

# Every child, every chance, every day.

Every child deserves the best possible start in life



## Recruitment Pack

**Class Teacher**

**Rosedale Primary School**



**Exceed Learning Partnership**

• EVERY CHILD • EVERY CHANCE • EVERY DAY •



# Contents

Welcome to Exceed Learning Partnership

Our Ethos

Our Vision

Our Values

Our Aims and Strategic Objectives

Our People Vision

Message for the Candidate

Job Description

Job Specification

Person Specification

How to Apply





## A message from the CEO

Dear Applicant,

Thank you for taking an interest in developing your career with Exceed Learning Partnership. We are a Multi-Academy Trust currently serving 8 primary academies in Doncaster with ambitions to grow over the forthcoming year.

As a trust we are passionate about improving the life chances of the children and families we are serve. When any of us choose to work in education, I think we do so for three major reasons; we want to make a difference and inspire others; we want to pass on our enthusiasm for learning to the next generation; and we believe that a good education is the greatest means of helping establish a fairer society where everyone has the opportunity to make the most of their lives.

When we created Exceed Learning Partnership in April 2017, we did so in order to improve the life chances of pupils in and around Doncaster, particularly the most disadvantaged pupils. Having grown out of Edlington, the academies within the Trust have demonstrated that with the right provision, support and highest aspirations, all pupils can and will succeed. This is our

ultimately goal within our Trust – making sure all our academies are exceptional places of learning where everyone thrives.

In our Trust we believe that colleagues need the freedom to develop and perform to the highest standards, dovetailed with leadership and support that comes from an organisation that is passionate about removing any barriers to outstanding teaching and learning.

In our Trust we are delighted to welcome colleagues who share in our vision to help our academies to thrive. We support our staff in their learning, with the latest research and innovation, as well as contribute to their growth by sharing our experiences. All of us within Exceed Learning Partnership continue to grow our expertise so that we can make a difference to the lives of our pupils.

We look forward to meeting with you and warmly welcome you to visit our Trust and all our academies to find out more about the role and the difference you can make!



**Beryce Nixon**

Chief Executive Officer  
and National Leader  
of Education



# Our Ethos



Children within our Trust will always be our main priority, with personalised learning as our starting point, making the challenges of 'Helping Children Achieve More' a reality.



Every child will have the opportunities to expand their horizons, and build the confidence, talents, interests, skills and qualifications to succeed as they make their way towards a fulfilling and prosperous adulthood.



The amount of time children spend in education is finite. We have a responsibility to ensure every moment a child is in an Exceed Learning Partnership School, must be spent productively. Once wasted, it is gone forever and cannot be given back.

Every Child | Every Chance | Every Day





# Our Vision

**To equip young people with the knowledge, skills and mind-set to thrive and then take on the world!**

**We will achieve our vision by:**

Every child developing:

- a greater understanding of themselves as a learner
- recognise what their strengths are
- how they can share their strengths with others
- understand what steps they need to undertake for their continual learning journey

Pupils will be encouraged and inspired to believe in themselves, build dreams and aspirations and strive to achieve these.

At Exceed Learning Partnership we believe in social justice through exceptional schools, creating and sustaining the best schools in which to learn and work by pursuing social justice for all.

Every child will be given the same opportunity to succeed, whatever his or her prior attainment. A key feature of the Exceed Learning Partnership will be a learning curriculum which builds the characteristics of Learning across all schools within the trust. This will focus on our learning philosophy skills:

---

**Resilience, Motivation, Collaboration, Creativity, Investigation, Teamwork and Evaluation.**

---



# Our Values

## Inspire

Embodied in the Trust motto, "Every Child, Every Chance, Every Day", all members of our organisation aim for excellence in their individual professional roles, in our innovative, evidenced-based practice and in our pupils so that we can all fulfil our potential in whatever we aspire to do or be!

## Include

At Exceed Learning partnership we are concerned with achieving equitable, diverse and quality education for all pupils. Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure.

## Integrity

We respect the individuality of our academies and their communities and always act with integrity. By allowing high levels of autonomy wherever possible, we are able to nurture personalised learning approaches and focus on developing holistic people.

## Exceed

Excellence and enjoyment should be an entitlement for all children and adults working in our Trust. We are developing cutting-edge, research-informed and highly engaging pedagogies that ensure high levels of progress and rapid development of staff; leading to the highest levels of achievement for all!



# Our Aims and Strategic Objectives



## SO1. Outstanding Professionals

- To develop winning teams of Governors, leaders, staff and other stakeholders who are forward thinking, highly skilled, open, hardworking and determined to enable success for others



## SO2. Innovative Systems Enabling Creative Schools

- To create innovative and sustainable schools that are creative, vibrant, safe, compliant, financially healthy, well resourced and exceptionally well governed and led



## SO3. Strong Partnerships and Communities

- To work closely with our local communities and parents to secure the best outcomes and opportunities for our learners.
- To develop a network of partnerships across all our academies, our local area and across the country which are powerful in supporting the development of all.



## SO4. Exceptional Learners

- To develop learners who are highly successful with attributes, skills and qualifications for a fulfilling life.
- To ensure all our learners have a high quality school experience and enjoy an abundance of opportunities.

# People Vision



We create exceptional, inclusive and enjoyable places to work

We are passionate about our purpose and inspire each other to deliver high performance

We act with integrity and our Values drive our behaviours and decision-making

We strive to exceed in all we do and learn from every opportunity

**...to deliver on our motto**



Every Child.  
Every Chance.  
Every Day.







# A Message for the Candidate

## Letter from the Headteacher

Dear Applicant,

Thank you for your interest in the position of Class Teacher at Rosedale Primary School.

You will be joining our school at an exciting time as we join forces with Exceed Learning Partnership and continue our journey in excellence in learning where our pupils are enabled to be creative thinkers and turn their ideas into actions through a diverse and inspirational curriculum.

At Rosedale Primary School, we strive to appoint highly motivated individuals who can take the school forward and deliver our vision, values and ethos. We value every pupil's wellbeing and aim to give every pupil an opportunity to reach their potential, with the help of a very dedicated team of staff, governors, parents and pupils.

We are a Primary Academy and have 200 pupils on roll. Our age range is 3-11 years inclusive.

This is an exciting opportunity for the successful applicant to use their skills and individuality and support us in our continuing journey of improvement.

We foster a positive climate and strive for all staff to develop and pursue a successful career. In order to achieve this, we put the maximum amount of effort into creating the very best professional development opportunities. As part of Exceed Learning Partnership, Rosedale Primary School is collaborating with outstanding schools and leaders, which is ensuring that we move forward in our own development.

I hope this will inspire you to apply for this unique opportunity and I look forward to receiving your application. Once again thank you for your interest in this position.

Mrs Sarah Gallacher  
Headteacher



# Job Description

The Directors of Exceed Learning Partnership wish to appoint an experienced Class Teacher who will make an outstanding contribution to the education within our school.

Rosedale Primary School is a friendly and inclusive school that sits at the heart of our community. We value every individual in this one form entry, split site school. We aim to provide a stimulating and inviting learning experience that allows everyone to reach their full potential. We would welcome applications from candidates who are committed to ensuring all children, regardless of background achieve the best they can.

**Job Title** Class Teacher

**Grade** MPS/UPS (£25,714 - £41,604)

**Hours:** Full Time

**Responsible to:** Headteacher, Deputy Headteacher

**Job Purpose:** To carry out the professional duties as a teacher as circumstances may require and in accordance with the school's policies under the direction of the Headteacher.  
To have responsibility for curriculum across the school or aspect of the school's work and develop plans which identify clear targets and success criteria for its development and/or maintenance; contribute to whole school's planning activities



# Job Description

## Main Purpose of the Post

- Work as a member of the team to ensure a high standard of education provision for pupils
- To be an excellent classroom practitioner and lead by example at all times
- Actively participate in whole school self-evaluation and school improvement planning
- To be responsible for promoting and safeguarding the welfare of children and young people within the school.
- Undertake duties of a teacher as specified within the school
- Work with colleagues to monitor children's progress and attainment and continue to raise standards.
- Be responsible for leading and co-ordinating curriculum development, planning, teaching and learning within key stage assessments, to have a thorough grasp of the national curriculum and seek to raise attainment
- Make a positive contribution to the wider life and ethos of the school
- Develop effective professional relationships with all key stakeholders including colleagues/parents/partners/external bodies and the wider community.

## Teaching and Learning – Specific Responsibilities

- To consistently provide high standard teaching, curriculum planning to extend and build pupils knowledge.
- Be responsible for the teaching of pupils, developing a stimulating and challenging learning environment which secures effective learning and provides high standards of achievement.
- In teacher's own subject area be responsible for; teaching & learning, assessment, recording & reporting, monitoring, evaluation & review and management of resources
- To use imaginative teaching strategies that match individual needs and engage pupils in challenging tasks
- To assist with the development and enhancement of the classroom practices in all curriculum areas
- To work with colleagues within the key stage to provide high quality learning setting high expectations and establishing a stimulating environment for pupils.
- Manage behaviour effectively to ensure a good and safe learning environment, establish a framework for discipline with a range of strategies.
- Demonstrate an ambitious vision for the school and strive for high expectations for every pupil by setting high standards and leading by example in all areas of work.

# Job Specification

## Planning, Teaching and Class Management

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
- maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of learning and home-learning
- using a variety of teaching methods to:
  - ② 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, I.C.T. and other sources
- ensuring pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught
- evaluating own teaching critically to improve effectiveness
- ensuring the effective and efficient deployment of classroom support
- taking 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
- encouraging pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively
- using a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning



# Job Specification

## Safeguarding Procedures

It is the responsibility all members of staff to follow the correct safeguarding procedures in school.

1. All staff have a duty to attend child protection training every three years
2. All staff have a duty to read and follow the safeguarding policies in school

All staff have a duty to report any concerns about a child or potential breach of safeguarding procedures by an adult to the designated person for Child Protection which Mrs S Gallacher

## Health and Safety

1. Be trained in procedures for Health & Safety & First Aid,
2. To administer first-aid as agreed in the procedures within the Policy

To be trained in Procedures for Safeguarding & Child Protection and ensure that the procedures are applied in all aspects of the role.

## Equal Opportunities

1. To ensure that all pupils are respected and treated equally at all times
2. Being aware of cultural differences between pupils, dealing with any incidents of racism or sexism in accordance with agreed procedures.

These duties and responsibilities should be regarded as neither exclusive nor exhaustive as the post holder may be required to undertake other reasonably determined duties and responsibilities that are commensurate with the level of the post.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the National Teachers Standards and the required standards for Qualified Teacher Status and other current legislation.

This job description may be amended at any time following discussion between the Principal and member of staff, and will be reviewed annually.

**This post will be subject to an enhanced disclosure from the Disclosure and Barring Service.**

# Person specification

	CRITERIA	ESSENTIAL OR DESIRABLE	APP FORM	DOCS	INT
<b>1. Application</b>	1.1 Letter of application containing supporting statement	E	✓		
<b>2. Qualifications</b>	2.1 Qualified Teacher Status and experience	E	✓	✓	
	2.2 Further in-depth study	D	✓	✓	
<b>3. Learning and Teaching</b>	3.1 Proven ability as an outstanding classroom teacher	E	✓		✓
	3.2 Effective delivery of positive behaviour management strategies	E	✓		✓
	3.3 Ability to relate well to children and share their interests and enthusiasms	E	✓		✓
	3.4 Ability to lead on learning through a range of engaging and interactive teaching strategies	E	✓		✓
	3.5 Experience of teaching in Key Stage 2	E	✓		✓
<b>4. Standards and Progress</b>	4.1 Experience of using data for monitoring, planning, target setting and improving learning across the school	E	✓		✓
	4.2 Understanding of the National Curriculum	E	✓		✓
	4.3 High proficiency in assessment for learning and effectiveness in analysis to improve pupil outcomes	E	✓		✓
	4.4 The ability to differentiate and be creative and innovative with the curriculum	E	✓		✓
	4.5 Evidence of a proven track record of accelerated pupil progress and raised standards	E	✓		✓



# Person specification

	CRITERIA	ESSENTIAL OR DESIRABLE	APP FORM	DOCS	INT
<b>5. Knowledge, Skills and Attributes</b>	5.1 The ability to build positive and successful relationships with all stakeholders	E	✓		✓
	5.2 A good understanding of safeguarding	E	✓		✓
	5.3 Value all children and be committed to the development of the whole child	E	✓		✓
	5.4 Ability to organise work and to prioritise	E	✓		✓
	5.5 Excellent verbal and written communication skills and numeracy skills	E	✓		✓
	5.6 A willingness to become involved in the life of the school within the community	E	✓		✓
	5.7 Ability to investigate, make decisions and solve problems	E	✓		✓
	5.8 Ability to remain positive and enthusiastic under pressure	E	✓		✓
	5.9 Understanding and proven commitment to equality of opportunity, diversity and inclusion	E	✓		✓
	6.0 The ability to be reflective and accurately self-evaluate, adapting as required	E	✓		✓
	6.1 Show high standards of self and others	E	✓		✓
	6.2 Ability to work positively and co-operatively with colleagues across the school	E	✓		✓
	6.3 Excellent knowledge of the National Curriculum and strong subject knowledge in Maths & English	E	✓		✓
	6.4 Excellent interpersonal skills	E	✓		✓

# How to apply

## How to Apply – Guidance Notes

### **Prior to applying:**

If you are unclear about any aspect of the application process or you would like any additional information about Exceed Learning Partnership or the role, then please contact:

**Mrs Sarah Gallacher Headteacher**

**Informal Communication and visits to the school are strongly advised**

If you think you have the qualities and want to be part of a high-performing team, dedicated to providing the best possible educational opportunities for the young people of Doncaster, then please email your completed application form to:

Mrs Rebecca Hardy: [admin@rosedale.doncaster.sch.uk](mailto:admin@rosedale.doncaster.sch.uk)

### **Appointment Process**

Informal meetings can be organised with the Headteacher prior to applying by contacting the school office on **01302 782744**

### **Closing Date for Applications:**

Monday 10<sup>th</sup> October 2022 at 4pm

### **Shortlisting for Candidates:**

Tuesday 11<sup>th</sup> October 2022

### **Interview Date for Candidates:**

Wednesday 19<sup>th</sup> October 2022

**Should you decide to apply, please confirm your availability for these dates when submitting your application.**

References will only be taken up for shortlisted candidates who will be notified beforehand. Please contact each of your named referees to inform them that, if you are shortlisted, we will request a reference prior to the interview.

Please note that providing false information as part of your application may lead to a withdrawal of any conditional offer of employment, or disciplinary procedures potentially leading to dismissal without notice if you have already



## The Exceed Learning Partnership



**Exceed Learning Partnership**  
• EVERY CHILD • EVERY CHANCE • EVERY DAY •

Edlington Lane, Doncaster, South Yorkshire DN12 1PL  
T 01709 805175 | E [admin@exceedlearningpartnership.com](mailto:admin@exceedlearningpartnership.com)

[www.exceedlearningpartnership.co.uk](http://www.exceedlearningpartnership.co.uk)