



Diocese of Salisbury

Academy Trust

'Beyond expectations for all of God's children'



Milldown
CE Academy

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.



Welcome to Milldown Academy

Letter from Headteacher

We are on a mission to be a beacon of excellence for teaching & learning, school culture and leadership - we have very high expectations in every aspect of school life. To help us with this journey we need an inspirational person to join our team. If that sounds like you, read on!

We are ambitious and keen to harness like-minded professionals who have the drive and determination to make good things happen. We are in search of an excellent class teacher who has a positive attitude towards self-improvement and a commitment to collaboration & sharing best practice, learning, reflection and improvement. In a nut shell, we are keen to find someone who is exciting, who expresses unerring positivity, who believes 'thank you' is not said enough and who can inspire all around them.

We have already begun our journey to greatness and have a team brimming with strength and potential. We know that when you spend time with us you will see a learning community that is not afraid to take risks and be innovative, and is also proud of what it achieves including the mistakes. You will see happy and enthusiastic children and staff who are supportive of each other. Research driven teaching approaches ensure we do more of the things that matter and less of the things that don't. Our Christian Values are key to our warm and supportive environment; they are part of everything we do.

We ask a lot of all our staff and pupils but we also give a lot back. Every aspect of our work is focused around improving our effectiveness and efficiencies, using research to guide us and collaboration and coaching to help us define and refine our work. Yes it is all done to improve outcomes for our children but it is also done to help make your job easier.

Whilst on the topic of making life easier – as part of an excellent Trust you will receive many benefits including access to private medical support and wellness packages.

Below are a few more details about the job and the skills we need. Still interested? You'd better get started on the application form, but before you do cast an eye over the below clip.

At Milldown CE Academy we have a belief that all children are unique and need to be appreciate for who they are and know they are cared for and thought about. The clip below emphasises the importance of knowing a person. We want to ensure we value everyone, children, staff and parents alike. Do you share this view? If so we are already off to a flying start.

https://www.youtube.com/watch?v=4p5286T_kn0 Be the best for the world!

Yours Sincerely

Mr J Law BA Hons, PGCE, NPQEL, MCCT

Milldown CE Academy

At Milldown CE Academy School our vision is to foster a thriving community built around our common desire to **INSPIRE, BELIEVE & ACHIEVE**. Our vision is rooted in the foundations of our Christian faith expressed in the words of Jesus, *"I am the way, the truth and the life."* John 14. 6

I am the Way: INSPIRE - We will create an environment in which our children develop a love of learning, fostering curiosity and a 'can do' approach. We will support children to become resilient and resourceful, inquisitive and reflective, confident and motivated, empowered and skilled. We will motivate and inspire all within our school community to aim high in all areas of schooling, to grasp creatively and courageously the opportunities offered to them as members of the community of Milldown School.

I am the Truth: BELIEVE - Underpinning our love of learning is our belief that each child irrespective of ability, gender or race is loved, valued and uniquely made in God's image. With a relentless focus on our Christian values of *Love, Joy, Peace, Patience Kindness, and Self-Control* (Galatians 5: 22-23.) We will build a community in which children feel safe and supported are loved and valued. We recognise that we live in a challenging and complex world and therefore, we aim to encourage each child to understand their role in the world, to be confident in their identity, to understand their purpose whilst respecting the rights, beliefs and values of children, families, communities and cultures that differ from their own. As a result, we believe that all our children will become pillars of the community.

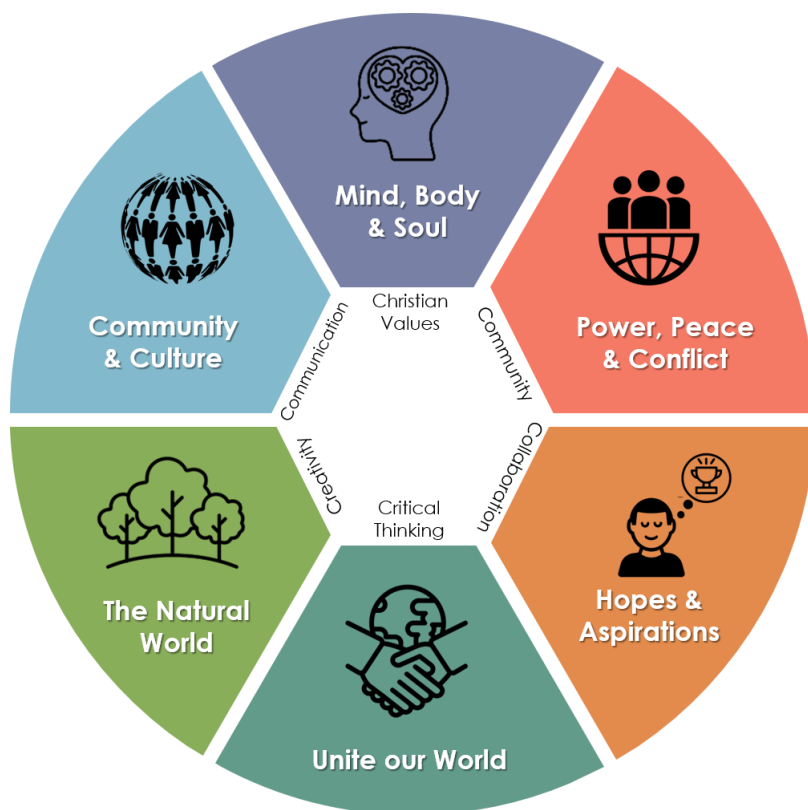
I am the Life: ACHIEVE - Together, we will continually strive to remove the fear of failure and overcome the barriers to success. We will create a culture of aspiration and ambition and will take pride in leading the children of Milldown on their journey, both educational and for life, enabling them to drive their own futures to greater success, to achieve beyond their own expectations and to shape the life of our community for the better.

Jesus said, I am the way, the truth and the life: INSPIRE, BELIEVE, ACHIEVE

Our Curriculum Themes

To help us achieve this our curriculum is designed around six key themes. These six themes are about understanding and celebrating difference and uniqueness, looking at the past, present and future through different perspectives, and equipping children with the knowledge to recognise and challenge prejudice and inequality.

The aim of our curriculum is simple: we want children to leave us with the knowledge, skills and confidence to not just join the world, but to make a difference and have a positive impact on it. Ultimately, they will live out our school vision of 'Inspire-Believe-Achieve' based on John 14.6 *'I am the way, the truth, the light.'*





Job Advert

| | |
|-----------------------|---|
| Job Title | Teacher |
| Academy Name | Milldown CE Academy |
| Location | Blandford. DT11 7SN |
| Contract Type | Fixed Term until 31 st August 2023 |
| Salary | Main Scale |
| Pension | Yes |
| Contact | Mr James Law - Headteacher |
| Closing Date | 23rd May 2022 9am |
| Interview Date | 27th May 2022 |
| Start Date | 1 st September 2022 |

An exciting opportunity has arisen at Milldown CE Academy for you to be part of the team at our popular and successful school as a teacher.

We are part of DSAT (The Diocese of Salisbury Academy Trust) and benefit from close collaborative within DSAT as well as the local Blandford cluster. We are looking for an enthusiastic, teacher.

Your individual skills and interests will be nurtured by the Headteacher, Senior Leaders and DSAT, ensuring you are able to develop your career in the most appropriate way for you.

The successful applicant will need to:

- be willing to embrace, support and develop the Christian ethos of our school
- be a team player
- lead, inspire and motivate children in-line with our vision of 'Inspire-Believe-Achieve'
- have high expectations of themselves and others
- have a desire to improve their own practice further

In return we are proud to offer you:

- enthusiastic children
- willing, hardworking staff
- supportive parents
- CPD, coaching and ongoing support
- a strong team of governors
- a close collaboration within DSAT and the local cluster of Forum schools

Additional information

Visits to the school are welcomed. Our school website can be found at: www.milldown.dsat.org.uk

Please call us on 01258 452456 to arrange a mutually convenient time to visit the school. Alternatively email us at: office@milldown.dsat.org.uk

Milldown CE Academy is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful candidate will be required to have an Enhanced Disclosure and Barring Service check in line with the Government's Safer Recruitment guidelines. Milldown CE Academy values the diversity of our workforce and welcomes applications from all sections of the community.



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Job Description

This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the Education Act 1997, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of government.

Job Title: Teacher

Grade: M1-6

Reports To: Headteacher

Main Duties:

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 through 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

| Key criteria | Essential | Desirable |
|--------------------------------------|---|--|
| Education and Qualifications | <ul style="list-style-type: none"> • Have qualified teacher status. • Proven experience of teaching in a primary school. • Use of ICT to support teaching and learning. | |
| Knowledge & Understanding | <ul style="list-style-type: none"> • A secure knowledge of a key stage 1 & 2. • A secure knowledge and understanding of the teaching of phonics. • Ability to plan and deliver a connected and coherent sequence of 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. • An awareness of what constitutes outstanding pedagogy and practice. | <ul style="list-style-type: none"> • Evidence of recent and relevant professional development. • Knowledge of cognitive processes – how knowledge is acquired. |
| Skills and Abilities | <ul style="list-style-type: none"> • Be an excellent teacher. • Ability to scaffold for individuals so all can access learning. • Be able to work as part of a team. • Have the ability to lead curriculum subjects. • Commitment to a profile presence in and around the school. | <ul style="list-style-type: none"> • Use data to inform school target setting. • Experience of leading a curriculum area in school. |
| Working with others | <ul style="list-style-type: none"> • Be able to build positive relationships with children and adults. • Work collaboratively with all staff across the school. • Be a role model to staff, children and the community. • Liaise with and report to parents, governors and outside agencies. | |
| Personal Attributes | <ul style="list-style-type: none"> • 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! | |



Diocese of Salisbury Academy Trust

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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.