A O I R |
| Awareness of national trends and developments | \* |  | A I |
| Evidence of commitment to personal and professional development | \* |  | A I |
| **Personal Qualities** | | | |
| Flexibility of approach | \* |  | R |
| Excellent organizational skills | \* |  | O R I |
| Supportive – able to work as part of a team | \* |  | R |
| Able to respond to and seek advice | \* |  | R |
| Ability to work under pressure while maintaining a cheerful disposition | \* |  | A O I |
| Flexibility of approach | \* |  | R |
| **Interest & Motivation in the job** | | | |
| Enthusiasm for children’s learning | \* |  | O I R A |
| A commitment to the integration of children with SEN in mainstream school environment | \* |  | O I A |
| A willingness to contribute to all areas of school life | \* |  | A R I |
| **\*Key: A=Application, R=Reference, O=Observation, I=Interview** | | | |

**Staff teams and Structures**

The Robert Fitzroy Academy is a great team to work in. Pupils are supported by excellent teachers, brilliant full-time teaching assistants and many Higher Level Teaching Assistants. We have specialist PE and art teachers to cover PPA and additional teaching staff providing interventions.

Team working is a noticeable feature of our school culture. Each phase, EYFS, KS1 and KS2 are led by Leaders who shape and develop the curriculum for their phase and organise many aspects of the day-to-day running of the classes. They are also well-positioned to be involved in quality assurance of provision, in the implementation of school policy and contributing to the school vision.

Subject leaders are well supported by the Senior Leadership Team and are instrumental in innovation and ensuring best practice in their areas. The school is well resourced and all areas have a generous budget attached. Subject leaders play a key role in developing the practice of peers and actively contribute to the school’s CPD programme.

**Sound like the school for you? Come in and have a chat!**