



*'Living by Our Christian Values: Together in Faith, Hope and Love'*

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## HORBURY BRIDGE ST JOHNS ACADEMY TRUST

### CLASS TEACHER APPLICATION PACK

**Closing Date: Friday 20<sup>th</sup> May 2022**

**Shortlisting: Friday 20<sup>th</sup> May 2022**

**Interview Date: Monday 23<sup>rd</sup> May 2022**





Dear Applicant,

It is with great excitement and huge sense of pride that I am writing this letter as the newly appointed Headteacher of Horbury Bridge CE Academy.

We have been through an extremely difficult time over the past two years, and we can't ignore the fact that this will have impacted pupils in different ways, but we must now look to the future with excitement. We have a fantastic opportunity, an opportunity not just to 'get back to normal' (if such a thing even exists!) but to be better than ever. We need to provide an education that truly meets the needs of all learners; one that excites them and one that is relevant and forward-thinking in our ever-changing world.

As I start this new role, my aspiration for the school is simple. I want us to deliver a world-class curriculum that provides our pupils with academic rigour, a holistic approach to health and wellbeing and exciting life-defining experiences, all in equal measure. But it involves us all - relationships are everything!

In order to achieve what seems like a simple aspiration in concept, the key is that everyone knows what is expected of them - the piece of the jigsaw that they hold. Whether this be our youngest pupils in Foundation Stage, to our Governing Body; from our administration team to our teachers; from our parents to our lunchtime and cleaning teams - everyone has a part to play!

The current vacancy of class teacher is a perfect opportunity for you to join our team at the start of a new and exciting chapter.

Many thanks for taking the time to read this letter and I look forward to (hopefully!) hearing from you soon.

Kind Regards,  
Richard

Mr R Tuddenham  
Headteacher

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***A Christian ethos pervades all aspects of school life.***  
**SIAMS**

***The academy's Christian vision shines through its approach to celebrating success and promoting aspiration.***  
***SIAMS***



#### OUR VISION

##### 'Living by our Christian Values: Together in Faith, Hope and Love'

Rooted in Christian values, we take inspiration from our heritage in the words of the Rev'd Sabine Baring Gould, curate of Horbury Bridge who in 1864, wrote the hymn, 'Onward Christian Soldiers'.

This was written specifically for the children of Horbury Bridge with the intention to feed their spirit and give them the determination to march in the name of God to their mother church in Horbury.

It is based on several Bible verses, including 1 Corinthians 13:13, referring to the importance of being united in faith, hope and love ("We are not divided, all one body we, one in hope and doctrine, one in charity") and Ephesians 6:13-18, referring to the importance of living by Christian values (the armour of God: truth, righteousness, peace, faith, prayer).

It reflects a continuing commitment to our role within the local community and parish, our ethos that we are all a unique and valued part of one family of God and our belief in the importance of working together to make a difference in the world.

This vision statement evolved from the work of Year 6 who looked at our unique heritage and the significance of the hymn verses. They decided it reflects the kind of school we are today and their experience of being a pupil here. They wrote letters to the Headteacher and Governors and visited each class and the church community to explain their ideas and collect their views.

#### OUR CURRICULUM

**Within and beyond the National Curriculum framework, our approach to the curriculum is to:**

- Support the development of personal values and morality, rooted in Christian teaching
- Acknowledge individuality, responding to children's interests, aptitudes and differences
- Support the development of positive attitudes to learning
- Provide rich life experiences which are exciting and memorable
- Make explicit the relevance of each subject to our lives and to current issues
- Give a realistic and balanced picture of the world we live in
- Enrich and deepen learning
- Make explicit links and connections across subjects
- Reflect the school's context

***RE is exceptional. It is creative, engaging and inspiring***  
**SIAMS**

***You are passionate about ensuring that pupils' knowledge, understanding and skills are developed thorough the wider curriculum.***

***Ofsted***

***Developing pupils academically and holistically is a central part of the school ethos.***

***Ofsted***

#### Letter from Father Christopher

When you step through the doors of Horbury Bridge Academy, you are greeted by a staff and student body which lives its Christian vision.

This vision belonged originally to Canon John Sharp, who was vicar of Horbury for much of the nineteenth century. He oversaw the Victorian expansion of the parish, which included the planting of two daughter churches, two schools, and the foundation of the Community of St Peter, a female Anglican religious order which survives to this day. His famous curate was Sabine Baring-Gould, who was despatched from the Vicarage at St Peter's to Horbury Bridge to begin a church and school in the settlement which was growing up around the Calder and Hebble Navigation. The relationship between the church and the school has been strong ever since, aided by the sharing of a common site in the middle of the small, local community, which has a strong identity and is proud of its unique heritage.

To encourage the children to attend St Peter's parish church at Whitsun, Baring-Gould composed the hymn 'Onward Christian Soldiers', which gives Horbury Bridge, and its Academy, a distinct place in the history books. This hymn has inspired those at the school from those early days, ultimately laying the ground for our recently-revised distinctive Christian vision, which incorporates lyrics from the second verse – 'one in hope and doctrine, one in charity'. These words are adapted from I Corinthians 13.13 ('So now faith, hope, and love abide, these three; but the greatest of these is love'), and express the virtues and values which permeate life, study and worship here.

Our recent SIAMS inspection found Horbury Bridge to be an 'excellent church academy' where this vision, articulated by the children as 'Living by our Christian Values: Together in Faith, Hope and Love', 'embraces the academy's proud heritage and has a transformational impact upon all decisions'. This translates into our common desire to see every child flourish in a holistic way: body, mind and spirit.

The relationship between church and school is key to making the vision a reality, and we are proud to be able to work closely together in governance, delivering collective worship and religious education, and practically, in support of one another, and together in support of the wider community. The relationship is organic and natural, flexible and mutually-enriching, and its strength is testimony to a partnership of hearts and minds.

The church community and I look forward to working with new staff, who can sustain Horbury Bridge's excellent Christian culture and ethos, as we work in partnership to enrich the lives of our children.



**JOB DESCRIPTION**

<b>JOB TITLE:</b>	<b>CLASS TEACHER</b>
<b>SCHOOL:</b>	<b>HORBURY BRIDGE CE J&amp;I ACADEMY</b>
<b>GRADE:</b>	<b>MPS-UPS</b>
<b>ACCOUNTABLE TO:</b>	<b>HEADTEACHER AND GOVERNING BODY</b>

**PURPOSE OF THE ROLE**

To carry out the professional duties of a teacher as circumstances may require and in accordance with the school's policies under the direction of the Headteacher.

To ensure that all the Teacher's Standards, Upper Pay Standards and Career Stages Expectations are met in accordance with the School Pay Policy and the Performance Appraisal Policy.

**KEY RESPONSIBILITIES OF THE POST****PLANNING, TEACHING AND CLASS MANAGEMENT**

Teach allocated pupils by planning their teaching to achieve progression of learning through:

- 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 use of assessment and ensure coverage of programmes of study;
- ensuring effective teaching and best use of available time;
- maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of learning and home-learning;

#### 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
- 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
- encouraging pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere

#### MONITORING, ASSESSMENT, RECORDING, REPORTING

- assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
- mark and monitor pupils' work and set targets 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 recognise the level at which the pupil is achieving;
- prepare and present informative reports to parents.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the National Teachers Standards and the required standards for Qualified Teacher Status and other current legislation.



CRITERIA	QUALITIES
Qualifications and Training	Qualified teacher status (QTS)
	First degree or equivalent
Experience	<ul style="list-style-type: none"> <li>• Experience within a primary setting</li> <li>• Good understanding of the National Curriculum and how this is sequenced across the school to structure learning.</li> </ul>
Skills and Knowledge	<ul style="list-style-type: none"> <li>• Thorough understanding of the statutory National Curriculum requirements at the different key stages.</li> <li>• Understanding of what makes 'quality first' teaching, and of effective intervention strategies.</li> <li>• Understand the principles of effective learning and the ability to promote a culture of learning throughout the school.</li> <li>• Ability to plan and evaluate interventions.</li> <li>• Effective communication and interpersonal skills.</li> <li>• Ability to build effective working relationships.</li> <li>• Ability to influence and negotiate.</li> <li>• Good record-keeping skills.</li> <li>• Ability to contribute to the collection, analysis and use of data to raise standards.</li> <li>• Ability to support the Headteacher in setting and achieving challenging targets.</li> <li>• Ability to work in partnership with stakeholders.</li> <li>• Experience of promoting the personal, social, moral, cultural and spiritual development of pupils.</li> <li>• Ability to support the Headteacher in creating and maintaining positive behaviour, through a restorative approach and high consistent expectations.</li> <li>• Understanding of the factors which create barriers to learning and the ability to implement appropriate strategies for reducing inequalities and promoting social inclusion.</li> <li>• Successful experience of creating and maintaining effective partnerships with parents to support pupils learning.</li> <li>• Good knowledge of the statutory requirements of legislation concerning Equal Opportunities, Health &amp; Safety, SEN and</li> </ul>



	<p>Safeguarding.</p> <ul style="list-style-type: none"> <li>• Demonstrate a sound knowledge of effective teaching and learning strategies, effective planning and record keeping procedures.</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>• Commitment to getting the best outcomes for pupils and promoting the ethos and values of the academy.</li> <li>• Commitment to equal opportunities and securing good outcomes for all pupils.</li> <li>• Ability to work under pressure and prioritise effectively.</li> <li>• Commitment to always maintaining confidentiality.</li> <li>• Commitment to safeguarding and equality.</li> <li>• Stimulate enthusiasm and inspire others.</li> <li>• Act on values.</li> <li>• Anticipate obstacles.</li> <li>• Initiate action for the future.</li> <li>• Learn from setbacks.</li> <li>• Sees others' perspectives.</li> <li>• Understands underlying issues.</li> <li>• Match whole school practice to pupil needs.</li> </ul> <p><b>This job description may be amended at any time in consultation with the postholder.</b></p>



## HORBURY BRIDGE CE J&I ACADEMY



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### HOW TO APPLY

We do hope that this pack provides you with much of the relevant information needed to help you decide if you would like to apply for the post of Class Teacher at Horbury Bridge Academy.

Please also browse our website which we hope will give you an in-depth feel for our school, its ethos, and the way it runs.

**Website:** [horburybridgeacademy.co.uk](http://horburybridgeacademy.co.uk)

Informal visits to the school are also warmly welcomed by prior appointment and can be arranged by contacting the Business Manager, Rhona Denton, on (01924) 302800, or by email [rdenton@horburybridgeacademy.co.uk](mailto:rdenton@horburybridgeacademy.co.uk).

Completed applications should be returned to the school by no later than 12.00 noon on Friday 20<sup>th</sup> May 2022.

Please return to [rdenton@horburybridgeacademy.co.uk](mailto:rdenton@horburybridgeacademy.co.uk)

Horbury Bridge CE J&I Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake an enhanced DBS check.

Horbury Bridge CE J&I Academy is an equal opportunities employer.

KEY DATES	
DATE	EVENT
FRIDAY 20 <sup>TH</sup> MAY 2022 at 12 Noon	CLOSING DATE FOR APPLICATIONS
FRIDAY 20 <sup>TH</sup> MAY 2022	SHORTLISTING
MONDAY 23 <sup>RD</sup> MAY 2022	ASSESSMENT AND INTERVIEW DATE
If you have not heard from us within one week of the shortlisting date, please assume that, on this occasion, your application has been unsuccessful.	

