



# Diocese of Salisbury Academy Trust

*'Beyond expectations for all of God's children'*



## Southbroom St James Academy

*'We belong, we believe, we flourish.'*

### **Class Teacher**



### **Recruitment Pack**



# Welcome to the Diocese of Salisbury Academy Trust (DSAT)

and thank you for your interest in working with us. The Trust is based at the Diocesan Education Centre in the historic village of Wilton, located three miles to the West of the medieval city of Salisbury.

In this pack we have enclosed some interesting and useful information about the Trust, which works with twenty-two academies across the Diocese. You can find out more about these and the strengths of our organisation on our website at [www.dsat.org.uk](http://www.dsat.org.uk). We take safeguarding seriously and candidates will be subject to rigorous procedures to ensure that our children are suitably protected at all times. This will include an enhanced DBS check for all successful candidates before employment is confirmed.

## This recruitment pack includes:

### Our School

Brief outline of who we are and what we do

### Job Advert and How to Apply

Please ensure that your application relates to the correct advertisement and that you have been able to find details of how to apply with the correct form.

### Job Description and Person Specification

We aim to provide you with a clear indication of the role you are applying for. When completing your application, we ask you to relate your experience and skills to the Job Description and Person Specification in a clear and succinct manner.

### DSAT Vision and Values

This document outlines the strength of the ambitions that we have for our Trust and our vision for all of the children in the Trust.

### Equal Opportunities Monitoring Form

We are committed to equality in the workplace and supporting the development of all our employees.

### Privacy Notice

We want you to be aware of how any personal data you provide will be processed up to and beyond the appointment of a successful candidate.



# Southbroom St James Academy

## Letter from Headteacher

Dear Colleague,

Thank you for showing interest in the post of Classroom Teacher at Southbroom St James Academy within the Diocese of Salisbury Academy Trust (DSAT). Should you decide to apply for this position, you will be joining our school at an incredibly exciting time. As the Headteacher of this wonderful school, I am encouraged by the prospect of appointing a teacher with drive, ambition, and skills to work alongside our dedicated staff and local governing body to create the outstanding school which our wonderful learning community rightly deserves.

We are proud to be a member of the DSAT, which is a strategic and forward-thinking Trust that recognises the needs and challenges across all its academies. You will join a team of professionals who are welcoming, compassionate, highly motivated and promote high expectations and aspirations at Southbroom St James Academy and throughout the Academy Trust.

The successful candidate will be working in Year 3 but may be required to work in other year groups around the school in the future.

Being committed to excellence, you will be working on collaboration to build strong partnerships with a range of stakeholders, working across the Trust for the growth of thriving Christian learning communities, allowing us to achieve our vision of going 'Beyond expectations for all of God's children.'

If you would like further information about this exciting role or to arrange a visit, please contact Karen Williamson, Administration Officer at Southbroom St James Academy – [admin@southbroomstjames.dsat.org.uk](mailto:admin@southbroomstjames.dsat.org.uk)

I look forward to hearing from you.

Best wishes

*G Bailey*

**Gareth Bailey**

Headteacher



# Southbroom St James Academy

'We belong, we believe, we flourish.'

Our vision, aims and values are at the heart of everything we do. They underpin our teaching and learning and provide an environment which helps everyone flourish as confident, happy citizens.

## Vision

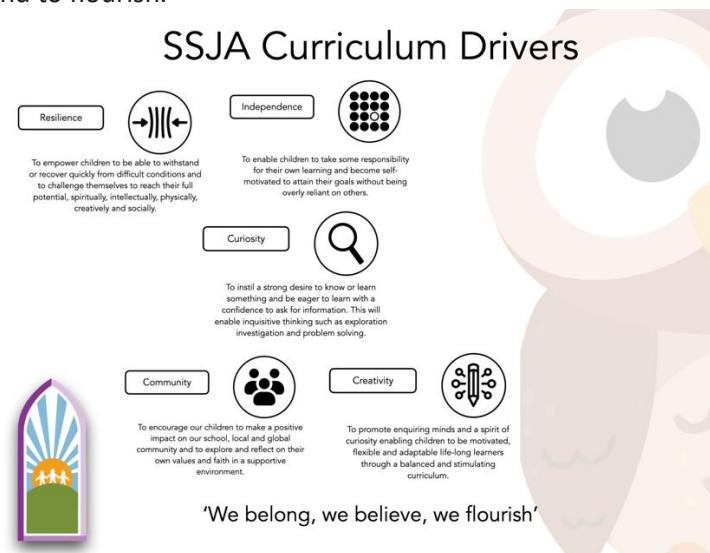
'We belong, we believe, we flourish'

We better understand this by thinking of the bible verse from:

Luke 2:40

'And the Child grew and became strong. He was filled with wisdom, and the grace of God was upon Him.'

We are all striving to grow because through growth we better **belong** and **believe** in ourselves, consequently we **flourish**. It is because of this that growth is rewarded in our school because we are constantly supporting each other to belong, to believe and to flourish.



## Our Christian Values

We have 6 core values which are at the heart of all we do and underpin this vision.

### **Friendship**

We help others to succeed.

### **Trust**

We are honest and fair.

### **Perseverance and Courage**

We embrace challenge.

### **Forgiveness**

We are kind, polite and forgiving.

### **Friendship and Respect**

We listen to each other.

### **Respect**

We respect ourselves, each other, and our school.



# Job Advert

<b>Job Title</b>	Class Teacher
<b>Academy Name</b>	Southbroom St James Academy
<b>Location</b>	Nursted Road, Devizes, Wiltshire SN10 3AH
<b>Contract Type</b>	Permanent 1.0 FTE
<b>Salary</b>	MPS 1 – 6/UPS/ECT
<b>Pension</b>	Teacher's Pension Scheme
<b>Contact</b>	Gareth Bailey, Headteacher <a href="mailto:admin@southbroomstjames.dsat.org.uk">admin@southbroomstjames.dsat.org.uk</a> Tel: 01380 723232
<b>Closing Date</b>	Monday 10 <sup>th</sup> October 2022
<b>Interview Date</b>	Thursday 13 <sup>th</sup> October 2022
<b>Start Date</b>	ASAP or 3 <sup>rd</sup> January 2023

## **Are you the skilled and aspirational teacher we are looking for to join our dedicated learning community on its journey towards outstanding outcomes for all?**

We are seeking to appoint a Classroom Teacher to commence post as soon as possible or 3<sup>rd</sup> January 2023. The successful candidate will be working in year 3 but maybe required to work in other year groups around the school in the future.

We require a teacher of high calibre who will contribute positively to the further development and success of our school. We are looking for someone who:

- has creativity, enthusiasm and resourcefulness as their superpower.
- is passionate about learning and has a proven track record in raising pupil achievement.
- has high expectations of the children in their class.
- insists that learning should be fun.
- is committed to teaching using a creative, cross-curricular thematic approach.
- has excellent communication and inter-personal skills.
- is able to work effectively as part of a team on whole school issues and share good practice
- puts the children's needs at the heart of all they do.
- has an abundance of energy, a fabulous sense of humour and the ability to inspire children to learn.

We can offer a supportive, hard-working and friendly team of staff and governors; happy, well-motivated and well behaved children and a commitment to your professional development.

## How to Apply

If you are interested in this position and would like to have a more detailed conversation before making the decision to apply for the post, please give us a call and we will be happy to help you with as much detail as possible to support this process. We warmly encourage visits to our academy, and these can be arranged directly with the school.

When you have enough information to make your decision to apply, please complete all sections of the application form.

All applicants will be notified of the shortlisting decisions by email. References for shortlisted candidates will be requested before interviews. Interviews are planned for Thursday 13<sup>th</sup> October and further details about the interview process will be emailed to the candidates as soon as possible.

To apply for this role, you are required to complete our application form and return it to the school before the closing date. Unfortunately, we are not able to accept any CVs.

Please go to [www.southbroomstjames.dsat.org.uk/job-vacancies/](http://www.southbroomstjames.dsat.org.uk/job-vacancies/) for an application form.

Applications are due by Monday 10<sup>th</sup> October 2022

Please post a completed hard copy of the application form and your supporting statement or letter to:

Headteacher, Southbroom St James Academy, Nursteed Road, Devizes, Swindon, Wiltshire, SN10 3AH

Or

Email your completed application form and your supporting statement or letter to:

[admin@southbroomstjames.dsat.org.uk](mailto:admin@southbroomstjames.dsat.org.uk)

# Job Description

**Job Title: Class Teacher**

**Reports to: Headteacher**

## Job Description



Southbroom St James Academy is committed to safeguarding and promoting the welfare of Children and Young People. Members of staff should at all times work within the framework provided by the school's policies, to fulfil the aims and objectives of Southbroom St James Academy.

This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the Education Act 1997, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of government.

**Job Title: Teacher**

**Grade: M1-6/UPS/ECT**

**Reports To: Headteacher**

## Main Duties:

### 1. Planning, Teaching and Class Management

- To 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;
  - monitoring and intervening to ensure sound learning and discipline;
  - working in accordance with school policies, providing excellent moral, social, spiritual and cultural role models;
  - putting the needs of the school's pupils first and actively promote and enthusiasm to learn;
  - actively promoting environmental sustainability;
- To use a variety of teaching methods to:
  - 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, ICT and other sources;
  - ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
  - evaluate their own teaching critically to improve effectiveness.
- To liaise with other teachers in the year group, key stage and, where appropriate, other phases, in planning, delivering, assessing and evaluating each area of the curriculum.
- To take 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.
- To encourage pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively.
- To use a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.
- To manage parents and other adults in the classroom.

2. **Monitoring, Assessment, Recording, Reporting**

To:

- assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
- mark and monitor pupils' work and set targets for progress;
- assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving;
- prepare and present informative reports to parents.

3. **Other Professional Requirements**

To:

- have attained the National Standards for Qualified Teacher Status;
- enhance and update their teaching skills through continuing professional development;
- have a working knowledge of teachers' professional duties and legal liabilities;
- operate at all times within the stated policies and practices of the school;
- establish effective working relationships and set a good example through their presentation and personal and professional conduct;
- endeavour to give every child the opportunity to reach their potential and meet high expectations;
- contribute to the corporate life of the school through effective participation in meetings and management systems necessary to co-ordinate the management of the school;
- take responsibility for their own professional development and duties in relation to school policies and practices;
- liaise effectively with parents and governors;
- take on any additional responsibilities which might from time to time be determined.

4. **To fully comply with the Trust's safeguarding policy.**

5. This job description is not exhaustive and will be subject to periodic review. It may be amended to meet the changing needs of the business. The post-holder will be expected to participate in this process and we would aim to reach agreement on any changes.



## Person Specification

Key criteria	Essential	Desirable
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• Have qualified teacher status.</li> <li>• Proven experience of teaching in EY or a key stage.</li> <li>• Use of ICT to support teaching and learning.</li> </ul>	
<b>Knowledge &amp; Understanding</b>	<ul style="list-style-type: none"> <li>• A secure knowledge of a key stage.</li> <li>• A secure knowledge and understanding of the teaching of phonics</li> <li>• Ability to plan and deliver stimulating lessons.</li> <li>• Have an understanding of how to use assessment for learning.</li> <li>• Be able to keep detailed records and monitor children's progress.</li> <li>• Be able to use a variety of behaviour management strategies.</li> <li>• Have an understanding of SEND</li> <li>• Keep up to date with current initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of recent and relevant professional development.</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Be an excellent teacher.</li> <li>• Ability to differentiate for individuals.</li> <li>• Have an understanding of learning styles and child development.</li> <li>• Be able to work as part of a team.</li> <li>• Have the ability to lead curriculum subjects.</li> </ul>	<ul style="list-style-type: none"> <li>• Use data to inform school target setting.</li> <li>• Experience of leading a curriculum area in school.</li> </ul>
<b>Working with others</b>	<ul style="list-style-type: none"> <li>• Be able to build positive relationships with children and adults.</li> <li>• Be a role model to staff, children and the community.</li> <li>• Liaise with and report to parents, governors and outside agencies.</li> </ul>	<ul style="list-style-type: none"> <li>• Show experience of working alongside others.</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Organised.</li> <li>• Flexible.</li> <li>• Enthusiastic.</li> <li>• Committed.</li> <li>• Self-motivated</li> <li>• Excellent communication and interpersonal skills.</li> <li>• Show initiative</li> <li>• Resilient</li> <li>• Be reflective on own practice.</li> <li>• Have a desire to engage in own professional development.</li> <li>• Good sense of humour!</li> </ul>	



# Diocese of Salisbury Academy Trust

## *'Beyond expectations for all of God's children'*

Our vision is for the growth of thriving Christian learning communities, providing everyone with the opportunity to achieve more than they ever thought possible. Christian service is at the heart of all we do, as we help young people to develop excitement in learning and to live life to the full. We value everyone equally and demonstrate this through our words, actions, community life and the quality of the opportunities we provide.

### **Children and young people at the heart of all we do**

Our young people will be inspired to develop academically and spiritually, aspiring beyond their own and others' expectations.

### **Faithfulness to our Christian tradition**

We put God's love into action through our values of love, reconciliation, hope, forgiveness, peace, grace, justice and joy. Working with our parishes and communities, we encourage an understanding of the significance of faith through teaching, worship and prayer.

### **Striving for excellence**

We love learning and are passionate about the high standards we can achieve in all aspects of life.

### **Collaboration**

We build strong partnerships, learning with and from others as we challenge ourselves to reach new heights. We give of our best and expect the best from one another.

### **Celebrating success**

We celebrate the achievements of every individual and share our successes widely.



*'I can do everything through Christ, who gives me strength'*



# Background to DSAT

The Diocese of Salisbury Academy Trust (DSAT) was established at the end of 2013 to provide a home for schools within the Diocese of Salisbury who wanted to convert to academy status. From January 2021, the Trust has twenty-two academies. Whilst the Trust is a separate entity to the Diocesan Board of Education (DBE), they work together in dynamic and strategic partnership to transform provision and outcomes for the children in their care.

Alongside its improvement work in its current member academies, the Trust is working actively with other schools and the Regional Schools Commissioner (RSC) to grow its family of academies. This will enable a greater level of system-led improvements, further opportunities for collaboration between leaders and staff at all levels of the organisation and better economies of scale, vital in the current challenging economic climate.

DSAT provides an opportunity for schools to convert to academy status in a way that is different to many academy trusts.

- Individual schools that can thrive in their own context and in line with their own vision and values;
- A home for church schools committed to maintaining their distinctiveness, based upon their Christian values;
- A home for schools without a Christian foundation, who are wanting to work with us in partnership to secure better outcomes for children;
- A dynamic collaboration, working in conjunction with a range of partners, to deliver tailored programmes of school improvement that will meet the needs of each academy;
- Services available to academies that will support improvements to teaching and learning, allowing schools to focus on their core business rather than being distracted by academy business;
- The flexibility to meet schools where they are on their journey and to adapt to their specific circumstances;
- Opportunities to operate in close partnership and strong relationship with the DBE, the RSC and local authorities for the good of our academies.



The Salisbury Diocesan Board of Education (SDBE), formed in 1830, is one of the oldest formal diocesan bodies. Many of the church schools were founded before that date, and the Board was formed to support their work and to promote new schools. The Diocese today extends over 2,000 square miles, with a population of just under 860,000. There are a total of 195 schools and academies serving 40,000 children. The SDBE works across a number of counties and local authorities, working closely in mutually beneficial partnership with them in order to progress the life-chances of the children in their care. DSAT is open to both church and non-church affiliated schools across the region.

To find out more about our Trust, and to see a map of our locations, please go to [www.dsat.org.uk/welcome](http://www.dsat.org.uk/welcome). 12