



Class Teacher Application Pack



Contents

Letter from Catherine Paine, Chief Executive Designate, REAch2 Academy Trust..... 3

Letter from Andy How, Head Teacher, REAch2 Academy Trust 4

Our Cornerstones and Touchstones 5

The role 6

The application..... 7

The application process and timetable..... 7

Safeguarding, Safer Recruitment and Data Protection..... 8

Job Description..... 9

Person Specification..... 10

Letter from Catherine Paine, Chief Executive Designate, REAch2 Academy Trust

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

Chief Executive Designate, REAch2 Academy Trust

Letter from Andy How, Head Teacher, Lower Farm Academy

Dear Candidate,

At Lower Farm, we pride ourselves on the high expectations we place on the personal development, academic achievements and behaviour of all our pupils. We endeavour to foster strong relationships between children, staff, parents, governors and the wider community and welcome the opportunity to work with you to develop ambitious, confident and inquisitive children. Lower Farm is an inclusive setting with an engaging and creative curriculum to ensure that each child is given every opportunity to reach their full potential.

As a Class Teacher, you will be passionate about ensuring the best outcomes for children and giving them every opportunity to succeed. At Lower Farm, every child is respected and treated as an individual, with no limits placed on their learning – just opportunities to continually improve. We give all children the opportunity to challenge themselves through a range of tasks and activities – empowering children to take ownership and responsibility for their own learning.

We are looking for an excellent classroom practitioner who can help shape the provision and grow the school over the coming years. You will be part of a unique journey to help create a state of the art school at the heart of the community as well as being part of the largest primary only Multi-Academy Trust in the country.

The successful candidate will have:

- The motivation to achieve the very best for the children in our care and a relentless pursuit of excellence.
- Excellent inter-personal skills as a highly effective classroom practitioner.
- Excellent communication skills and a good sense of humour
- Creativity which drives all aspects of teaching and learning.

In return we can offer:

- A firm commitment to you and your professional development.
- Friendly, supportive, enthusiastic and hardworking colleagues, staff and Governors.
- Encouragement to develop new ideas and the opportunity to make a real difference.
- Coaching and mentoring from the academy's Senior Leadership Team.
- Fantastic trust-wide CPD and opportunities for career progression

Thank you for showing an interest in Lower Farm Academy and I look forward to meeting you and showing you what a fantastic place of learning Lower Farm Academy is.

Andy How

Head Teacher, REAch2 Academy Trust

Our Cornerstones and Touchstones

REAch2 is the Cornerstone of the Trust: providing a strong, responsible foundation from which every academy develops and grows. A cornerstone provides a subtle yet paramount role in the construction of a building and ensures that REAch2 is a trustworthy, accountable and inspirational organisation, delivering the best possible learning experience.

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



The role

Class Teacher at Lower Farm Academy

Main Pay Scale

Lower Farm Academy is a new primary school in Nuneaton and is part of REAch2 Academy Trust. We are a school that cultivates strong cultural, social and moral values in line with the REAch2 touchstones so that the school is at the heart of the new community it serves. A talented staff team engages all learners in reaching the highest standards through our exciting and innovative curriculum which offers a wide range of unique learning experiences. High aspirations and expectations encompass all aspects of school life so we can support all our children in developing high self-esteem, self-discipline, wellbeing and a strong community spirit.

Due to the relocation of one of our teachers the academy is now looking to appoint a new permanent staff member to inspire our community and be an integral part of the unique opportunity to build and grow the school from its infancy. There is no doubt that setting up our academy from the very start will take vision, dedication and hard work, but being part of this exciting and rare journey will be very rewarding to help shape the academy over the next few years.

For further information on our school, we welcome you to visit our school website: <https://lowerfarmacademy.org/>

The application

You are invited to submit an application form to **Cherie Padmore, School Business Manager**, sbm@lowerfarmacademy.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](#) separately.

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

To arrange an informal discussion please contact **Andy How, Head Teacher**, head@lowerfarmacademy.org

The application process and timetable

Application deadline:	Tuesday 18 th April 2023 at 12:00 Midday
School visits:	Please call the school to organise a visit
Interviews:	Thursday 20 th April 2023
Contract details:	02475 267760
Salary:	Main Pay Scale
Start date:	1 st September 2023

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 academies and academy personnel 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 of our pupils.

We have a principle of open competition in our approach to recruitment and will seek to recruit the best applicant for the job. The recruitment and selection process aims to ensure the identification of the person best suited to the job based on the applicant's abilities, qualifications, experience and merit 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 after six months from notifying unsuccessful candidates, 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 details will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](#).

Job Description



Post:	Class Teacher
Salary:	Main Pay Scale
Responsible to:	Head Teacher
Core purpose:	To work with colleagues and children to create the best possible learning environment and to enable all children to achieve the highest standards possible.

Responsibilities

This job is to be performed in accordance with the School Teachers' Pay and Conditions Document and the main duties and responsibilities of the post are outlined below:

Achievement:

- To ensure all pupils make good progress from their starting points
- To close the achievement gap for any underperforming groups of pupils
- To ensure that all pupils aspire towards national age-related expectations or above

Teaching and learning:

- To deliver the school's curriculum, including new educational initiatives and use a wide range of teaching styles which take into account the diverse demands of children's learning thereby supporting the ethos of the school.
- To plan according to the school's policy, work which addresses the wide range abilities and enables all pupils to achieve their full potential.
- To acknowledge and identify children's needs in accordance to the school's SEND policy
- To mark, record and assess pupil's work in accordance with the relevant school policies.
- To keep records of achievement in accordance with the school policies.
- To support the Head and SLT in all areas of agreed school policy and practice.
- To communicate to Team Leaders or SLT any areas of concern.
- To co-ordinate a named curriculum area or aspect, reviewed annually.

Other Expectations

- To create a stimulating and well-organised environment in which all children develop academically, emotionally, physically and socially.
- To develop a wide range of pupil's skills and encourage independence.
- To create an atmosphere that encourages care for others and their environment, whilst promoting self-confidence, self-esteem and self-control.
- To uphold high standards and show consistency in dealing with children's behaviour in accordance to the school's Behaviour Policy, whilst also understanding the needs of the individual.
- To be responsible for the behaviour of all children in the school as needs arise and act
- To write records of and reports on the personal and social needs of pupils.
- To maintain a positive relationship with parents.
- To meet with and consult with parents of pupils regularly.
- To liaise with external agencies.
- To maintain confidentiality where appropriate.
- To be aware of, and follow the school's Safeguarding policy and procedures
- To implement the school's Health and Safety Procedures as outlined in the school's policy
- To keep up to date with current educational issues and further one's own professional development.
- To participate in self-evaluation and performance management.
- To provide basic first aid and seek assistance when necessary.
- To participate in and contribute to staff meetings and training.
- To be concerned with the general welfare of the children and report any concerns of safeguarding children to the designated person.
- To undertake any other duties as directed by the Head Teacher

Person Specification

	Essential	Desirable
Right to work in the UK	✓	
Qualifications and experience		
QTS	✓	
Experience of achieving high quality outcomes in the classroom and a commitment to improving standards and ensuring all learners are achieving their best	✓	
Evidence of consistently good or outstanding teaching	✓	
Experience of using a variety of teaching strategies to engage all learners, including SEND, EAL and disadvantaged pupils etc.	✓	
RWInc phonics training		✓
Experience of coordinating a core subject		✓
Knowledge, skills, abilities and personal attributes		
Evidence of a commitment to safeguarding and promoting the welfare of children and young people	✓	
Commitment to promote and support the aims of REAch2	✓	
An excellent knowledge of the primary curriculum	✓	
Proven ability to use assessment information to set targets and inform future plans	✓	
Proven ability to create and maintain a stimulating and challenging learning environment	✓	
Proven ability to develop excellent working relationships with children, parents and colleagues	✓	
Ability to lead subject areas to implement positive change	✓	
Be able to bring energy and enthusiasm to the post	✓	
Be hard working, committed and flexible	✓	
Make teaching, learning and the curriculum creative and fun	✓	
Support for an enriched curriculum through out-of-hours learning and educational visits		✓
Maintain high expectations of children's learning and behaviour	✓	
Willingness to engage in and learn from professional development activities	✓	
Proven ability to manage one's time and prioritise effectively	✓	
Ambition and determination to excel as a teacher and learn from others	✓	
Be an active member of a team, able to use initiative and make a highly effective contribution	✓	
A good sense of humour		✓