Diocese of Salisbury
Academy Trust
'Beyond expectations for all of God's children'

Shrewton
C of E Primary School

Key Stage 2 Senior Class Teacher

Recruitment Pack

Welcome to the Diocese of Salisbury Academy Trust (DSAT)

and thank you for your interest in working with us. The Trust is based at the Diocesan Education Centre in the historic village of Wilton, located three miles to the West of the medieval city of Salisbury.

In this pack we have enclosed some interesting and useful information about the Trust, which works with twenty-two academies across the Diocese. You can find out more about these and the strengths of our organisation on our website at www.dsat.org.uk. We take safeguarding seriously and candidates will be subject to rigorous procedures to ensure that our children are suitably protected at all times. This will include an enhanced DBS check for all successful candidates before employment is confirmed.

This recruitment pack includes:

Our School
Brief outline of who we are and what we do

Job Advert and How to Apply
Please ensure that your application relates to the correct advertisement and that you have been able to find details of how to apply with the correct form.

Job Description and Person Specification
We aim to provide you with a clear indication of the role you are applying for. When completing your application, we ask you to relate your experience and skills to the Job Description and Person Specification in a clear and succinct manner.

DSAT Vision and Values
This document outlines the strength of the ambitions that we have for our Trust and our vision for all of the children in the Trust.

Equal Opportunities Monitoring Form
We are committed to equality in the workplace and supporting the development of all our employees.

Privacy Notice
We want you to be aware of how any personal data you provide will be processed up to and beyond the appointment of a successful candidate.

Shrewton
C of E Primary School

Letter from Headteacher

We are looking for an experienced Key Stage 2 Class Teacher and aspirational leader to join our team!

We are a Church of England Primary school set in the heart of Shrewton village. Rated 'Good' by Ofsted in February 2020 and pride ourselves on delivering a broad and balanced curriculum to all our pupils. We have strong links within our community and with our values at our core enable all pupils, families and staff to 'Believe, Achieved and Grow'.

We are a small school with a very big heart and we are looking for a teacher who is kind, nurturing and who places the best interests of our children and the staff who work with them at the very centre of the education we provide. As a school, we believe that pupils and teachers achieve their full potential when they feel safe, secure, valued and supported and so we are looking for someone who can embody our inclusive school ethos and Christian values.

We are proud members of the Diocese of Salisbury Academy Trust. We value our relationship with them and the support they provide both locally within the Spire Hub and more widely across the diocese.

Our school is in an exciting period of growth both individually and through the collaboration with another school in our Trust. This has provided an opportunity for someone looking to develop into senior leadership as we strive to increase capacity at both schools and develop curriculum leadership and strategic roles. We are passionate about staff development and enabling staff at all levels to flourish.

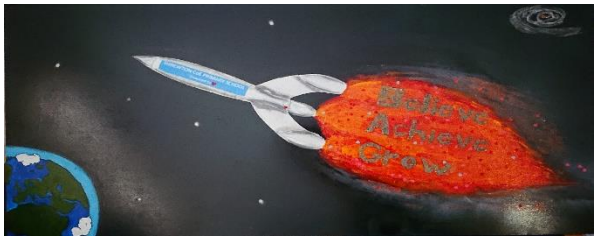
If you would like to visit the school prior to making an application, it would be my pleasure to show you around by appointment. This will provide me with the opportunity to show off our school to you and answer any preliminary questions you may have in an informal setting. Please contact me on emullord@dsat.otg.uk or call 01980 620362 to arrange an appointment.

Mrs Emily Mullord

Executive Headteacher

Shrewton
C of E Primary School

Our School Vision and Values



Love is the foundation of our school and underpins our Christian Values **of friendship, kindness, perseverance, respect, forgiveness** and **responsibility**. Our aim is to be a loving learning community where, powered by love, every child can **Believe, Achieve** and **Grow**.

Being rooted within a small village is inherently important to us, there is a shared responsibility for our future generations to grow into successful lifelong learners, supported by the love of their community. The inspiration for this has its origins in 1 Corinthians 13:

Love is patient, love is kind.

It does not envy, it does not boast, it is not proud.

It does not dishonour others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs.
Love does not delight in evil but rejoices with the truth.
It always protects, always trusts, always hopes, always perseveres.
Love never fails.

Our Values

Love – I have for myself, for others and for learning.
Friendship – I am a good friend to everyone.
Forgiveness – I can say sorry and show understanding when others make mistakes.
Kindness – I am friendly and caring in my words and actions.
Perseverance – I don't give up. I learn from my mistakes.
Respect – I treat others how I wish to be treated.
Responsibility – I am accountable for my actions and make good choices.

‘The Shrewton Way’

At Shrewton we have the highest expectations of all those associated with our school community.

With the children at the heart, together we have created a simple set of rules linked to our values that we can all abide by.

We call this ‘The Shrewton Way’.

The Shrewton Way

Powered by love; We Believe, Achieve, Grow

Shine showing our Values

Help one another

Respect our school environment

Engage with our community

We are kind to everyone

Trust each other

Own it

Never give up.

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'Reyond expectations for all of God's children'

Job Advert

Job Title	Class Teacher – KS2 Lead
Academy Name	Shrewton CE Primary School
Location	Shrewton, Wiltshire
Contract Type	Fixed Term until 31st August 2023
Salary	MPS – UPR discussion dependent on experience
Pension	Teacher's Pension Scheme
Contact	Mrs Emily Mullord admin@shrewton.dsat.org.uk / 01980 720362
Closing Date	Thursday 19th May 2022 9.00am
Interview Date	Monday 23rd May 2022
Start Date	1st September 2022

Are you able to create a positive and creative learning environment for all children to believe, achieve and grow?

Are you ready for a role that enables a whole community to flourish?

Are you looking to develop professionally within a supportive, friendly and aspirational village school?

If the above describes you then the perfect opportunity has arisen in Shrewton, a village close and equidistant to both Salisbury and Devizes. We are a dynamic, friendly and inclusive school providing a welcoming learning environment at the heart of the local community. We require an enthusiastic, talented and committed teacher to work in our Upper Key Stage 2 class.

Shrewton is an inclusive and stimulating learning environment which enables all children to thrive. We have developed an active, engaging, knowledge- rich curriculum which seeks to stimulate and stretch all our children while promoting a love for lifelong learning. Through personalised learning approaches and extremely high expectations, all children are able to flourish and experience success. We are a strong, caring and supportive school community where our children live out our values with love at the core. We are well supported by all stakeholders in our school community and have strong links within our local area.

We are looking for an experienced practitioner who is looking to develop as a senior leader. Depending on experience the role will include leadership responsibilities both across the curriculum and of a strategic nature for example assessment lead, governance, budgeting experience etc. From September 2022, we will be partnered with another school in our Trust through an Executive Headship, this will enable leadership opportunities across multiple school settings. The right candidate may also be offered to develop as a Trust Lead Teacher; modelling best practice in a chosen curriculum area to support and mentor staff across the Trust and lead CPD.

Successful applicants will need to:

- Demonstrate excellent classroom practice.
- Embrace and model our Christian Ethos.
- Be confident in your knowledge and understanding of the whole school primary curriculum
- Motivate, inspire and lead children, staff and parents to fulfil their potential.
- Demonstrate excellent interpersonal skills and a commitment to developing and maintaining close links with the whole community.
- Be committed to your own professional development.

In return we are pleased to offer you:

- Enthusiastic and friendly children.
- Small class sizes.
- A supportive and inclusive environment.
- CPD across the Trust.
- Fantastic career development opportunities.
- A hardworking, dedicated and fun team.
- Future leadership opportunities within school, Hub or Trust.

Shrewton CE Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All applicants will be subject to a Disclosure and Barring Service check before appointment is confirmed.

How to Apply

For further information, please contact Carole Farley at admin@shrewton.dsat.org.uk or by phoning 01980 620362. Our Headteacher, Emily Mullord, looks forward to receiving your applications, and is happy to discuss the role further on the phone or via Microsoft Teams. Please get in touch with the office to arrange a chat. When you have enough information to make your decision to apply, please complete all sections of the application form. Application forms are available on the school website www.shrewton.dsat.org.uk and should be forwarded to admin@shrewton.dsat.org.uk.

Please note that we are unable to accept CVs. All applicants will be notified of the shortlisting decisions by email. References for shortlisted candidates will be requested before interviews. Shortlisting will take place soon after the closing date and interviews will take place on 23rd May 2022.

Shrewton CE Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All applicants will be subject to a full Disclosure and Barring Service check before appointment is confirmed.

Job Description

Job Title: Senior Upper Key Stage 2 Class Teacher

Reports to: Executive Headteacher

Responsible for:

Teaching and Learning of UKS2 Class, Curriculum Leadership, Strategic Leadership Roles depending on experience, Staff Mentor

Key Responsibilities:

1. Planning, Teaching and Class Management
   - To 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;
     - monitoring and intervening to ensure sound learning and discipline;
     - working in accordance with school policies, providing excellent moral, social, spiritual and cultural role models;
     - putting the needs of the school's pupils first and actively promote and enthusiasm to learn;
     - actively promoting environmental sustainability;
   - To use 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 resources and develop study skills through library, ICT and other sources;
     - ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
     - evaluate their own teaching critically to improve effectiveness.
   - To liaise with other teachers in the year group, key stage and, where appropriate, other phases, in planning, delivering, assessing and evaluating each area of the curriculum.
   - To take 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 literacy and numeracy.
   - To encourage pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively.
   - To use a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.
   - To manage parents and other adults in the classroom.

2. Monitoring, Assessment, Recording,
   Reporting To:
   - 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.

3. Other Professional Requirements To:

- have attained the National Standards for Qualified Teacher Status;
- enhance and update their teaching skills through continuing professional development;
- 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;
- endeavour to give every child the opportunity to reach their potential and meet high expectations;
- contribute to the corporate life of the school though effective participation in meetings and management systems necessary to co-ordinate the management of the school;
- take responsibility for their own professional development and duties in relation to school policies and practices;
- liaise effectively with parents and governors;
- take on any additional responsibilities which might from time to time be determined.

4. To fully comply with the Trust's safeguarding policy.

5. This job description is not exhaustive and will be subject to periodic review. It may be amended to meet the changing needs of the business. The post-holder will be expected to participate in this process and we would aim to reach agreement on any changes.

Person Specification

	Essential	Desirable
Qualifications	• Have qualified teacher status. • Proven experience of teaching in EY or a key stage. • Use of ICT to support teaching and learning.	• NPQML/NPQSL
Skills and Knowledge	• A secure knowledge of a key stage. • A secure knowledge and understanding of the teaching of phonics • Ability to plan and deliver stimulating lessons. • Have an understanding of how to use assessment for learning. • Be able to keep detailed records and monitor children's progress. • Be able to use a variety of behaviour management strategies. • Have an understanding of SEND • Keep up to date with current initiatives.	• Evidence of recent and relevant professional development.
Experience	• Be an excellent teacher. • Ability to differentiate for individuals. • Have an understanding of learning styles and child development. • Be able to work as part of a team. • Have the ability to lead curriculum subjects.	• Use data to inform school target setting. • Experience of leading a curriculum area in school.
Working with others	• Be able to build positive relationships with children and adults. • Be a role model to staff, children and the community. • Liaise with and report to parents, governors and outside agencies.	• Show experience of working alongside others.
Personal Attributes	• Organised. • Flexible. • Enthusiastic. • Committed. • Self-motivated • Excellent communication and interpersonal skills. • Show initiative • Resilient • Be reflective on own practice. • Have a desire to engage in own professional development. • Good sense of humour!	

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Our vision is for the growth of thriving Christian learning communities, providing everyone with the opportunity to achieve more than they ever thought possible. Christian service is at the heart of all we do, as we help young people to develop excitement in learning and to live life to the full. We value everyone equally and demonstrate this through our words, actions, community life and the quality of the opportunities we provide.

Children and young people at the heart of all we do

Our young people will be inspired to develop academically and spiritually, aspiring beyond their own and others' expectations.

Faithfulness to our Christian tradition

We put God's love into action through our values of love, reconciliation, hope, forgiveness, peace, grace, justice and joy. Working with our parishes and communities, we encourage an understanding of the significance of faith through teaching, worship and prayer.

Striving for excellence

We love learning and are passionate about the high standards we can achieve in all aspects of life.

Collaboration

We build strong partnerships, learning with and from others as we challenge ourselves to reach new heights. We give of our best and expect the best from one another.

Celebrating success

We celebrate the achievements of every individual and share our successes widely.

'I can do everything through Christ, who gives me strength'

Background to DSAT

The Diocese of Salisbury Academy Trust (DSAT) was established at the end of 2013 to provide a home for schools within the Diocese of Salisbury who wanted to convert to academy status. From January 2021, the Trust has twenty-two academies. Whilst the Trust is a separate entity to the Diocesan Board of Education (DBE), they work together in dynamic and strategic partnership to transform provision and outcomes for the children in their care.

Alongside its improvement work in its current member academies, the Trust is working actively with other schools and the Regional Schools Commissioner (RSC) to grow its family of academies. This will enable a greater level of system-led improvements, further opportunities for collaboration between leaders and staff at all levels of the organisation and better economies of scale, vital in the current challenging economic climate.

DSAT provides an opportunity for schools to convert to academy status in a way that is different to many academy trusts.

- Individual schools that can thrive in their own context and in line with their own vision and values;
- A home for church schools committed to maintaining their distinctiveness, based upon their Christian values;
- A home for schools without a Christian foundation, who are wanting to work with us in partnership to secure better outcomes for children;
- A dynamic collaboration, working in conjunction with a range of partners, to deliver tailored programmes of school improvement that will meet the needs of each academy;
- Services available to academies that will support improvements to teaching and learning, allowing schools to focus on their core business rather than being distracted by academy business;
- The flexibility to meet schools where they are on their journey and to adapt to their specific circumstances;
- Opportunities to operate in close partnership and strong relationship with the DBE, the RSC and local authorities for the good of our academies.

The Salisbury Diocesan Board of Education (SDBE), formed in 1830, is one of the oldest formal diocesan bodies. Many of the church schools were founded before that date, and the Board was formed to support their work and to promote new schools. The Diocese today extends over 2,000 square miles, with a population of just under 860,000. There are a total of 195 schools and academies serving 40,000 children. The SDBE works across a number of counties and local authorities, working closely in mutually beneficial partnership with them in order to progress the life-chances of the children in their care. DSAT is open to both church and non-church affiliated schools across the region.

To find out more about our Trust, and to see a map of our locations, please go to www.dsat.org.uk/welcome.