



**Class Teacher
CANDIDATE PACK
RUSHTON PRIMARY
SCHOOL**

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ABOUT US

Thank you for your interest in Rushton Primary School. As a Pathfinder School, we believe that life is about more than success; it's about greatness. The secret to finding this greatness lies in our everyday actions that make life more fulfilling and more rewarding for us and those around us. We strive to be an inspirational school, instilling independence, humanity and collaboration in every learner, enabling them to find the greatness within themselves.

We employ just under 20 staff including Teachers, Leaders and Support Staff who enable our 100 pupils and families to thrive.

We base our teaching on providing children with a growth mind-set. We encourage independence and ensure our children feel good about themselves and acquire a positive self-image. The children helped to create our school motto which all the children and staff strive to follow: 'Reach for the Stars'.

We encourage our children to be the best version of themselves through their everyday actions. At Rushton, we have singled out five actions that we believe are central to helping children achieve greatness.



Be inspired

We challenge our children to learn from people who are truly inspirational; people who have overcome great adversity and broken down barriers; people who have saved lives; people who have lead the way

Be creative

We encourage our children to think creatively by finding ways to solve problems and to take risks in their learning.

Be curious

Throughout the school, we provide experiences and resources that foster curiosity in the pupils so that they can be active, independent learner

Be responsible

We ask our children to take an active role in respecting the environment so that they can enjoy it in the future.

Be healthy

We guide our children to make healthy lifestyle choices so that they can be healthy in body and mind, now and in the future.



CAREER DEVELOPMENT

We are committed to developing our staff and invest heavily in our well developed CPD programme, as well as giving our staff the freedom to focus on highly effective learning. We also provide our staff with access to accredited qualifications and training.

Apprenticeships-Both our support staff and teaching staff have access to apprenticeships unique to their area of work.

Early Career Framework-We are proud to be a member of Pathfinder Schools who in partnership with the Best Practice Network (BPN) delivering the new Early Career Framework. Our Early Career Teachers benefit from our specialist skills in the new framework.

National Professional Qualifications (NPQ'S)-Pathfinder Schools is an official NPQ delivery partner who in collaboration with the Outstanding Leaders Partnership (OLP) are delivering the new National Professional Qualifications (NPQ) training programmes to schools from November 2021. The new qualifications draw from the very latest evidence and research into pedagogy, behaviour, curriculum and more.

WHAT OUR STAFF APPRECIATE MOST

In our 2022 staff survey 94% of staff said they were comfortable to ask colleagues for help

Everybody is valued and listened to

Collaboration within the trust

In our 2022 staff survey 94% of staff felt fully part of the Rushton team-20% higher than the national primary benchmark!

Trust and teamwork

The family like culture of staff and students

Supportive network and the behaviour of the children


Wellbeing is obviously a priority for the Trust

In our 2022 staff survey-88% of staff stated it was easy or very easy to get support with their wellbeing-41% higher than the national primary benchmark

Lovely friendly environment



THINGS OUR PUPILS WANT YOU TO KNOW...

A group of children are sitting on the grass under a blue patterned tent. The children are of various ages and are looking towards the camera. The tent is made of blue fabric with a white pattern and is supported by wooden poles. The background shows green trees and a yellow tent.

We have clean tidy spaces to learn in

Lots of attention is given to helping us learn in fun ways

Our school is like a big family

Teachers always help you

The school provides you with lots of opportunities

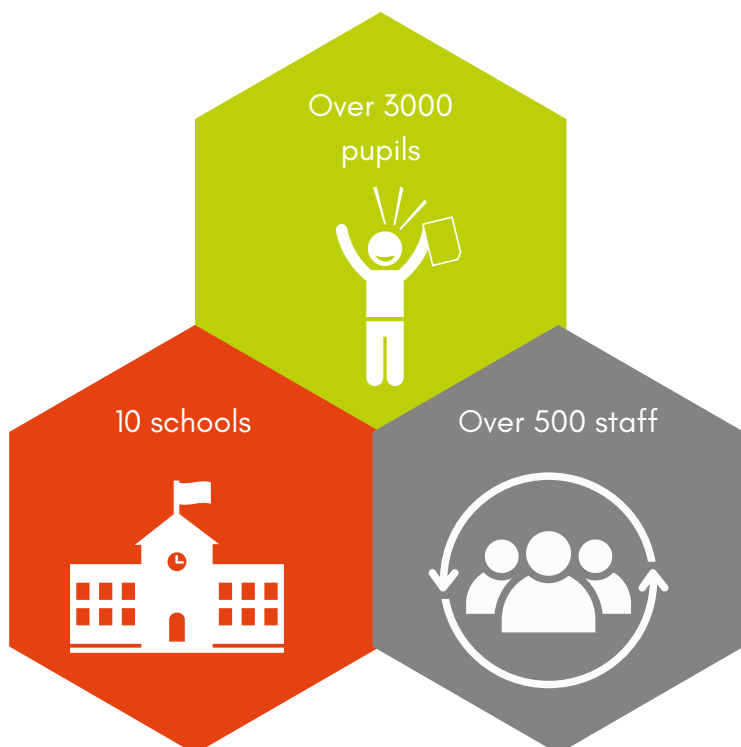
Respect teachers and they respect you



Pathfinder Schools is a growing family of Academies, made possible by our talented staff and volunteers. We are fortunate to support pupils from nursery age up to post-16, and are proud of the contribution we make to local families throughout their children's education.

Our values of COLLABORATION, HUMANITY and INDEPENDENCE drive every decision we make.

Being part of Pathfinder Schools offers a fantastic opportunity to develop yourself, as a Trust we actively encourage collaboration and the sharing of good practice; we believe that by developing a love of learning and having the highest expectations, all members of the Pathfinder Schools community can achieve and inspire greatness.



"As a group of schools, we continue to grow stronger through collaboration and have seen some dramatic improvements as a result of our close working relationships"

OUR PURPOSE

We exist to deliver the very best educational outcomes for every learner. Based upon a foundation of independence, we empower young people to broaden their horizons and open their minds to new opportunities.

OUR VISION

At the heart of every Pathfinder School is the belief that life is about more than success; it's about greatness. The secret to finding this greatness lies in our everyday actions that make life more fulfilling and more rewarding for us and those around us.

OUR VALUES

Our values stand at the very core of everything. They are the centre from which all we do and say radiates, guiding the way that we work together.

Class Teacher



Advert

Contract type

- Permanent

Salary

- MPS

Closing date

- 20th April 2023

Start date

- 1st September 2023

Interviews

- 28th April 2023

How to apply

To apply, please complete a Pathfinder Schools application form, which can be downloaded from the vacancies page of the Trust website:

<https://pathfinderschools.org.uk/join-us/vacancies>

Completed application forms should be accompanied by a letter of application and should be sent to:

recruitment@pfschools.org.uk

We are a small village school looking for an enthusiastic and committed teacher, could that be you? The classes at Rushton Primary School are made up of two mixed year groups and supported by a well-balanced curriculum that addresses all the children's needs and interests.

Rushton was last inspected by Ofsted in February 2019 as a good school. The small family feeling of the schools means that collaboration is key. Rushton is part of the Pathfinder Schools. Staff and pupils alike are proud to be a part of our school, and we are a team that is committed to children's well-being, achieving high standards and providing the very best opportunities for all in our care.

We are proud of Rushton Primary School and welcome visits from prospective applicants. Visits can be arranged by contacting the School Business Manager Lindsay Harris at LHarris@pfschools.org.uk

Rushton's Safeguarding Policies and Procedures are available on their website, which can be accessed on the following web address:

https://www.rushtonprimaryschool.co.uk/_files/ugd/3772f3_77c74f3ea928488f999744a3550a2aab.pdf

We occasionally close vacancies early in the event that we receive a high volume of applications. Interviews may begin soon after receipt of applications for shortlisted candidates, therefore we recommend that you apply early.

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Pathfinder Schools are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. DBS, Reference, Identity, Criminal Record and Medical Checks are mandatory for all posts within Pathfinder Schools.

Pathfinder Schools is passionate about its values of collaboration, humanity and independence, we believe that when people feel respected and included they can be more creative, innovative, and successful. We are committed to an inclusive workforce that represents many different cultures, backgrounds and viewpoints. Our employee lifecycle processes are designed to prevent discrimination against our colleagues, regardless of gender identity or expression, sexual orientation, religion or belief, pregnancy and maternity, marital status, ethnicity, age, disability status, or any other aspect which makes them unique. While we have more work to do to advance diversity and inclusion, we're committed to moving our Trust and the education sector forward.

Job Description



Class Teacher

Responsible to:

- Headteacher

Purpose of the role:

- To ensure high quality education for all pupils for which you are responsible and accountable and improve the quality of learning and standards of achievement.

Role Summary:

- The classroom teacher is responsible for delivering learning in accordance with the Curriculum, designed by the Headteacher, based on school strategy and national guidelines.

Principal Responsibilities:

- To fulfil the duties of a teacher and the relevant professional standards as outlined in the School Teachers' Pay and Conditions Document.
- To provide a secure, happy and caring environment for all children in the class.
- To plan, prepare and deliver appropriate educational experiences, which address individual needs through quality teaching and high expectations.
- To ensure that educational needs of all pupils in your class are fully met and liaise with the SENCO where necessary to support children with special needs.
- To ensure that all pupils make at least expected progress within an academic year.
- To implement interventions and support measures to support children who are not on track to meet their end of Key Stage targets.
- To inform the SENCO of any concerns relating to the development of a child.
- To assess, monitor, record and report, on the progress and attainment of pupils.
- To administer national and school assessments thoroughly and to use the information to improve standards.
- To follow the school's marking policy, ensuring that children are given comprehensive feedback about the learning and how they can improve in future pieces of work.
- To communicate and consult with parents/carers, through written and oral reports. To keep a record of discussions held.
- To liaise effectively with professional agencies, e.g., Health visitor, speech therapist, educational psychologists.
- To participate fully in all staff meetings, and to be involved in appropriate staff development.
- To take an active role in the development of all School Policies and Schemes of Work.
- To maintain high standards of discipline and to ensure that all children are safe by following the Health and Safety Policy.
- To assist with the training of students and contribute towards their assessments.
- To work closely with classroom assistants offering support and guidance in the lesson objectives to ensure quality provision is given through understood goals.
- To maintain an attractive, stimulating and well-organised learning environment, including displaying children's work effectively and directing support staff to assist with this.
- To contribute to the design and provision of an engaging curriculum as and when requested by subject leaders/senior managers.
- To reflect systematically on the effectiveness of lessons and approaches to teaching.
- To keep informed of changes in education nationally, as they impact upon the phase of education in which the teacher works, including changes to assessment and curriculum arrangements.

- To take supervise and lead acts of worship in accordance with the Church of England (if applicable).
- To attend staff meetings and Training Days in accordance with directed time allocations, and to take responsibility for improving your own teaching practice.
- To be responsible for the safeguarding and wellbeing of children by following school policy relating to safeguarding, health and safety and behaviour management.
- To take a leading role in improving, monitoring and evaluating a curriculum area across the school, presenting, supporting and reporting to SLT/Governors as appropriate.
- To make a positive contribution to the wider school life and ethos of the school.
- To develop effective, professional relationships with colleagues, knowing how and when to draw on advice and professional support.
- To have proper and professional regard for the ethos, policies and practices of the school and maintain high standards in your own attendance and punctuality.
- To act within the statutory frameworks which set out your professional duties and responsibilities.

Class Teacher Person Specification



AF = Application Form I = Interview

Attributes	Essential	Test	Desirable	Test
Qualifications/Training				
Education	<ul style="list-style-type: none"> Qualified teacher status. Degree. 	AF AF	<ul style="list-style-type: none"> Post Graduate Qualifications. 	AF
Professional Development	<ul style="list-style-type: none"> Evidence of participation in CPD to develop professional skills, knowledge and understanding. 	AF	<ul style="list-style-type: none"> Participation in work with other schools/agencies. Experience of leading CPD activities for staff. Experience of leading initiatives across a key stage, year group or whole school. MLDP or other CPD qualification. 	AF AF/I AF/I AF
Experience				
Teaching	<ul style="list-style-type: none"> A passion and enthusiasm for learning and teaching. Experience of using class data to impact upon pupil progress. Ability to plan and differentiate, work appropriately for all children. A clear understanding of the use of assessment to target planning and interventions for all children. An understanding and experience of teaching phonics. 	I AF/I AF I AF/I	<ul style="list-style-type: none"> Experience of curriculum leadership. Experience of teaching across the primary age phase. Experience with working with children with a range of SEN. Enthusiasm and ability to use ICT creatively across the curriculum. Understanding and experience of Key Stage 1 and 2 assessment requirements. Experience of delivering phonics and planning effectively, including planning and supporting TA's to deliver programmes. 	AF/I AF AF/I AF AF AF/I
Subject Leader Responsibility	<ul style="list-style-type: none"> Desire to lead a curriculum subject. An understanding of the role of a middle leader in school. 	I I	<ul style="list-style-type: none"> Previous experience of leading a curriculum or school development area. Understanding of the use of assessment, tracking and target setting in raising standards. Experience of planning curriculum areas or initiatives across the age range of the school 	AF AF/I AF/I
Resources	<ul style="list-style-type: none"> Experience of managing classroom resources and areas Experience of working with Teaching Assistants and other adults 	AF/I AF/I	<ul style="list-style-type: none"> Evidence of responsibility for developing whole school resources. 	AF

Class Teacher Person Specification



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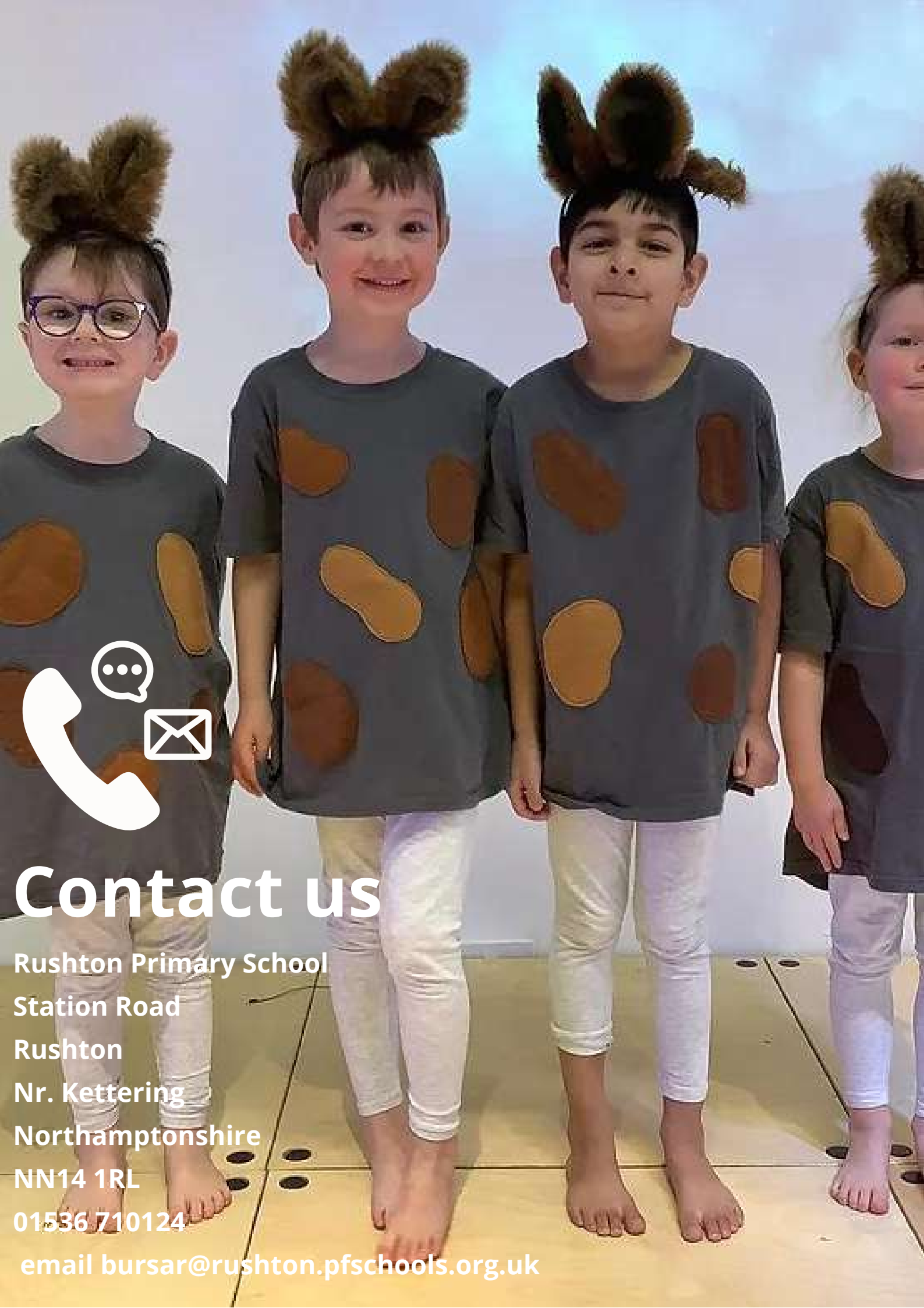
Attributes	Essential	Test	Desirable	Test
Knowledge and Understanding				
National Framework	<ul style="list-style-type: none"> Knowledge of the Education Acts and other relevant legislation including equal opportunities, health & safety, SEN and child protection. 	AF/I	<ul style="list-style-type: none"> Experience of Ofsted inspection and follow up. Knowledge of the EYFS Curriculum 	AF
	<ul style="list-style-type: none"> Knowledge of the National curriculum including assessment, recording and reporting 	AF/I		AF
Teaching and Learning	<ul style="list-style-type: none"> Practical understanding of effective teaching, learning and classroom management strategies. 	AF/I	<ul style="list-style-type: none"> Understanding of Spiritual, Moral, Social and Cultural development. 	I
	<ul style="list-style-type: none"> Knowledge and understanding of AfL to effectively support progress. 	AF/I		
Special Education Needs	<ul style="list-style-type: none"> Understanding of strategies to raise attainment of children with a range of SEN and higher achievers. 	I	<ul style="list-style-type: none"> Experience of working with children with a range of learning needs. Experience of ensuring challenge for higher achievers. 	AF
				AF
Parents and Community	<ul style="list-style-type: none"> Understanding of the role which can be played by parents and the community in supporting the school. 	I	<ul style="list-style-type: none"> Experience of working directly with parents to raise standards and involvement. 	AF/I
Governance			<ul style="list-style-type: none"> Knowledge of the role of governors in supporting school improvement. 	
Skills				
Leadership	<ul style="list-style-type: none"> Personal impact and presence. Promote the school's aims positively and use effective strategies to monitor motivation and morale 	I		
Relationships	<ul style="list-style-type: none"> Able to establish and develop good relationships with all involved in the school. Ability to enthuse and motivate others. Able to deal sensitively with people. 	I		
		AF/I		
		AF/I		

Class Teacher Person Specification



AF = Application Form I = Interview

Attributes	Essential	Test	Desirable	Test
Skills				
Interpersonal and communication skills	<ul style="list-style-type: none"> • Calm and positive approach. • Ability to communicate effectively orally and in writing to a variety of audiences • Able to use Microsoft Office confidently. 	I AF/I AF/I		
Attitudes				
Education and Philosophy	<ul style="list-style-type: none"> • A positive and energetic attitude. • A desire to strive for excellence. • A belief in their approach to education. 	I I I		
Equal Opportunities	<ul style="list-style-type: none"> • Commitment to equality of opportunity. • Commitment to showing respect, acceptance and tolerance for others 	I I	<ul style="list-style-type: none"> • Understanding the need to promote positive role models. 	I



Contact us

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