

# Class Teacher/Senior Teacher Brown's C of E Primary School



## **SALARY**

Main Scale, (plus TLR for Senior Teacher Role)

## **START DATE**

1<sup>st</sup> January 2023

## **WORKING HOURS**

1.0 FTE

## **LOCATION**

Brown's C of E Primary School

## **APPLICATION DEADLINE**

Thursday 13<sup>th</sup> October 2022

## **INTERVIEWS**

Week Commencing 17<sup>th</sup> October 2022



# The opportunity to transform lives

What if every child was unique with intrinsic value? What if every member of staff was unique with intrinsic value? What if every school was unique with intrinsic value? At LAAT we believe that they are.

We're a Church of England trust - everything we do is because every child has an intrinsic value – which we call being made in the image of God. But you don't have to. You just need to be able to look at our children and young people: however deprived or privileged; however difficult or compliant; whatever their background, ability, culture, or gender, and know that what you do, how you teach them, what you give to them, and how you relate to them can transform their lives. Then, you must have the energy, passion, and drive to give them your best.

We don't ask you to do this alone. We'll provide you with the support of an organisation which believes that you too are unique and valuable – valuable for who you really are.

So, is now the time to consider what you want by looking at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, gain professional support, and the opportunity to transform lives.

Greater Lincolnshire is a fabulous county with beautiful beaches, woods, Wolds, fields, and fens. It offers reasonably priced housing and is home to the Red Arrows. Lincoln is a two-university city with access to new and growing technologies.

Is now the time to find out more about us and to join our community of excellence, exploration, and encouragement? To change lives with us, for the better.

**Jackie Waters-Dewhurst**  
**Chief Executive Officer**

**LAAT is a Multi-Academy Trust formed by the Diocese of Lincoln in 2013. We have grown to serve twenty academies across three local authorities of Lincolnshire, North Lincolnshire, and North-East Lincolnshire.**

**The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.**



For more information about  
LAAT:  
[www.thelaat.co.uk](http://www.thelaat.co.uk)

## Class Teacher/Senior Teacher

Brown's Church of England Primary School is a school where children are happy and feel a sense of belonging. They are supported, encouraged, nurtured and loved. They enjoy learning in a stimulating and attractive environment in which each child is encouraged to have fun whilst achieving their potential in the widest sense.

It is within this positive nurturing ethos that children understand the skills they need, in order to learn. We want our children to develop lively and enquiring minds, to discuss and debate, to be creative and imaginative and to apply themselves well as they strive to reach their full potential in all aspects of school life.

Our values of Hope, Peace, Courage, Friendship, Forgiveness and Compassion are embedded into our School and into our curriculum.

Every decision we make within the school environment is made by firstly considering what is in the best interest of our children. In this way, children lie at the heart of everything we do. We want our pupils' time in our school to be memorable, built on what they know and can do and help them become lifelong learners.

We value highly the partnership between home and school and encourage all parents to take an active part in the education of their children. The school cannot work in isolation. The partnership between school staff, parents and other stakeholders is an essential one.

We are looking for an exceptional teacher who is seeking their next career move. The Senior Teachers within our Trust, support the Headteacher with whole school evaluation and mentoring and developing staff, with the best outcomes for children being at the heart of every decision made. If you have the desire to enable and support our children to achieve their best outcomes, we would love to hear from you.

Our ethos of Caring, Learning, Enjoying, Achieving applies to all within our school community, and we have a commitment to developing all staff and pupils through a culture of continued learning. Our newly focused Growth and Development procedure and de-coupling of pay and appraisal demonstrate this commitment to continued CPD and growth of all our staff.

### BENEFITS

- Local Government Pension Scheme for support staff, Teachers Pension Scheme for Teachers
- Growth and Development processes in place for all employees to support continuous professional development
- Access to over 70 online E-Learning courses
- 24-hour confidential helpline covering legal, financial, wellbeing, health and nutrition etc.
- Confidential counselling – up to 6 sessions free of charge
- Physiotherapy – up to 4 free sessions free of charge
- Coaching - Personalised stress coaching plans over 6 weeks, one to one with an OH Practitioner
- Virtual GP – Accessible by smart phone or computer, same day appointments available at time to suit

The ideal candidate will be a teacher who:

- Has high aspirations for and high expectations of children.
- Is an excellent and enthusiastic classroom practitioner.
- Has a strong work ethic and a willingness to strive for the best in achieving an outstanding setting.
- Has a positive attitude and can actively contribute to the development of a dedicated and professional staff team.
- Shares the schools aims and Christian values.
- Has a caring and positive attitude.
- Has experience of teaching across the Primary phase.
- Has ambition and the drive to develop their skills and support the leadership team.

In addition to this, for those wishing for their application to be considered for the role of Senior Teacher, we hope to employ a candidate who

- Has enthusiasm and willingness to enhance or develop their skills to lead and develop staff across the school.
- Is positive and creative, with a flexible approach to teaching.
- Is forward thinking, inspirational and receptive to change.
- Is an excellent teacher with a successful track record of impacting positively upon student progress and well-being.
- Is able to respond to behaviour in a positive manner with sensitivity and resilience.
- Has excellent knowledge of the primary curriculum.
- Shares the Trust and School vision and values
- Has a proven track record of ensuring improvements and impact when leading core subject areas.

**Applications from Teachers who have the relevant experience are welcome.  
– Please state in your application if you wish to be considered for the additional role of Senior Teacher.**

We can offer you:

- An exciting opportunity to help shape the future of the school and progress your career within a supportive framework.
- A supportive community and a committed team of staff that are equally determined to give children the best possible opportunities.
- The challenge of working in a forward-looking school.
- A planned programme of quality professional development.
- An opportunity to grow into their role, acquiring new knowledge and experience as part of their journey of development.
- An opportunity to contribute to whole school development priorities.

Visits to our school are warmly welcomed and encouraged.



Please contact Sally Howley, Headteacher for an informal discussion on 01529 240367 or by email [enquires@horblingbrowns.laat.co.uk](mailto:enquires@horblingbrowns.laat.co.uk)

Completed application forms should be sent to Rachel Bishop, Business and Operations Partner by email [rachel.bishop@laat.co.uk](mailto:rachel.bishop@laat.co.uk)

*In line with Keeping Children Safe in Education 2022, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.*



Excellence



Exploration



Encouragement

# Job Description – Class Teacher

## **Core Purpose**

To carry out the duties of the Teacher in accordance with the Teachers Pay and Conditions Document.

## **Key Purpose**

To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils, incorporating the National Curriculum requirements and in line with the curriculum policies of the school.

To facilitate, support and monitor the overall progress and development of all the pupils.

To foster a stimulating and creative learning environment and educational experience, which provides students with the opportunity to fulfil their individual potential, and is conducive to the good management of teaching and learning.

To share in the development of the school curriculum, courses and study, teaching materials, teaching programmes, methods of teaching and assessment and their review.

To support and contribute to the school's responsibility for safeguarding children and have high regard for health and safety.

## **Responsibilities**

Directing and supervising the work of Teaching Assistants.

Co-operation and liaison with other professionals, including fellow staff and colleagues from external agencies (for example, Specialist teachers, LAAT support services, health professionals and social workers).

## **Generic Responsibilities**

Teach pupils in their assigned group according to their educational needs, including the setting and marking of work to be carried out by the students in school.

To assess, record and report on the attendance, progress, development and attainment of all pupils and keep such records as are required by the school's systems.

To ensure a high-quality learning experience for pupils, which meets internal and external quality standards.

To use a variety of a delivery methods, appropriate to students' learning styles and the varying demands of the curriculum.

To provide a positive, conducive and safe learning environment, encouraging high standards in punctuality, presentation of work and relationships.

To support the school special needs policy on inclusion and to assist in the identification and teaching of children with special needs within the class.

To set high expectations for pupils' behaviour and maintain a good standard of discipline through well focused teaching, fostering positive relationships and implementing the school's behaviour policy.

To play a full part in the life of the school and LAAT community and promote its Christian ethos.

To follow and actively promote the school's policies.

To carry out the duties in accordance with LAAT Equal Opportunities policies.

To carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during the course of their work.

In accordance with the Teachers' Pay and Conditions Document there is a requirement for all teachers to contribute to the development of the school curriculum, teaching methods and their review.

### **Other**

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during the course of their work.

# **Job Description – Senior Teacher**

## **(For those who wish to apply for the additional role of Senior Teacher)**

### **Core Purpose**

Working closely with the Headteacher and other senior colleagues, you'll use your leadership skills to manage provision in your school and to provide support to other teachers.

You will be responsible for supporting and raising the standards of achievement of children, supporting other staff in raising confidence and competence in this area and ensure that all children have a full entitlement to the National Curriculum.

As a qualified teacher post, this should be read in conjunction with the most recent School Teachers' Pay and Conditions Document.

### **Key Tasks and Responsibilities**

To play a full part in the life of the school and LAAT community, and promote its Christian ethos.

To follow and actively promote the school's policies.

To comply with health and safety policy and undertake risk assessments as appropriate.

To carry out the duties of the Teacher in accordance with the Teachers Pay and Conditions Document.

Take specific responsibility and accountability for the day to day management and organisation of your designated role as Senior Teacher.

Be an excellent classroom practitioner and inspire others to do the same.

Have an impact on educational progress beyond your assigned pupils.

Line manage and appraise identified staff as required.

Assist in the smooth running of the school at all times, including being responsible for the school in the absence of the Headteacher.

To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils, incorporating the National Curriculum requirements and in line with the curriculum policies of the school.

### **Leadership and Management**

Directing and supervising the work of Teaching Assistants.

Support and implement the vision and ethos of the school.



Contribute to, implement and evaluate the success of School Development Plan.

Ensure that the work of the team/whole school (as relevant) is inclusive and issues are addressed in curriculum and/or pastoral management.

Ensure policies are translated into practice by the team and that you bring to the attention of the Headteacher any which may need revisions or amendments.

Assist the Headteacher with the school self-evaluation process including lesson observations, monitoring of school standards and bringing about rapid improvement.

As appropriate contribute to the writing of self-evaluation documents.

Manage effectively the transition of pupils to and from your phase and within it.

Promote cross curricular approaches to teaching and learning.

Be a proactive and effective member of the leadership team.

Be an effective role model for your team in terms of teaching, behaviour and classroom management.

### **Teaching and Learning Responsibility**

Lead a core subject/phase/school priority across the whole school.

Have overall responsibility and accountability for your phase and core curriculum area ensuring curriculum continuity, consistency, balance, match and progression.

Lead regular meetings relevant to your phase/core curriculum area with appropriate colleagues.

Develop, demonstrate and/or promote teaching and learning activities appropriate to full age and ability range.

### **Monitoring and Assessment**

Together with the Headteacher of the school, contribute to, monitor and review the impact of teaching and pupil progress through the analysis of data, ensuring the use of information for planning and target setting across the school.

Support the Headteacher in the monitoring of standards including recorded work as relevant to your core subject area/phase across the school including reviewing long and medium-term planning.

### **Manage Resources**

Be responsible for the organisation, planning and evaluation of the school programmes as relevant to your areas of responsibility.

Manage, monitor and accurately account for any designated budget for your area with the support of the Business and Operations Partner.

Evaluate, organise and monitor the use of resources as require.

### **Staff Development**

Act as a reviewer with the arrangements for the appraisal of any identified staff.

Take a lead role in identifying group and/or individual training needs and provide support for colleagues within your area of responsibility promoting a whole school approach.

Act as a role model, mentor or consultant to colleagues as appropriate and encourage collaboration, co-operation and teamwork.

Ensure your keep up to date with current developments in your areas of responsibility and disseminate information as appropriate.

### **Other**

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

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## Person Specification – Senior Teacher

*“The smallest of all seeds, when it has grown, is the greatest of shrubs and becomes a tree, so that the birds of the air come and make nests in its branches.”  
Matthew 13:32*

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

Training/Qualifications/Experience	Essential	Desirable
Qualified Teacher Status	*	
Have excellent subject knowledge of English and Mathematics curriculum appropriate to the age range.	*	
Quality of teaching is consistently good/outstanding	*	
Evidence of continuing professional development	*	
Significant experience as a Senior Teacher, KS or Subject Lead with a sustained record of school improvement		*
Evidence of successfully leading and sustaining educational initiative		*

### Professional knowledge and understanding

A range of strategies which contribute to excellent teaching and learning	*	
The theory and practise of providing effectively for the needs of all children	*	
Statutory National Curriculum requirements	*	
How to effectively monitor, assess and record pupil progress	*	
The Statutory requirements of legislation concerning Equal Opportunities, health and safety, SEN and Child Protection	*	
The self-evaluation process and its role in driving continuous improvement	*	
Building and sustaining a learning community	*	
The use of a range of tools and evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including performance		*

### Safeguarding Children

Current Safeguarding Training		*
Enhanced DBS Clearance (Trust will obtain)	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

**Personal and Professional Skills and Attributes**

Promote the Christian ethos of the school	*	
Inspire, challenge, motivate and empower others to carry the vision forward to improve outcomes for children	*	
Demonstrate effective teamwork skills	*	
Plan effectively to meet children's interests	*	

**Approach to work** – Candidates should:

Have a commitment to work effectively with other professionals to plan and deliver activities to meet the needs of the children	*	
Show a commitment to working in partnership with parents, governors, colleagues both inside and outside of the LAAT	*	

**Behaviour Competencies** - Candidates should:

Be respectful and able to act with tact and diplomacy	*	
Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils	*	
Be an outstanding role model	*	

**Other** - Candidates should:

Be a positive role model	*	
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## Our Commitment to you

We believe that all our schools are fantastic places to work. Our commitment to you is important - throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through:

- **Transparency** – we will treat you with respect, honesty, and fairness.
- **Protecting your privacy** – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.
- **Showcasing talent** – we'll provide a good opportunity for you to share your skills, experience, and potential.
- **Feedback** – we will provide constructive feedback professionally.
- **Listening** – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

Please see the link to our privacy notice for prospective candidates:  
[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk/Opportunities)

**The Trust promotes diversity. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.**

- Providing you with clear, accurate and timely information.
- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process.





## Our Schools

- 1 Browns C of E Primary School
- 2 Canon Peter Hall Ce Primary School
- 3 Coningsby St Michael's Church of England Pri...
- 4 East Ravendale C Of E Primary School
- 5 Edenham ce primary school
- 6 Friskney All Saints C O E Primary School
- 7 Harrowby Church of England Infant School
- 8 The Magdalen Church of England / Methodist ...
- 9 Morton Church of England (Controlled) Primar...
- 10 Ruskington Chestnut Street C E Primary School
- 11 Spalding Parish Church of England Day School
- 12 St Peter's C of E Primary School
- 13 Holy Trinity CofE Primary School
- 14 The National Church of England Junior School
- 15 Ulceby St Nicholas C Of E Primary School
- 16 Weston St Mary's C Of E (VC) Primary School
- 17 Whaplode C Of E Primary School
- 18 William Lovell Church of England Academy
- 19 Wrawby C Of E Primary School
- 20 Branston Church of England Infant School

