



**Teacher Appointment**

**Information for Candidates**

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Dalling Road, Hammersmith, London, W6 0BA

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Deputy Headteacher: Georgina Ross

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Letter from the Head teacher

April 2021EYFS

Dear Candidate,

On behalf of the Staff and Governors, I would like to thank you for the interest you have shown in our advertisement for a new teacher at Brackenbury Primary School.

We intend to appoint a committed, knowledgeable and determined teacher. The successful candidate will have the vision and skills to support the Head teacher and Deputy Head by working as part of the staff team in developing Brackenbury as an outstanding school at the centre of our local community.

Brackenbury is a Community School is set in a diverse area. It abuts the leafy streets of "Brackenbury Village", a popular and desirable residential area, as well as some areas of greater deprivation. The area is well served by public transport, and includes the beautiful and much-loved Ravenscourt Park.

You will see from the enclosed pack that ours is a caring, inclusive school and we are looking to appoint someone who will maintain and build on the ethos that has been created.

Governors are keen to ensure that our school continues to develop in order to provide the best environment for learning, maximizing opportunities and attainment outcomes for our children.

The school is fortunate to have a committed and experienced Governing Body, supported by a hardworking and dedicated staff, as well as a very active Parents Association who tirelessly raise funds for the school.

I hope that you will decide to apply and, if this is the case, please include with your completed application form your supporting statement, which should relate closely to the personal specification as well as identifying your vision for Primary teaching. The completed form should be emailed to [admin@brackenbury.lbhf.sch.uk](mailto:admin@brackenbury.lbhf.sch.uk).

We look forward to receiving your application and thank you once again for your interest.

Yours sincerely,

Head Teacher



Brackenbury Primary School is a successful, vibrant and popular two-form entry school in Hammersmith, near Ravenscourt Park. We are a happy, inclusive school, which is firmly committed to raising standards of achievement. The community we serve is culturally and socially diverse, and the school is fully reflective of that diversity. We were graded 'Outstanding' by OFSTED in 2009.

We are looking for someone who can support our vision, where we *"nurture ambition and develop lifelong learners who have the confidence and skills to be happy and successful in an ever-changing world. Our children learn to respect themselves, each other, and the wider community."*

**Governors are looking for someone who:**

- Ideally has relevant experience of teaching in EYFS, KS1 or KS2.
- Is an inclusive and inspiring teacher with a strong record of improving rates of progress
- is ambitious and energetic and can ensure high quality provision
- Has excellent interpersonal skills and qualities that motivate children
- Is a committed, adaptable team player with excellent communication and organisational skills
- Will be accountable for raising standards and securing high quality provision.

**We can offer:**

- A creative environment which welcomes innovation and new ideas
- enthusiastic, friendly children with a love of learning
- The opportunity to work in an 'outstanding' school alongside an enthusiastic and supportive team of teachers and support staff, well behaved children, a dedicated governing body and friendly parents
- A supportive CPD programme that includes regular coaching to support and develop your teaching.

Brackenbury is a large, vibrant, welcoming school in the borough of Hammersmith and Fulham.

**‘At Brackenbury we nurture the desire and ability to learn so that all our children have the confidence and skills to be happy and successful in an ever-changing world. Our children learn understanding and respect for each other and the community we live in.’**



**‘Pupils make excellent progress and reach exceptionally high standards in this outstanding school because they thrive in a purposeful, caring and welcoming environment.’**

Ofsted 2009

## Brackenbury Primary School - Data

Type of school	Maintained Primary School
Age range	3-11
Location	Dalling Road, Hammersmith W6 0BA
Denomination	Non denominational
Co-educational or single sex	Mixed
Budget	Budget of approx. £2.5M. Budget in balance.
Number of children on roll	400
Average class size	Max class size 30. Two form entry of 60 pupils in each year group
Date school established	1879
% children entitled to pupil premium	37 %
% children with EAL	51%
EYFS 2019 - % of children with GLD	73%
<b>KS1 results 2019</b>  Key ES = Expected Standard GDS = Greater Depth	Reading 81% ES    27% GDS  Writing 77% ES    17% GDS  Maths 85% ES    27% GDS
<b>KS2 results 2019</b>  Key ES = Expected Standard GDS = Greater Depth	Combined RWM 69% ES    17% GDS Reading 71% ES    30% GDS Writing 86% ES    27% GDS SP&G 89% ES    46% GDS Maths 89% ES    27% GDS  Progress Measures in: Reading +2.5 Writing +3.7 Maths +2.2



## ROLE PROFILE

### Class Teacher & Subject Leader

#### ROLE TITLE: Main scale Teacher

##### 1. JOB PURPOSE:

*To provide an effective education meeting the needs of the children within the school.*

*To ensure teaching is consistently good or better*

##### 2. DIMENSIONS

###### Students:

Ensure that all pupils in cohort make progress commensurate with abilities, national expectations and prior performance.

Meet the educational, social, emotional, physical, cultural needs of all individual pupils within cohort

###### Staff & Other Adults:

Ensure the effective deployment of all adults working within the class environment ensuring effective and appropriate contribution to the learning of all pupils.

Maintain high standards of professionalism and maintain professional working relationships with all colleagues.

###### Financial:

Manage class and subject budgets in accordance with school priorities as identified within the School Improvement Plan – setting and meeting budget plans.

##### 3. PRINCIPAL ACCOUNTABILITIES:

###### Accountability Context: Class Teacher

The education and welfare of a designated class/group of pupils, in accordance with the requirements of the Conditions of Employment of School Teachers, having due regard to the requirements of the National Curriculum, the school's aims, objectives and schemes of work, and the policies of the governors.

**Set high expectations which inspire, motivate and challenge pupils**

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils

**Promote good progress and outcomes by pupils**

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study

**Demonstrate good subject and curriculum knowledge**

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies

**Plan and teach well-structured lessons**

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s)

**Adapt teaching to respond to the strengths and needs of all pupils**

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development



- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

#### **Make accurate and productive use of assessment**

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback

#### **Manage behaviour effectively to ensure a good and safe learning environment**

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

#### **Fulfil wider professional responsibilities**

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to pupils' achievements and well-being

#### **Accountability Context: Subject Leadership**

To provide professional leadership and management for a subject(s) to secure high quality teaching, effective use of resources and high standards of learning and achievement for all pupils.

- Provide leadership and direction for the subject and ensure that it is managed and organised to meet the aims and objective of the school and the subject
- Ensure high standards of teaching and learning in the subject
- Play a major role in the development of school practice and policy for the subject
- Plan and organise the curriculum throughout the school, establishing how good standards, continuity and progression can be achieved and sustained
- Monitor and evaluate effectiveness of policy, assessment, teaching and learning, curriculum and pupil progress
- Keep schemes of work up-dated, with clear level indicators and markers of progress

- Be aware of planning and classroom practice in the subject throughout the school
- Be pro-active in advising and supporting colleagues in curriculum planning and delivery.
- Identify strengths and development areas, devise annual action plan and evaluate impact of actions taken
- Procure, organise and maintain resources, be responsible for delegated budgets
- Support the school's aims, vision and key priorities, by contributing and responding to school development work, in-service programmes and other professional development opportunities, advising and supporting colleagues as necessary
- Liaise regularly with the Head Teacher, revising written statements of policy and good practice annually with regard to subject specific needs and developments through effective monitoring, enabling them to make well-informed decisions linked to the school's priorities
- Maintain up to date curriculum file
- Lead Curriculum Team activities for subject area

#### **4. CONTEXT**

##### **A) Operating Environment**

Responsibility for a class of primary age pupils.

Responsibility for subject area/s as determined by the Headteacher.

Operate within the school environment, school community and wider school/education environment beyond the school

##### **B) Framework and Boundaries**

Work, behaviour and action is carried out in accordance with all school policies.

To perform in accordance with any directions or duties which may be reasonably given by the Headteacher

##### **c) Organisation**

Receive 10% of total taught time as non-contact for PPA (Planning, Preparation and Assessment)

#### **5. RELATIONSHIPS**

##### **A) Staff Liaison and Management** **Teaching assistants:**

- Regular daily / weekly meetings with Teaching Assistants to direct and monitor their activities in relation to pupil learning.

##### **SENCO**

- Termly meetings to ensure SENCO is well informed about progress, classroom practice and issues relating to learning.

##### **Phase Colleagues**

- Regular meetings with phase colleagues ensuring a good understanding of developments and issues relating the Key Stage and how they might impact on future practice.
- Weekly meetings with parallel year group colleagues where necessary.

## **B) My Line Manager**

### **Headteacher**

- Liaise regularly with headteacher ensuring their good understanding of developments and issues relating to the class and relevant relationships.

## **C) Other Contacts**

### **i) within the school**

#### **Administration and Site Staff**

- Ensure that admin and site staff are well informed about class activities and cohort information is provided within published timeframes in order to enable them to carry out their roles effectively.

### **ii) Outside the school**

#### **Other Adults**

- Brief parent helpers and liaise regularly whilst they undertake work within the classroom.

## **6. KNOWLEDGE AND EXPERIENCE**

- Have a thorough and up to date knowledge of the relevant aspects of the National Curriculum and related National Strategies.
- Take account of further curriculum guidance in planning and teaching,
- Understand the contribution that ICT can make to teaching and have the appropriate knowledge and skills to use ICT in your teaching.
- Understand and utilise the connections between different curriculum subjects.
- Firm understanding of primary school practice and different approaches to learning
- High expectations and commitment to raising standards of attainment, good understanding of the processes of target setting and monitoring pupil achievement.
- The ability to enthuse and motivate others
- Good organisational skills
- Be an effective team worker
- Have the ability to develop supportive and caring relationships with pupils
- Have the ability to lead and guide the practice of others in their delivery of the curriculum and their understanding of subject specific learning.

## **7. CHARACTERISTICS/ COMPETENCIES**

**Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:**

- treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- showing tolerance of and respect for the rights of others
- not undermining fundamental British values, including democracy, the rule of law,

individual liberty and mutual respect, and tolerance of those with different faiths and beliefs

- ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

**Have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.**

**Have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.**

- *Passion for Learning:* The drive and ability to support pupils in their learning and to help them become confident and independent learners
- *Challenge and Support:* a commitment to do everything possible for each pupil and to enable all pupils to be successful
- *Team Working:* the ability to work with others to achieve shared goals
- *Flexibility:* the ability and willingness to adapt to the needs of a situation and to change tactics
- *Information seeking:* a drive to find out more and to get to the heart of things; intellectual curiosity
- *Developing potential:* works to develop the long term capabilities and potential of others
- *Drive for Improvement:* relentless energy for setting and meeting challenging targets for both pupils and the school

## **7. JOB CHALLENGES**

- Identifying, recognising and responding to the complexities and diversity of pupils' needs, ensuring they make appropriate progress and their needs are met,
- Taking the initiative for creating opportunities for the development of own learning, setting and meeting personal targets as distinct from those identified within the PM process,
- Fostering and maintaining positive relationships with colleagues, parents, community and Governors,

## **8. ADDITIONAL INFORMATION**

- Planning for sequences of lessons to be clearly available for classroom cover/monitoring purposes
- Lessons to begin promptly and in-line with the school's timetabled working hours
- Keep a record of all your CPD activities; courses, non-contact time, observing/working alongside colleagues, action research, networking, school visits, internal training, 1-1 support for planning and delivery, shadowing of other roles etc.

## ***EXERCISE OF GENERAL PROFESSIONAL DUTIES***

A teacher shall carry out the professional duties of a school teacher as circumstances may require and shall perform, in accordance with any directions which may be

reasonably given to him/her by the Headteacher from time to time, such particular duties as may reasonably be assigned to him/her and in line with the 1998 pay and conditions document.



## Brackenbury Primary School

### Teacher

#### Person Specification

<b>JOB REQUIREMENTS</b>	<b>ESSENTIAL</b>		<b>DESIRABLE</b>	
PROFESSIONAL QUALIFICATIONS	<ul style="list-style-type: none"> <li>Qualified Teacher.</li> <li>BEd, PGCE, Cert Ed.</li> </ul>	<b>F</b>	<ul style="list-style-type: none"> <li>Evidence of further study.</li> </ul>	<b>F</b>
PROFESSIONAL EXPERIENCE	<ul style="list-style-type: none"> <li>Substantial, recent and successful teaching experience within Early Years, Key Stage 1 or 2.</li> <li>Excellent classroom practitioner.</li> <li>ICT accomplished.</li> </ul>	<b>F</b> <b>R</b>	<ul style="list-style-type: none"> <li>Successful experience in more than one school.</li> </ul>	<b>R/O</b>  <b>F</b>
PROFESSIONAL KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> <li>Understanding of what constitutes excellence in education.</li> <li>Ability to demonstrate theoretical knowledge in excellent and innovative practice.</li> </ul>	<b>F/I</b>  <b>F/I</b>		
MANAGEMENT AND LEADERSHIP	<ul style="list-style-type: none"> <li>Motivate and inspire pupils, staff, parents, governors and the wider community.</li> <li>Evidence of working within a professional team successfully.</li> <li>Set high standards and provide a role model for pupils and staff.</li> </ul>	<b>R</b>  <b>R/I/F</b>  <b>R</b>	<ul style="list-style-type: none"> <li>Experience of an OFSTED inspection.</li> <li>Experience of school self-evaluation.</li> </ul>	<b>F</b>  <b>F/I/R</b>
INTERPERSONAL SKILLS	<ul style="list-style-type: none"> <li>Excellent communication with Governors, staff, parents and children.</li> <li>Ability to make decisions.</li> <li>Able to prioritise, evaluate, plan and organise.</li> <li>Ability to delegate, motivate, mediate, consult and encourage.</li> <li>Excellent verbal, written and presentation skills.</li> </ul>	<b>R/I</b>  <b>F/I</b>  <b>F/R</b>		

	<ul style="list-style-type: none"> <li>• Approachable, caring and relates well to children.</li> <li>• Ability to deal sensitively with people and resolve conflicts.</li> <li>• Ability to work under pressure and to deadlines.</li> <li>• Prepared to ask for advice and support where appropriate.</li> <li>• Ability to listen to children and respect their opinions.</li> <li>• Demonstrates commitment to on-going personal development.</li> </ul>	<b>R/I</b>  <b>F/I</b>  <b>O/R</b>  <b>R/I/O</b>		
CURRICULUM	<ul style="list-style-type: none"> <li>• Clear philosophy about how children learn.</li> <li>• Understanding of the teaching and learning requirements across the primary phase.</li> <li>• Can identify characteristics of effective teaching and models of curriculum and assessment.</li> <li>• Has good understanding of special needs at both ends of the spectrum.</li> <li>• Up-to-date knowledge of all aspects of the National Curriculum.</li> </ul>	<b>F/I</b>  <b>F/I</b>  <b>I</b>	<ul style="list-style-type: none"> <li>• Experience of cross-curricular activities and planning.</li> </ul>	<b>F/I</b>
GOVERNORS, PARENTS AND COMMUNITY	<ul style="list-style-type: none"> <li>• Support and encourage parents to participate in the education of their children.</li> <li>• Understand the importance of effective liaison with infant and secondary schools.</li> <li>• Understand the key issues associated with a Primary School.</li> </ul>	<b>I/R</b>  <b>I</b>	<ul style="list-style-type: none"> <li>• Experience of working with other education agencies.</li> <li>• Experience of working with a Governing body.</li> </ul>	<b>F</b>  <b>F/R</b>
VISION AND PHILOSOPHY	<ul style="list-style-type: none"> <li>• A clear personal vision, ethos and direction which supports children's learning.</li> <li>• Ability to value and understand the whole personal development of children.</li> <li>• A clear understanding of the difference between achievement and progress and the importance of both.</li> </ul>	<b>F/I</b>  <b>I/O</b>		

SCHOOL SPECIFIC NEEDS	<ul style="list-style-type: none"> <li>• Has empathy and a strong commitment to the pupil centred ethos.</li> <li>• Has the ability to quickly unite staff, establish and sustain an effective team spirit</li> </ul>	<b>F/I</b>                      <b>F/I</b>		
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Key to where evidence may be found:

**F** = Form.

**O** = Observation

**I** = Interview

**R** = Reference