



2 x Teaching Vacancies

Maternity Cover

Start Date April 2023

- Post One for Reception Class
- Post Two for Year One Class

Welland Primary School

Marlbank Road

Welland

Malvern

WR13 6NE

Head teacher Mrs Margaret Smith

Email head@wellandps.org.uk

Office Administrator Mrs Angela Cox

Email office@wellandps.org.uk

Welland Primary School

Welland is a popular, vibrant and welcoming school enjoying a beautiful, rural location and strong links with the local community. The school is currently oversubscribed and there are 144 pupils between the ages of 4 to 11 on roll. It is a friendly, caring and dynamic school which has high standards and expectations of both children and staff, whilst valuing the importance of fun, enthusiasm, interest and passion for children in all areas of school life. Welland Primary is part of Hanley and Upton Educational Trust, along with Hanley Castle High School, Hanley Swan St Gabriel with St Mary's CofE Primary School and Kempsey Primary.

Vacancies

We are delighted to be recruiting two full-time teachers to cover two sets of maternity leave. The first vacancy will be in EYFS teaching the Reception Class and the second vacancy will be teaching the Year One class.

We are committed to the on-going professional development of all our staff. The successful candidates will receive support and mentoring as well as access to appropriate professional development courses and development opportunities. Both posts will be offered on Teachers Main Scale M1-M6. Applications from Early Career Teachers will be welcomed.

Safeguarding

Welland Primary School is committed to safeguarding and promoting the welfare of children and young people and as such expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an Enhanced Disclosure via the Disclosure & Barring Service.

Key Dates

- Visits to school are invited at **4pm on Thursday 8th December and Friday 9th December.**
- Closing Date for applications: **Midday Wednesday 4th January 2023.**
- Shortlisting: **Wednesday 4th January 2023.** Shortlisted candidates will be notified by email so please ensure an accurate email address is included in your application form.
- Interviews will take place **week commencing 9th January 2023.**

Application

- If you would like to arrange to visit on either Thursday 8th or Friday 9th December please email office@wellandps.org.uk. Visits will take place on each day at 4pm. Please be assured that your application will not be considered any less favourably if you do not visit in advance of applying.
- To apply for either post please complete email your completed application form to office@wellandps.org.uk (an application form can be downloaded from <https://www.wellandprimaryschool.co.uk/vacancies/>). Please state which post you are applying for.

Person Specification

Qualifications and Experience	Essential	Desirable
To have (as a minimum) a good Honours Degree	✓	
To have Qualified Teacher Status	✓	
To be able to demonstrate evidence of exemplary classroom practice, demonstrating a commitment to academic and pastoral welfare of pupils (if an experienced teacher)	✓	
To be able to demonstrate evidence of successful teaching practices as part of training (if an NQT)	✓	
To demonstrate experience or interest in developing an initiative within the school		✓
To have a knowledge and understanding of the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies)	✓	
To have recent experience of teaching across the primary age range	✓	
To have experience of teaching in EYFS and/or Key Stage One		✓
Skills		
To be able to demonstrate the skills and expertise of an excellent classroom practitioner	✓	
To be a reflective classroom practitioner with good to outstanding teaching skills and knowledge of issues that contribute to outstanding teaching	✓	
To be able to inspire creativity within the curriculum	✓	
To be able to communicate effectively (both orally and in writing) to a range of audiences	✓	
To be able to write quality curriculum/lesson plans for the short, medium and long term which ensure pace, challenge and progression within every lesson	✓	
To be able to set standards and provide a role model for pupils, parents and volunteers	✓	
To have an ability/willingness to lead and manage an area of the curriculum on a school wide level		✓

To have excellent inter-personal skills when dealing with people of different ages and backgrounds	✓	
To be able to work closely with parents, Learning Support Assistants and other professionals	✓	
To be able to maintain good discipline and pastoral care in the classroom and wider school	✓	
Professional Knowledge and Understanding		
To have an understanding of the statutory curricula and non-statutory frameworks	✓	
To have an understanding of the most effective teaching, learning and behaviour management strategies	✓	
To be able to establish a positive and vibrant learning environment which promotes good relationships and high standards of behaviour and learning	✓	
To be actively engaged with the latest educational research and be proactive in furthering your professional knowledge and understanding	✓	
To have a confident understanding of the role of assessment and AfL in securing pupil progress	✓	
To have a confident grasp of strategies to differentiate teaching and personalise learning	✓	
To demonstrate a clear understanding of how data can be used to shape teaching and personalise learning		✓
To be able to establish and maintain close professional relationships with pupils, parents, Governors and the community	✓	
To be confident in the use of ICT in teaching, learning and planning	✓	
To have specialist experience in an area of the primary curriculum		✓
To demonstrate experience with and wiliness to providing extra-curricular activities for children and contribute to the wider life of the school	✓	
Personal competencies and qualities		
To have a clear commitment and enthusiasm for working with children	✓	
To have good interpersonal skills and the ability to relate well to children and adults	✓	

To demonstrate high aspirations for self and for pupils	✓	
To have a good sense of humour and a warm personality	✓	
To be able to manage priorities and meet deadlines	✓	
To be motivated, have enthusiasm, energy and empathy	✓	
To have excellent time management skills, and to be proactive and self-motivated	✓	
To share a commitment to the protection and safeguarding of children and young people	✓	
To show willingness to work as part of a team	✓	

Job Description

Job Purpose

- To carry out professional duties and to have responsibility for an assigned class.
- To be responsible for the day-to-day work and management of the class and the safety and welfare of the pupils, during on-site and off-site activities.
- To promote the aims and objectives of the school and maintain its philosophy of education.

Main duties and responsibilities

- To create and manage a caring, supportive, purposeful and stimulating environment which is conducive to children's learning.
- To plan and prepare lessons in order to deliver the National Curriculum ensuring breadth and balance in all subjects.
- To identify clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.
- To maintain good order and discipline among the pupils, safeguarding their health and safety.
- To organise and manage groups or individual pupils ensuring differentiation of learning needs, reflecting all abilities.
- To plan opportunities to develop the social, emotional and cultural aspects of pupils' learning.
- To maintain a regular system of monitoring, assessment, record-keeping and reporting of children's progress.
- To prepare appropriate records for the transfer of pupils.
- To ensure effective use of support staff within the classroom, including parent helpers.
- To participate in staff meetings as required.
- To contribute to the development and co-ordination of a particular area of the curriculum.
- To be part of a whole school team, actively involved in decision-making on the preparation and development of policies and programmes of study, teaching materials, resources, methods of teaching and pastoral arrangements.
- To ensure that school policies are reflected in daily practice.
- To communicate and consult with parents over all aspects of their children's education – academic, social and emotional.
- To liaise with outside agencies when appropriate eg. Educational Psychologist.
- To continue professional development, maintaining a portfolio of training undertaken.
- To meet with parents and appropriate agencies, to contribute positively to the education of the children concerned.
- To support the Headteacher in promoting the ethos of the school.
- To promote the welfare of children and to support the school in safeguarding children through relevant policies and procedures.
- To promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- To recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the School's Health and Safety policy and any school any school-specific procedures / rules that apply to this role.
- To undertake first aid training and administer first aid as necessary
- To carry out any other reasonable duties at the direction of the Headteacher or Deputy Head

