

Desford Community Primary School



Desford Community Primary School, Kirby Road, Desford, Leicestershire, LE9 9JH



In partnership with



University of
Leicester



Class Teacher Maternity Cover Information Pack

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Welcome to our school...



On behalf of Desford Community Primary School, thank you for your interest in applying for the role of Class Teacher – Maternity Cover at our school.

We have put together this pack to give you some key information about our school and priorities, as well as to provide the job description and person specification. We hope that after reading it you will be inspired to apply for the role.

Desford is a happy, friendly and hard-working school with a dedicated team of staff. Our pupils behave well, are keen to learn and they take great pride in respecting our school and wider village community. This is an exciting time to be joining our school. We have joined the LIFE Multi-Academy Trust and have a recently established leadership structure with an energy for driving change and improvement. We are in the process of embedding our curriculum that is bespoke to our children at Desford using our four main curriculum drivers: community and diversity, relationships and well-being, planet and sustainability, and safety and risk. This is a fantastic opportunity to join our school, if you have the desire to make a positive difference by confidently teaching high quality lessons, demonstrating excellent classroom practice to raise standards and achieve good outcomes and a commitment to promoting equality and diversity, then this could be the job for you!

We strongly encourage visits to the school prior to submitting an application. Please contact the office to arrange this. This can be done by contacting the school office on office@desford.leics.sch.uk.

I look forward to meeting you soon,

Colin Wilson
Head Teacher



About Desford Community Primary School

Our Location

The village of Desford is situated 7 miles west of Leicester. Our school serves not only Desford but also the surrounding villages of Peckleton, Kirkby Mallory and Botcheston. There are a number of large employers on the periphery of the village including Caterpillar, Neovia and Crown Crest. The village is fortunate to have a wide variety of community run facilities and groups including a library, sports centre, scout groups, tennis and football clubs and a secondary school with a swimming pool open to the public. There is a strong community spirit in the village. Parents particularly value the links the school has developed with the wider community. Friends of Desford Community Primary School (FODCPS) is also very active in raising funds for the school.

There has been significant recent house building in Desford and further potential developments are in the planning pipeline. Pupil numbers have increased in the last 10 years and the school now has almost 400 pupils. This rapid expansion has been successfully managed.

Our School Premises

As a result of the growth in pupil numbers, the school gained a new exceptional purpose-built 60-place Foundation Stage unit for Reception children which opened in September 2015 and a two classroom Upper Junior unit which opened in May 2018. During the summer of 2019, we built an attractive new library that provides a calm environment for enjoying and promoting a love of reading.

The premises are modern and well maintained. Classrooms are spacious and well equipped. The grounds of the school are attractive and there are two playgrounds, as well as a regional award-winning community garden. The large playing field easily accommodates football and rounders pitches, plus a running track and wildlife areas. There is a newly established outdoor classroom where the children are taught bushcraft and forest skills.



Our Staffing Structure

Our Senior Leadership Team consists of a **Headteacher**, a **Deputy Headteacher**, **two Assistant Headteachers**, a **further Phase Lead** and a **SEND team**. Core subject leads also attend SLT on occasions, as do other staff depending upon the school focus at that time.

Currently there are **15 teachers** (both full and part-time), including the leadership team. We have **19 members of support staff** working across the school.

We also employ a full-time office manager, 2 office assistants, a site manager, four kitchen staff, six midday supervisors and a small team of cleaners plus staff for our popular Extra Time Club.

Our Pupils

Pupils at Desford Primary enjoy school and their standards of behaviour is high. Our latest Ofsted report noted that *“pupils are proud of their school and they show respect and consideration for each other and their teachers. Relationships are very strong”*,

“Pupils have very positive attitudes to learning” and *“They conduct themselves impeccably around the school and in classrooms where they concentrate, apply themselves to their work and confidently offer contributions to class discussions”*.

Pupil Statistics – April 2024

| Category | Percentage |
|---------------------------------------|------------|
| Pupils eligible for Free School Meals | 12% |
| Pupils eligible for Pupil Premium | 13% |
| Pupils with EAL | 5% |
| Pupils with SEND | 13% |
| Pupils with an EHCP | 2% |



Our Parent Community

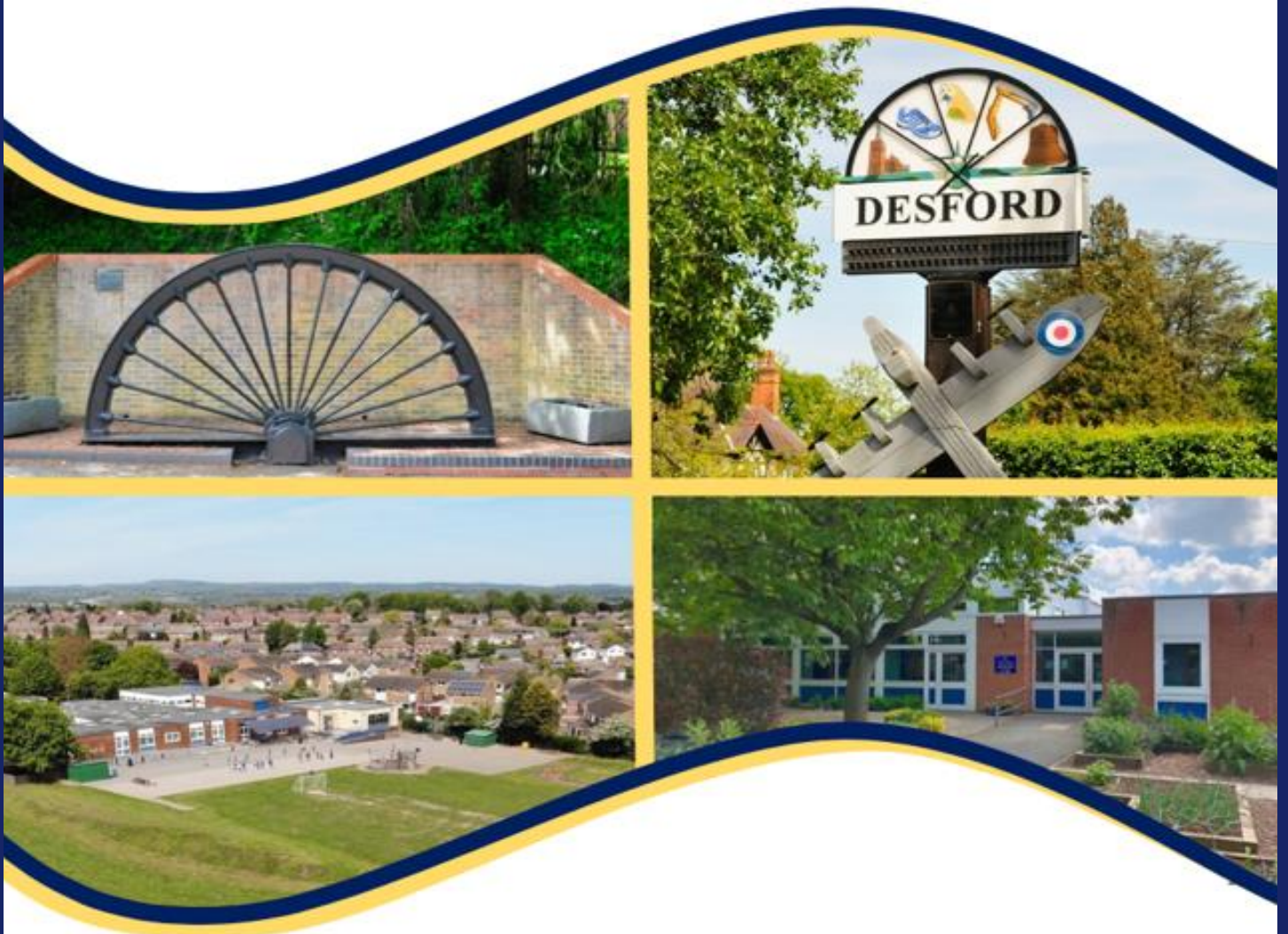
Governors recently conducted a parent survey that was answered by 194 parents/carers. From this we know that parents feel the following to be particular strengths of the school:

- The caring, nurturing relationships staff have with pupils
- Happy children/their children enjoy going to school
- The welcoming, friendly atmosphere, approachable staff

As stated in their report, many parents told Ofsted “how pupils flourish both academically and holistically” at the school. We are very proud of the links we have with parents and how well they support and contribute to our school community that goes from strength to strength.

Our Wider Links

A further theme of our survey results was how much parents value the links the school has with the wider community. These include strong relationships with the local churches, pre-school providers and community groups such as Desford in Bloom. The school has a very active fund-raising group in the Friends of Desford Primary School (FODPS). Over recent years, we have worked closely with schools within our trust on projects such as our Anti-Racism Pledge as well as the Stephen Lawrence Foundation which is based at De Montfort University. We are also entering our sixth year of collaboration with the Rethink Your mind charity and being part of their Yellow Book Project, which focuses on wellbeing and mental health.



Our Culture, Values and Development Priorities

Central to everything that we do at Desford is our school rule ***Be Kind to Yourself, Others and the Environment.*** This Principle forms the spine of our school values and ethos that have been developed in collaboration with all pupils and staff, whilst also driving the core values of our school curriculum. It also links closely with the promotion of the British Values, something that we believe are crucial for promoting an understanding of equality, diversity and the importance of respecting the values and beliefs of others.



Love of Reading

We believe that fostering a love of reading is crucial for children to be able to access all areas of the curriculum whilst also helping them to develop the knowledge, skills and confidence they need for the next stage of their education and in later life. Children at Desford show an enthusiasm for and a love of all sorts of reading. We are very proud of this and we want to develop this positive energy further and use it as a spark for securing a long-term love of learning for all pupils. Parents are invited to join us for reading mornings throughout the year so we can share our enthusiasm for reading wider than the classroom.



Physical Activity, Health and Wellbeing

The importance of sport, physical activity and engendering a self-awareness and appreciation of mental health and wellbeing is something we place a high emphasis on at Desford. For the past three years we have been involved with the www.rethinkyourmind.co.uk national initiative for empowering wellbeing through creative expression and mindful practice. The *'I feel better when'* theme celebrates and encourages individual choice of activities that make you feel good. This is something we actively promote in our curriculum and our extra-curricular activities. Throughout the school year, all children take part in Forest School sessions in our newly developed forest area. We are also in the process of developing an allotment area to grow our own vegetables!



Many of our pupils learn to play a musical Instrument and we believe in giving these children



the opportunity to perform and showcase their talents whilst also encouraging all children to develop an appreciation for this and other activities that make them feel good about themselves.

We have excellent foundations on which to build further enhancements to our curriculum in terms of wellbeing. This is something that we want all staff and children to contribute to so that it is ensuring our children develop into independent and confident citizens.

Inclusion and SEND

Our Inclusion philosophy encapsulates valuing each child as an individual, as well as part of a wider community. Unlocking potential and facilitating personal progress is at the forefront of all that we do. We believe that if children's barriers to learning are broken down then they will be better prepared for future life and achieve greater progress in all areas. It is our intention that children with special educational needs and/or disabilities (SEND) are supported to achieve their potential through access to quality first class teaching and appropriately differentiated learning activities and approaches.



Our long-term goal is to help equip our children with the knowledge and skills they need to live fulfilling and independent lives, achieving the goals and aspirations that our children set for themselves, with the support of all those around them



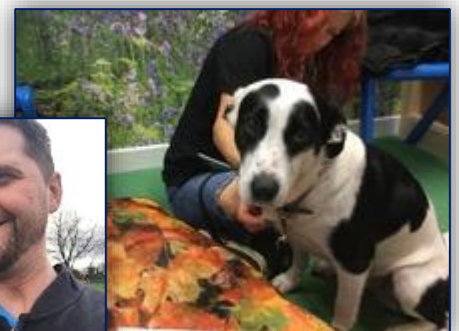
Pupil Premium

Pupil Premium provides us with additional funding for disadvantaged pupils to ensure they benefit from the same educational opportunities as all other children. It is for schools to decide how the Pupil Premium allocated to each pupil is spent, and we are currently exploring new and innovative ways of doing this that further enhance the support in the classroom and access to opportunities for all children at our school.

Our Environment and the Importance of Community

Ensuring that all of our pupils grow up in a school and community that places a high level of importance on caring for our environment, is core to much of what we do and something that we want to further embed in our developing curriculum. A fantastic group of parent volunteers run a gardening club and community garden at the front of the school, with plans to develop an allotment plot to teach the children about the importance of sustainability already underway. Previously, children and parents have planted over 200 trees across the school grounds for our current pupils to nurture and grow for the benefit of our future generations.

Pupils at Desford experience many other examples of being kind to themselves, others and the environment. The Sports Relief mile, Halloween Harvest Soup Giveaway, Bonnie the Reading Dog and many more examples help to foster an appreciation of community spirit and what it means to be a good citizen. We are incredibly proud of all that our pupils, families and staff contribute towards this.



The Desford Curriculum

At Desford Community Primary School, we place a lot of importance on understanding the context of the community in which our children live, grow and develop. Children in Desford deserve to learn from a curriculum that has been designed to give them the knowledge, understanding and experience that enables them to think critically about the world around them and grow into **KIND, RESPECTFUL CITIZENS** that make a difference in their communities and the wider world.

At the heart of everything in our curriculum, is our '**BE KIND**' ethos that drives everything that we do.

To ensure that our children become kind and respectful citizens, our curriculum has four main drivers that provide every child with the tools to thrive in the modern world.



Anti-Racism Pledge

This Anti-Racist Pledge aims to send a clear and consistent message that racism will not be tolerated at Desford Community Primary School. Each year, we mark Stephen Lawrence Day in April. Within the week, we focus on a theme. Last year's theme was Hopeful Futures. More information about the Stephen Lawrence research centre can be found [here](#).

OUR ANTI-RACISM PLEDGE

**BLACK
LIVES
MATTER**

Commitment to anti-racism and the goals and focus of the BLM movement.



Audit school practices and policies which include Equality Impact Assessments.



Display clear information on how to report racist incidents.



Teach children about racism, migrations, Empire and colonisation.



Racial literacy training for all staff and governors.



**Desford Community
Primary School**

What our parents say...

Here are some direct quotes from our most recent parent survey on the school's strengths:

It's a small village school with a fantastic lead and teaching staff, which filters down to the enthusiasm of the learner. My daughter and son always love the Teachers and Support staff that they are with and this I think helps with their learning experience.

Each child treated as an individual in both setting their learning target and from an emotional/pastoral care perspective

Nurturing environment, strong teaching staff, good experiences

Lots of sporting competitions, fun activities which facilitate learning, especially in English and Maths; a good system for behaviour management

It's a school at the heart of the community that has good relationship with parents. Dedicated staff who do brilliant work in school and outside of school hours, with sports clubs etc. And excellent extra time clubs available.

Excellent teaching staff that are very supportive

The family and community atmosphere which ensures my child is happy to come to school.

Outcomes for pupils; providing a range of experiences and opportunities to develop children's all round learning sense of community

Great teachers including lots of positive male role models Enjoyable atmosphere to learn in Quality of opportunities in sport and music Strong leadership

There is a real sense of community and caring, the relationship between staff and student appears warm and I am especially pleased to see a real respect and supporting attitude towards students. I feel that there is a real sense of fun and that learning should be interesting and enjoyable. I like that the majority of homework is digital which encourages my children to want to complete it.

What Ofsted say...

You have established a clear vision for the school, building on previous successes and strengthening the school still further.

Pupils are proud of their school and they show respect and consideration for each other, and their teachers

There is an all-pervasive caring ethos.

Relationships are very strong.

Pupils have very positive attitudes to learning. They collaborate and work well together.

You have focused on the most important skills pupils need in reading, writing and mathematics to accelerate progress and raise attainment.

Pupils conduct themselves impeccably around the school and in classrooms where they concentrate, apply themselves to their work and confidently offer contributions to class discussions.

Teachers plan lessons that engage pupils effectively.

You place clear emphasis on pupils' spiritual, moral, social and cultural development, which is strong.

Standards are improving across the school.

The quality of writing is high across the school.

The school has a strong culture of safeguarding.

Everyone is committed to further improving the outcomes for pupils.

You have raised teachers' expectations of what pupils can achieve and for the large majority of pupils' attainment and progress are improving across the school.

Desford Community Primary School

Job Description



| | |
|---|---|
| Job Title: | Class Teacher Maternity Cover |
| Grade: | Dependent on Experience (TMS3-UPS) Fixed term for 5 months in the first instance |
| Responsible To: | Headteacher |
| Key Relationships/ Liaison with: | Teachers, Other classroom support staff, SENDCo |
| Job Purpose: | <ul style="list-style-type: none"> • Teach a class of pupils and ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs • Maintain the positive ethos and core values of the school, both inside and outside the classroom • Contribute to constructive team-building amongst teaching and non-teaching staff, parents and governors • Ensure that the current national conditions of employment for school teachers are met |
| Occupational Standards: | <ul style="list-style-type: none"> • Qualified Teacher Status (QTS) |

Key Duties:

The Class Teacher will:

- Implement agreed school policies and guidelines.
- Support initiatives decided by the Headteacher and staff.
- Plan appropriately to meet the needs of all pupils, paying first attention to the most vulnerable learners.
- Be able to give clear feedback based on robust assessment for learning strategies.
- Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils in order to scaffold their learning.
- Keep appropriate and efficient records, integrating formative and summative assessment into weekly and termly planning.
- Report to parents on the development, progress and attainment of pupils.
- Maintain good order and discipline amongst pupils and show compassionate consistency, in accordance with the school's behaviour policy.
- Participate in meetings which relate to the school's management, curriculum, administration or organisation.
- Communicate and co-operate with specialists from outside agencies.
- Lead, organise and direct support staff within the classroom.
- Effectively lead a subject including carrying out monitoring and evaluation tasks in order to demonstrate impact on pupil outcomes.
- Participate in the performance management system for the appraisal of their own performance.

Desford Community Primary School

Person Specification



| | Essential | Desirable |
|------------------------------------|---|---|
| Qualifications | Qualified Teacher status | Evidence of commitment to further professional development |
| Experience | The teacher should have experience of teaching at EYFS, Key Stage 1 or 2 for at least 2 years. | In addition, the teacher might have experience of: <ul style="list-style-type: none"> teaching across the whole Primary age range working in partnership with parents leading a subject area |
| Knowledge and understanding | The teacher should have knowledge and understanding of: <ul style="list-style-type: none"> the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies) the monitoring, assessment, recording and reporting of pupils' progress the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection the positive links necessary within school and with all its stakeholders effective teaching and learning styles | Knowledge of: <ul style="list-style-type: none"> Synthetic phonics The new primary curriculum |
| Skills | The class teacher will be able to <ul style="list-style-type: none"> promote the school's aims positively and use effective strategies to monitor and motivate | |

| | | |
|---------------------------------|---|--|
| | <ul style="list-style-type: none"> • develop good personal relationships within a team • establish and develop close relationships with parents, and the community • communicate effectively to a variety of audiences • create a happy, challenging and effective learning environment | |
| Personal characteristics | <ul style="list-style-type: none"> • Good attendance record • Approachable • Flexible • Empathetic • Enthusiastic • Organised • Patient • Kind • Resourceful • Integrity • Excellent sense of Humour | |

How to Apply

The application form is available to download from the eTeach website. To apply, please forward your completed application form, together with a covering letter, outlining your suitability for the role and demonstrating how you satisfy the qualifications and experience detailed within the person specification.

Please send your completed application via the eTeach website by **3pm on Monday 11th November 2024.**

Further details will be sent to shortlisted candidates ahead of the interview. Interviews and tasks are likely to be held from week beginning **Monday 18th November 2024.**

“LiFE Multi Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment will be subject to a DBS check and an online search.”

Thank you for taking the time to read about our school. We are very much looking forward to meeting you and hearing about how your own philosophy for education fits in with the journey that we are stepping out on.

Kind regards,



Colin Wilson
Head Teacher

