

# Teacher Information Pack



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## About Thomas Deacon Education Trust

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TDET is a highly successful multi-academy trust and charitable organisation that aims to be one of the leading MATs in the country, dedicated to providing a truly world class education for our communities in Peterborough and the surrounding area.

We are a trust that unites and empowers like-minded academies to achieve the very best for our learners, and at the heart of our vision is a profound belief that the Trust as a whole is more than the sum of its parts. All our academies are equally valued and contribute to the development and direction of the Trust as we grow together.

All members of our Trust - our academies, members of staff, pupils and communities - are united in purpose through a set of shared common values and expectations:



**Trust** – We rely on honesty as the basis for developing meaningful relationships



**Diversity** – We embrace individual differences



**Excellence** – We want the very best and never give up on doing what is right



**Transformation** – We work together to make a positive impact

We work across all key phases of education to provide every child in our communities with the best life chances and high aspirations whatever their background or starting point.

All TDET schools strive to give our pupils the very best education possible, and we insist upon the highest standards in all that we do.

Our academies work closely together, taking part in real and meaningful collaborations between teachers, pupils and other key partners including parents, business and other education providers. We value our local communities and actively encourage our schools and staff to share best practice to benefit all pupils within each local area. Through these collaborations we strive to ensure that TDET:

- Offers the highest quality educational Provision so that every child is empowered to be a confident learner, successfully prepared for their future.
- Develops meaningful and high-leverage Partnerships that actively and directly support our goals as a strong multi-academy trust.
- Becomes an employer of choice by investing in our employees so that we have the best People working for us, who are fully engaged and empowered to achieve our collective goals.

Through experience, we know that there is no such thing as a one-size-fits-all approach to education. Our academies are individual members of the Trust community and are empowered to innovate and adapt to the needs of their pupils and the local community.





## Working for Thomas Deacon Education Trust

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### What we can offer you:

- Excellent working facilities in a modern and inspirational environment.
- Opportunity to work with a dedicated and committed team of professionals.
- Excellent salary package.
- Outstanding professional development and a high quality induction programme.
- Fantastic training/development/CPD opportunities in a friendly supportive environment.
- Opportunity for progression across Thomas Deacon Education Trust.
- Use of Academy facilities (including a gym and onsite car parking).
- Enthusiastic and supportive SLT.
- Teachers' Pension Scheme.

### ECT Specifics:

- Reduced timetable.
- Dedicated mentor.
- Opportunity to observe excellent teachers within TDET.
- Bespoke in-house CPD.
- Weekly mentor meetings.
- Support from senior staff.



## Upwood Primary Academy

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Upwood Primary Academy is a new school. The academy opened on the 1st September 2018, replacing Upwood Primary School.

Upwood Primary Academy is a vibrant school where children are enthusiastic and motivated to achieve. The children are at the heart of every decision we make to ensure that they are happy, confident and that the opportunities that are provided for them are relevant to their needs both now and for the future.

We believe in ensuring that children receive a well-rounded curriculum, where individual talents can be spotted and nurtured to ensure that all children experience success and reach their full potential.

The school has a dedicated team that works hard to reach high standards in everything we do and this is further embedded through our successful relationships with parents and carers, the local community and other local schools.

Upwood Primary Academy was built upon its present site in 1960, moving from its original location in the centre of the village of Upwood.

The building provides generous accommodation which includes large teaching areas all with their own practical work areas; a large hall and separate dining area, library, reading areas and school offices.

At the front of the school, there is a large play area which is used as a netball court and general all weather hard court games area. To the rear of the building there is an enclosed split-level courtyard, complete with flower beds, picnic benches, shrubbery and lavender garden; an ideal quiet retreat from the bustle of the playground.

Beyond the courtyard is the heated learner pool and playing field, with running track, football pitch and Millennium Willow Dome.

At the far end of the building is an environmental area planted as meadow land, adding both colour and educational interest to our surroundings.

UPA is located in the Cambridgeshire village of Upwood, sitting on the edge of the Cambridgeshire Fens. The village is within a short distance of the towns of Huntingdon, St Ives and Ramsey and the cosmopolitan cities of Peterborough and Cambridge.

UPA is a 10-minute drive from Warboys Primary Academy – another of TDET's Academies, which provides good opportunities for collaborative working and shared CPD. In addition, TDET networks provide opportunities for Upwood staff to work alongside others within the Trust, sharing expertise and benefitting from the experiences of others.



### Class Teacher

<b>Contract:</b>	Full time - permanent
<b>Salary:</b>	Main Pay Scale/Upper Pay Scale
<b>Site:</b>	Upwood Primary Academy
<b>Closing date:</b>	22 May 2023
<b>Interview date:</b>	23 May 2023
<b>Start:</b>	September 2023

Please note that the Trust may decide to withdraw the advert before the closing date or interview suitable candidates prior to the advert closing.

### Upwood Primary Academy

*Are you ambitious and driven to succeed?*

*Are you passionate about teaching?*

*If so, this is the school for you!*

Upwood Primary Academy is a vibrant school where children are enthusiastic and motivated to achieve. The children are at the heart of every decision we make to ensure that they are happy, confident and that the opportunities that are provided for them are relevant to their needs both now and for the future.

The academy was built in 1961 and is a one-form entry Primary Academy. The Academy comprises of 7 classes, together with an assembly hall, stage area, study zone, ICT suite, cooking area, dining room, two offices and staffroom. It is furnished and equipped to a high standard.

### The Role

Thomas Deacon Education Trust and Upwood Primary Academy seek an outstanding teacher.

The successful candidate will need to be able to put the learning of our pupils at the forefront of everyday life with clear focus on every child being able to progress, develop and succeed. You will have the desire and ability to develop a creative learning environment, maintaining a strong attention to literacy, numeracy and communication skills but also looking to develop the talents of all children.

Additional responsibility to lead on maths available depending on experience.

### The Person

You will:

- Have recent experience of successful teaching.
- Be able to evidence a key contribution to sustained school improvement.
- Demonstrate experience of inspirational team membership and development.
- Know how to actively engage parents as partners in the education of their children, including those harder to reach.
- Be adept at challenging educational under-achievement and inspiring children to reach their full potential.

### The Trust offers:

- Fantastic training in a friendly supportive environment.
- Use of TDET facilities (including a gym based at Thomas Deacon Academy and onsite car parking).
- Contribution to Teachers' Pension Scheme.
- An engaging, creative and welcoming environment to learners who take pride in their school.
- An inclusive and collaborative approach.
- A talented, highly motivated, committed and professional team of colleagues, both within the school and across the trust.

- An actively supportive Academy Committee and Trust leadership.

**Thomas Deacon Education 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 Academy will require the successful candidate to provide satisfactory references and undertake an Enhanced Check with the Disclosure and Barring Service.**

For further information about Upwood Primary Academy please visit their website [www.upa.education](http://www.upa.education)

If you have any questions regarding this post please contact the HR Team by e-mail at [hrteam@tdet.education](mailto:hrteam@tdet.education).

## Job Description

Job Title	KS1/KS2 Class Teacher
Reports to	Principal
Salary/Grade	Main Pay Scale/Upper Pay Scale

### **Key Objectives**

- Teach and develop their teaching in order to maximise learning for every individual pupil
- Participate, as appropriate, in pastoral care arrangements so that each pupil is known and challenged
- Participate, as appropriate, in extra-curricular enrichment for the benefit of pupil
- Embrace our aspirational culture in relation to both the processes and outcomes of education
- Follow policies and procedures, and from time to time participate in their review

### **Professional Duties**

- Teaching, having regard to the curriculum to promote the development of the abilities and aptitudes of the pupils in any class or groups assigned. Planning, preparation, marking and assessing work is key, as is the adapting to suit educational needs.
- Other teaching activities to include the provision and guidance to pupils on educational and social matters. Communicate and consult with parents and outside bodies where appropriate and attend associated meetings.
- Providing or contributing to oral and written assessment reports relating to individual pupils or groups.
- Participating in the review of your teaching programmes and methods of work, development of course materials and programmes and participate in arrangements for further training and professional development.
- Providing teaching support and cover, within the agreed guidelines, where another teacher is not available to teach
- Participating in arrangements for preparing students for external tests, undertaking assessments as required and participating in arrangements for and supervision during tests within the agreed guidelines.
- Participating in appropriate administrative and organisational tasks relating to teaching duties, attend, lead assemblies and register attendance
- Leading and participate in timetabled extra-curricular activities
- Participating in the Academy's Performance Management Process

### **General Responsibilities**

- Take on any additional responsibilities which might from time to time be reasonably determined
- Create and maintain positive and supportive relationships with staff, parents, business, community and other partners including the Board
- Engage with appropriate training opportunities to promote professional effectiveness in this role
- Promote a flexible approach to meet the changing needs of the Academy.
- Ensure that teaching and other staff receive adequate support to meet educational and operational objectives

### **Academy Responsibilities**

In addition to the specific responsibilities of this post, every member of staff at the Academy will commit to:

- Providing a courteous and efficient service to students at all times
- Using their influence with other staff and students to promote high standards of behaviour and order within the Academy
- Working to maintain the Academy at the forefront of educational practice
- Fostering and sustaining a culture of leadership and creativity within all aspects of the Academy's operation
- Promote the safeguarding of all students

The duties and responsibilities listed above describe the post as it is at present. It cannot be read as an exhaustive list of duties and may be altered at any time with Academy approval.



## Person Specification

Attribute	Essential or Desirable Criteria	Assessment
<b>Qualifications</b>		
DFE Recognised teaching qualification and Qualified Teacher Status (QTS) – Where overseas trained, appropriate NARIC certificates must be provided, and any qualifications must be at least equivalent to UK	E	A
Degree in relevant subject(s)	E	A
Further degree (e.g. Masters)	D	A
<b>Knowledge and Understanding</b>		
The subject(s) to be taught, at a level and breadth sufficient to challenge the most able students and achieve high outcomes throughout all key stages.	E	A/I/L/R
The National Curriculum and National Literacy and Numeracy Strategies for the appropriate Key Stage(s).	E	I/L/R
Effective teaching and learning styles, including the theory and practice to implement effectively for the individual needs of all children.	E	A/I/L
Knowledge and understanding of McKie Mastery pedagogical approach to teaching	D	A/I
The monitoring, assessment, recording and reporting of student progress.	E	A/I/R
The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection.	E	A/I
Effective strategies for working with students with Special Educational Needs, including Gifted & Talented students.	D	A/I
Recent, relevant curriculum developments in the subject area and their impact on teaching and learning.	D	A/I
The 'Help Children Achieve More' agenda and its application in the school environment.	D	A
<b>Skills and Abilities</b>		
Promote a positive and inclusive Academy and House identity for all students.	E	A/I
Establish a purposeful learning environment where all pupils feel secure and confident.	E	A/I/L
Set high expectations for all students and demonstrate a commitment to raising educational achievement.	E	A/I/L
Plan and implement an effective teaching programme, including the assessment of all students, creating appropriate records.	E	A/I
Inspire and enthuse young people by creating high-quality learning opportunities and use effective strategies to monitor and promote student motivation and morale.	E	A/I/L
Effectively deliver a range of inclusive teaching and learning strategies to maximise progress and achievement and offer equality of access to the curriculum for all students.	E	A/I/L/R
Use ICT effectively as an integral part of teaching and learning.	E	A/I/L/R

Organise own work effectively to meet deadlines, including student assessment and provision of reports to parents, staff and other internal and external stakeholders.	E	A/I/L/R
Build effective relationships with colleagues and to be an active team member within the House.	E	A/I/R
Establish and develop good relationships with students, parents and external organisations.	E	A/I/R
Manage difficult situations and deal with sensitive issues tactfully and diplomatically.	E	A/I
Adapt to change and the introduction of new working practices.	E	A/I/R
Develop strategies for creating links with the community and external organisations.	D	A/I
<b>Experience</b>		
Delivering student-centred learning in chosen subject(s) at Key Stage 1 and/or 2.	E	A/I
Planning, designing and delivering schemes of work to national exam board/course specifications.	E	A/I/L
<b>Personal Commitment</b>		
Demonstrate and adhere to TDET and Academy's Core Values.	E	A/I
Commitment to equality and diversity in the workplace.	E	A
Adhere to GDPR guidelines and the Academy's internal procedures.	E	A
Adhere to the Academy's Safeguarding and Prevent policy and procedures.	E	A/I
Adhere to TDET's Health and Safety policy and procedures.	E	A

#### Assessment methods

A – Application    I – Interview    T – Task/Activity    L – Lesson Observation    R – References