

Hampton College

Primary Phase

Clayburn Road, Hampton Vale, Peterborough, PE7 8GL



Class Teacher

Recruitment Pack

March 2024

Hampton College

Clayburn Road, Hampton Vale, Peterborough, PE7 8GL

Hampton College is an established, successful, all-through school, which formed its own multi-academy trust (Hampton Academies Trust - HAT) in 2014. The Trust is also the education provider for the neighbouring secondary school, Hampton Gardens School and Hampton Lakes Primary School, which opened in September 2019. In 2020, Dogsthorpe Infant School joined our trust. HAT schools have very close links and some shared staff.

Hampton College currently serves the community of Hampton, on the southern outskirts of the city of Peterborough and has good links to Cambridge and Stamford. Hampton Gardens School serves the neighbouring Cambridgeshire village of Yaxley, as well new housing being added to the Hampton East development, where Hampton Lakes Primary School is located.

Required for September

Class Teacher (Primary Phase)

We are looking to appoint a highly motivated, enthusiastic and creative teacher to join Hampton College's Primary Phase.

The successful applicant should be a resilient and motivated individual who loves working with children and relish the satisfaction that comes from helping them to develop and to learn. You will be committed to our idea that fun is an important factor in learning. The successful candidate will be an integral part of the school and can expect the support needed to develop their career.

We are looking for individuals who are:

- Passionate about offering children an environment which encourages them to love learning;
- Positive, energetic, creative and flexible;
- Able to offer pupils a broad and balanced learning experience;
- Able to demonstrate that learning is fun and act as a positive role model;
- Willing and able to promote the ethos and core values of our school.

What we can offer you in return:

- A fantastic working environment where students are enthusiastic and want to learn. All our Hampton schools have modern buildings and all HAT sites have light and airy classrooms, outstanding facilities and are situated at the heart of the community.
- We value our staff and recognise the importance of providing ongoing training opportunities. As a growing Trust we are also able to offer opportunities for promotion and fresh challenges as new roles arise regularly within the Trust.
- Our active Staff Wellbeing Group creates an effective channel for staff to be heard, and underpins our commitment to cultivating a supportive working environment which allows staff to flourish and achieve their full potential.
- Our extensive induction programme supports staff every step of the way.
- Full access to the Health Assured Employee Assistance Programme, which is designed to help staff deal with any personal or professional problems. Staff have access to free legal advice, medical information, counselling sessions, online self-help tools, factsheets and the wellbeing portal.

For further details, please visit the HAT website: <http://www.hamptonacademiestrust.org.uk/jobs/>

Closing date: 9:00am on Wednesday 17 April 2024

Interviews will take place on: Wednesday 24 April 2024

Hampton Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undergo an Enhanced Disclosure and Barring Service Check from the Disclosure and Barring Service (DBS).

Vision and Values

Vision

Our vision is to be an outstanding college.

Mission

Our mission is to meet the needs of our students and to equip them to fulfil their potential, and to provide high quality learning and leisure opportunities for members of our community.

Values

1. WE VALUE PEOPLE:

- The College will be a welcoming place, at the heart of its community, valuing all
- people and their talents, beliefs and cultures equally;
- Students will feel safe and respected as individuals at school; they will feel happy to come to Hampton College to learn;
- All staff will feel valued, informed and involved in decision making;
- Parents and carers will feel well informed, and involved in their child's education.
- We recognise families as sources of love and care for their members, and as the basis of a society in which people care for others.

2. WE VALUE LEARNING:

- The College will provide for high quality teaching and learning, involving challenging and enjoyable activities; this will enable our students to think, and to produce high quality work;
- Our curriculum will cater for a wide range of ability and talent, and will provide students with a broad, general education of the highest quality. We will provide an outstanding choice of extra-curricular activities.

3. WE VALUE POSITIVE BEHAVIOUR:

- The College will have a positive ethos, which emphasises respect, responsibility and participation;
- Students will be encouraged to grow spiritually, morally, socially and culturally;
- We will place a high emphasis on maintaining positive relationships with students based on honesty and fairness;
- We will expect all members of the College to act with courtesy, respect and good manners;
- We will emphasise the pleasure in learning, and we will do our best to make sure that fun is part of the experience for all at Hampton College.

4. WE VALUE HEALTH:

- The College will promote the importance of healthy living, and we will emphasise its impact on learning;
- In all areas of operation, the College will stress the importance of healthy eating; students will be encouraged to drink water in most classes;
- The whole College site is a no-smoking area at all times;
- We believe that the health and safety of students, staff and visitors are of paramount importance, and they will always be our first considerations;
- We will work with students, parents and relevant external agencies to promote safe travel to and from school;
- In the interest of safety, students will receive clear messages about items that should not be brought onto college premises, or on school visits.

5. WE VALUE LEADERSHIP:

- The College will be well governed, managed and led, having excellent relationships with other schools and agencies. Resources will be used effectively to support learning;
- Students will be offered opportunities to show responsibility, and to develop leadership skills.

6. WE VALUE OUR COMMUNITY:

- The College will emphasise the opportunities and responsibilities that life in a large community can bring;
- We will make our facilities available to members of our community for learning and for leisure;
- Hampton College will enhance community life;
- Students will be made aware of the positive roles they can play in our global community;
- Students will learn to respect religious and cultural diversity.

7. WE VALUE OUR ENVIRONMENT:

- We will provide an outstanding learning environment: stimulating, colourful and well cared for;
- Students will learn to respect their environment at a local, national and international level.

8. WE VALUE THE FUTURE:

- We will develop the next generation of citizens and leaders, willing and able to play active roles in their communities;
- We will lead out into the world young people who feel positive about themselves and demonstrate a passion for life, who respect the rights of other people and who are ready to make their mark.



At the primary phase, we have embedded the Hampton College Values into school through our PROUD aspirations. This makes the shared Values accessible for younger children and forms the foundations of our approach to school life at Hampton College Primary.

We are PROUD of our school

Play and learn together calmly

Respect others

Own our school

Understand boundaries

Do our best...always



March 2024

Dear Applicant

Thank you for your interest in our permanent position of Class Teacher at Hampton College Primary Phase.

Information about Hampton College

Hampton College has now been established for seventeen years and has enjoyed a high degree of success both in terms of public examination results and recognition from Ofsted (five full inspections all *Outstanding* or *Good*).

The College opened in September 2005 with a roll of just 180 students in Years 7 and 8. In September 2009 we welcomed our first cohort of Sixth Form students and from September 2010 our secondary school was complete with students in all Years from 7-13.

Development of the 'all-through-school':

In order to meet the unprecedented demand for primary places on the Hampton development, the Local Authority asked Hampton College to open the Primary Phase a year early, in September 2012, on the site of Hampton Hargate Primary School. A brand new state-of-the-art primary school building opened in September 2013, next to the current secondary school's campus. The Primary Phase now serves the full primary age range. The model for the primary phase's growth, one year at a time, until its completion in 2018, is exactly how the secondary phase was established. We work closely with our Primary colleagues to devise innovative, cross phase cross phase learning that ensures curriculum continuity and cohesive approaches. A number of secondary colleagues teach across both phases.

Our current roll is 1,753, including 403 in Primary Phase and 301 in the Sixth Form.

Academy and MAT status

Hampton Academies Trust was formed in September 2014 when Hampton College became a converter academy and formed a multi-academy trust. One of the drivers for conversion was to allow us to bid for other local opportunities. In September 2015 following a competitive bid process, we were named by Peterborough City Council and Cambridgeshire County Council as the preferred education provider for the new secondary school in the locality, Hampton Gardens School.

Since September 2018, we have operated a Sixth Form across both Hampton College and Hampton Gardens. The close proximity of the two schools has enabled a number of staff to teach and support across both sites. We also have the ability to deploy staff flexibly across the trust.

Our vision is to be a locality based, cross-phase MAT. We intend to grow our MAT in the medium term, and have been successful in our bid to run the primary provision on the new Hampton East development. Hampton Lakes Primary School opened in September 2019 to an initial intake of 26 reception children. The school is growing into a two form of entry primary school, with 420 children and has an on-site nursery provision, with 26 places, which open during 2021. In October 2020, the children moved into their new purposed built school, located near Teardrop Lake.

The name of the Trust reflects our local focus and we have no current plans to expand our operations beyond our local area. We are not a corporate MAT (and do not want to be) and neither are we part of a regional/national chain. Our vision is to retain our 'homegrown' status and manage our growth in a sustainable way. We believe that MAT working can be most successful when you concentrate on what you know best, in the community you are invested in. All HAT schools are located within the city of Peterborough and in 2020, we were delighted to welcome Dogsthorpe Infant School into our family of schools. We anticipate our future growth will continue to focus on Peterborough and the surrounding area.

Other Hampton Academies Trust Schools:

Hampton College Secondary Phase (part of our all-through school)
Hampton Gardens School
Hampton Lakes Primary School
Dogsthorpe Infant School

Dogsthorpe Infant School

Dogsthorpe Infant School joined HAT in December 2020 and is a happy and successful infant school. The school has three forms of entry and a total capacity for 270 children in EYFS, Year 1 and Year 2. Whilst DIS is located in a different part of Peterborough, we are already developing close working with HAT's other schools with EYFS and KS1. DIS has been recognised for its innovative use of digital approaches to learning and its child-centred ethos is well aligned with the aims and values of the trust.

Hampton College - Primary Phase

On the Hampton College Primary Phase site, classrooms are bright and welcoming and are all equipped with interactive facilities. The site itself has a playground, school field and multi-sports court; all providing excellent opportunities for outdoor learning and playground games at breaktime and lunchtime.

Our team of teachers and support staff are enthusiastic and motivated, and are committed to making our school the very best that it can be. The core subjects of English and mathematics are taught discretely every day, supplemented by a rich curriculum of foundation subjects delivered primarily through our Cornerstones Maestro Curriculum.

Being a two-form entry primary school means that our teachers are able to work collaboratively to plan engaging learning opportunities in each year group, with 'Wow' days being a firm favourite of each new topic taught.

Vision and Values: We believe that the Hampton College Vision and Values should be at the heart of our mission to deliver the best education that we can for our children. At primary phase we have embraced these Values and adopted our child-friendly PROUD aspirations, which express our key themes in a meaningful, accessible and coherent way to our very youngest children.

During the school's most recent Ofsted inspection in June 2023, in which Hampton College was judged to be 'Good' a number of very positive features were praised, including:

- We are a happy school, where children are well cared for
- A strong emphasis is placed on the well-being of children and staff
- There is a calm atmosphere and children behave well
- School is an inclusive and respectful environment
- Across KS1 and KS2 children progress and achieve very successfully
- Children with SEND are identified and skilfully supported

- Governance is strong, which supports school improvement
- Staff and leaders are ‘tenacious’ and ‘vigilant’ in safeguarding children

Teaching and Learning: All of the teaching staff have agreed on our definition of ‘Excellent Teaching’, and the statement begins... “At Hampton College we encourage teaching which is innovative, adventurous and experimental.” We are proud that the teaching that goes on here is different and teachers are prepared to ‘think outside the box’ sometimes.

Curriculum Plan: Our EYFS classes experience a rich, play-based curriculum which includes a balance of child-initiated, adult-guided and adult-supported learning opportunities. We embrace the outdoor learning environment, as well as our indoor zoned learning spaces and offer children a diet of continuous provision, discrete teaching, guided activities and focused learning opportunities with a varying degree of adult support.

In Key Stage One, the transition from EYFS to Year 1 sees a balance of play-based learning opportunities with a greater emphasis on adult-guided learning. Phonics, English and mathematics form the foundations of our curriculum, with topic based activities supporting our children’s development in other subjects. We use the Cornerstones Maestro Curriculum; which is broad and balanced, encourages independent and creative thinking and allows children to explore their own learning in a meaningful and fun way.

In KS2, whole class and guided group teaching forms a large part of our teaching and learning, whilst independent research and investigation skills are promoted through the Cornerstones Maestro topics.

The School Day:

Doors open:	8.40am
Registration:	8.55am
Lessons start:	9.00am
Lunch break:	12.00pm to 1.30pm (Staggered 1 hour lunches for all year groups)
School ends:	3.25pm

Community: Hampton College is making an important contribution to putting ‘heart and soul’ into the new development, and bringing the community together. We are a venue for learning and leisure and we are developing a range of activities and events to meet local need. We also work in partnership with Vivacity, who operate a public library and sports centre on our campus.

The Role

The vacancy is for a class teacher to join our current team as we continue our journey from ‘good’ to ‘great’.

The successful candidate will be a committed and motivational teacher. They will work closely with our primary phase Senior Leadership Team (SLT), class teachers and teaching assistants and will help to shape the future of our inquisitive and creative children.

This post is suitable for recently qualified teachers, as well as experienced teachers looking for a new challenge in an exciting school.

Our commitment to home: school partnership means that we would expect the successful candidate to work closely with our parents and carers, acting as a point of contact for their class. We would also expect the successful candidate to fully engage with outside agencies and other staff within school, including our secondary phase colleagues.

Please see the enclosed job description for further details.

Safer Recruitment

Hampton Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will require an enhanced disclosure from the Disclosure & Barring Service.

In accordance with Keeping Children Safe in Education, the school will consider carrying out an online search as part of the due diligence on shortlisted candidates.

For more information, please refer to:

[Hampton College: Safeguarding & Child Protection Policy](#)

[HAT: Recruitment & Selection Policy & Procedure](#)

Equality & Diversity

The Governing Body of Hampton Academies Trust is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

We do not discriminate against staff on the basis of age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief. (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and Governors treat visitors, volunteers, contractors and former staff members.

For further information, please refer to the school's [Equality & Diversity Policy \(Staff\)](#).

Promotion Opportunities

As an expanding trust, there are permanent posts and opportunities for promotion, which arise regularly.

Applications

Please download an application form from the school website:

www.hamptonacademiestrust.org.uk/jobs/

Please return your completed application form, together with a letter of application which is addressed to the Head of School (no more than 1 side of A4) outlining how you meet the Person Specification by **9.00am on Wednesday 17 April 2024**. CVs are not accepted and should not be included with your application.

Interviews will take place on: Wednesday 24 April 2024

Postal applications should be addressed to **HR Department** and sent to:

Hampton Academies Trust
Eagle Way
Hampton Vale
Peterborough
PE7 8BF

Applications can also be sent by email to jobs@hamptonacademiestrust.org.uk (*All applicants applying for employment via email will be required to sign and date their Application Form if invited to attend an interview*).

In the meantime, if you have any queries or would like to arrange a visit to Hampton College Primary Phase before the application deadline, please contact the HR department on 01733 246824.

Yours sincerely



Paul Jones
Head of School (Primary Phase)

Job Description

POST TITLE:	CLASS TEACHER
MAIN PURPOSE:	<p>Teach in a manner that ensures pupil learning and social needs are met;</p> <p>Promote the highest standards of behaviour in order to create a calm working environment in the school, and to ensure an atmosphere conducive to learning.</p>
RESPONSIBLE TO:	<p>Key Stage Team Leader</p> <p>Core SLT (Assistant Head of School, Deputy Head of School, Head of School)</p>
RELATIONSHIPS WITH:	<p>Executive Headteacher</p> <p>Head of School (Primary Phase)</p> <p>Deputy Head of School (Primary Phase)</p> <p>Assistant Head of School (Primary Phase)</p> <p>Primary Phase SLT</p> <p>Teaching Assistants</p> <p>Support staff</p> <p>Other Teachers</p> <p>Parents / Other agencies</p>

MAIN RESPONSIBILITIES:

1. Teach a class of pupils ensuring that planning, preparation, recording, assessment and reporting meet their varying age, learning and social needs;
2. Maintain the positive ethos and core values of the school, both inside and outside the classroom ensuring equality of opportunity for all;
3. Contribute to constructive team-building amongst teaching and support staff, parents and governors.

TEACHER RESPONSIBILITIES:

1. Ensure pupil entitlement to the appropriate Key Stage and the National Curriculum is provided;
2. Plan appropriately to meet the needs of all pupils, through differentiation of tasks;
3. Be able to set and monitor clear targets, based on prior attainment, for pupils' learning;
4. Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils;
5. Keep appropriate and efficient records, integrating formative and summative assessment into weekly and termly planning;
6. Report to parents on the development, progress and attainment of pupils;
7. Maintain good order and discipline amongst all pupils in the school, in accordance with the school's behaviour policy;
8. Deliver the schemes of work using the agreed teaching methods;
9. Ensure resources are adequate, appropriate, audited and stored for curricular use;
10. Participate in meetings which relate to the school's management, curriculum, administration or organisation;
11. Communicate and co-operate with specialists from outside agencies;
12. Lead, organise and direct support staff within the classroom;

13. Participate in the appraisal/performance management system for the appraisal of their own performance;
14. Implement agreed school policies and guidelines;
15. Support initiatives decided by the Senior Leadership Team;
16. Ensure consistent awareness of risk assessments and complete them as appropriate;
17. Ensure that safeguarding and child protection procedures are consistently followed;
18. Be committed to personal development through CPD;
19. Support events organised by the school.

GENERAL NOTES:

1. The aforementioned responsibilities are subject to the general duties and responsibilities contained in the School Teachers' Pay and Conditions Document, Burgundy Book and other conditions of service for teachers and are additional to the general duties and responsibilities of a Teacher;
2. These accountabilities do not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed;
3. These accountabilities are not necessarily a comprehensive definition of the post. It will be reviewed at least once per year and it may be subject to modification or amendment at any time after consultation with the holder of the post.

Hampton College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undergo an Enhanced Disclosure and Barring Service Check from the Disclosure and Barring Service (DBS).

Person Specification

POST TITLE: CLASS TEACHER

You will love working with children, and you will relish the satisfaction that comes from helping them to develop and to learn. You will be committed to our idea that fun is an important factor in learning. The successful candidate will be an integral part of the school and can expect the support needed to develop their career.

	<u>Essential</u>	<u>Desirable</u>
<u>Qualifications</u>	<ul style="list-style-type: none"> • Qualified Teacher status • Educated to degree level 	<ul style="list-style-type: none"> • Good honours degree, namely 2:1 or better
<u>Experience</u>	<ul style="list-style-type: none"> • Teaching within primary age range 	<ul style="list-style-type: none"> • Currently working or training in UK state primary school
<u>Knowledge and understanding</u>	<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) • Statutory National Curriculum requirements at the appropriate Foundation/Key Stage • The monitoring, assessment, recording and reporting of pupil progress • The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEND and Child Protection • The positive links necessary within school and with all stakeholders • Effective teaching and learning styles 	
<u>Skills</u>	<ul style="list-style-type: none"> • Ability to promote the school's aims positively • Ability to develop good personal relationships within a team • Ability to establish and develop close relationships with parents, governors and the community • Effective communication skills (both orally and in writing) to a variety of audiences • Ability to create a happy, challenging and effective learning environment 	
<u>Personal characteristics</u>	<ul style="list-style-type: none"> • Approachable • Committed • Enthusiastic • Able to motivate self and others • Calm under pressure • Well-organised 	

<u>Safeguarding Competencies</u>	<ul style="list-style-type: none"> • Demonstrates empathy for the concerns of others • Shows respect for other's feelings, views and circumstances • Seeks and uses professional support appropriately • Can demonstrate flexibility of approach • Shows a personal commitment towards safeguarding children 	
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