



Diocese of Salisbury
Academy Trust
'Beyond expectations for all of God's children'



Spetisbury
CE Primary School

Class Teacher – Maternity Cover



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. 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.



Letter from the Headteacher

Dear Applicant,

Thank you for showing an interest in the advertised positions for teachers at our fantastic school. The school is proud to be part of the successful Diocese of Salisbury Academy Trust (DSAT) which we joined in 2019. The school has seen a growth in numbers over the last few years and is now firmly established as a one-form entry school. We are keen to keep building on this growth and success and are seeking excellent teachers to help support this.

We were judged as 'Good' in our latest Ofsted and SIAMS inspections and our pupils perform well in National tests. We are really proud of the ethos and learning environment that we have established at Spetisbury and the positive relationships we have formed. We are a friendly school where we are all working in the same direction to give children the opportunities to show their very best in all areas.

We currently have two members of staff who are both expecting their first child. We are therefore seeking two teachers to cover periods of maternity cover. One of these roles is for the Autumn term, whilst the other is for the full academic year. We are confident that there will be further opportunities at our school in the following year and I would be happy to discuss the details of this during a school tour. We invite applications from both experienced staff and Newly Qualified Teachers and we are keen to be open to applications from across the Primary phase including Early Years. We have strength and expertise within our existing teaching team that means we will aim to place applicants where their strengths lie.

I am incredibly proud of our school and visitors are always surprised by both the natural beauty of our site, as well as the facilities we have within our school; our children are always a fantastic advert also. We are keen to offer candidates the opportunity of a socially distant and fully COVID-secure visit to the school, with myself after the school day. Please contact our school's Support Services Manager, Ms. Shulay Erim through office@spetisbury.dsat.org.uk to book this in.

I look forward to hearing from you.

Best wishes,

Mr Andrew Brown
Headteacher



Our School

Spetisbury Primary School is located in the village of Spetisbury, neighbouring the village of Charlton Marshall, just outside of the larger market town of Blandford Forum. We are a mixed, one-form entry primary school with children aged between 4 and 11, from Reception to Year 6. We have had 3 consistent years of growth where we have seen our numbers grow from 148 pupils to 174 pupils. We are predicting that we will have over 180 pupils in September 2021 and are keen to keep growing, whilst retaining our community and family ethos.

We offer excellent standards of care, guidance and support and a high-quality learning environment to support all learners equally. We achieve above national expectations at the end of each key stage through the delivery of an engaging and challenging curriculum. Our school benefits from a good reputation in the area for providing an excellent education across the curriculum and nurturing all pupils so that they achieve outstanding success in a wide range of areas. Parents also value the friendly, family nature of the school and the very high quality of teaching.

Our children make good academic and personal progress. This is made possible by an individual, personal approach to the academic development of each child which is characteristic of our inclusive and warm community. This is a school with a 'family' atmosphere where students mix readily between age groups and great emphasis is placed upon service to others within and outside our community.

Our emphasis on learning outside the classroom, to support learning inside the classroom is very important to us - we genuinely believe in a creative and balanced education, hence the value we place upon a rich and diverse co-curricular and enrichment programme.

A Spetisbury education prepares every child to progress to the next stage of their education with self-confidence, skill, knowledge and morally strong ideals, so that they can take full advantage of every opportunity that comes their way. Our vision is that all members of our school community will thrive and flourish within our environment under the statement of 'Growing and maturing in our learning journey'. This is further underpinned through the following Psalm and our school logo exemplifying this growth: 'They are like trees that grow beside a stream, that bear fruit at the right time, and whose leaves do not dry up. They succeed in everything they do.' Psalms 1:3



Job Advert



Job Title	Teacher Maternity Cover
Academy Name	Spetisbury Primary School
Location	Spetisbury, Nr Blandford Forum DT11 9DF
Contract Type	Position a) 1 Year Full Time Position b) 1 term full time
Salary	Main Scale
Pension	Yes
Contact	Mr Andrew Brown – Headteacher
Closing Date	Friday 23 rd April 12:00pm (Midday)
Interview Date	Thursday 29 th April
Start Date	1 st September 2021

We are looking for an enthusiastic and innovative qualified teacher to join our expanding school. Our pupils are in need of an excellent and inspirational teacher, committed to delivering the best learning opportunities for every child. Not only would you have the opportunity to teach our wonderful pupils, but you would also be joining a hard-working, supportive and committed team and wider community. The successful applicant could be in either EYFS, Key Stage One or Two, depending on their strengths and teaching experience.

We are looking for:

- Teachers with passion for teaching and learning who can inspire and motivate our learners;
- Teachers with high expectations and a drive to enable pupils to reach their potential;
- Teachers that promote high standards of behaviour;
- Teachers with a desire to grow, learn and lead;
- Effective and strong communicators;
- Team players with a positive attitude.

We can offer:

- A school with a 'Good' Ofsted and SIAMS rating;
- Children who are motivated, enthusiastic and eager to learn;
- A strong commitment to continuous professional development;
- An ethos focused on the children and providing a rich and supportive learning experience;
- The opportunity to work in a community where enthusiasm, hard work and initiative is appreciated;
- A supportive staff team that has a strong ambition and vision for the school's future.

Applications from newly qualified teachers are warmly welcomed.

Job Description



Job Title: Teacher

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;
 - provide clear structures for lessons maintaining pace, motivation and challenge;
 - make effective use of assessment and ensure coverage of programmes of study;
 - ensure effective teaching and best use of available time;
 - monitor and intervene to ensure sound learning and discipline;
 - work in accordance with school policies, providing excellent moral, social, spiritual and cultural role models;
 - put the needs of the school's pupils first and actively promote and enthusiasm to learn;
 - actively promote environmental sustainability;
 - 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.
 - 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;
 - encourage pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively;
 - use a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning;
 - 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

	Essential	Desirable
Qualifications	• Qualified Teacher Status • Graduate • Proven experience of teaching within the Primary setting	• Evidence of participation in further training
Knowledge and Experience	• Secure knowledge of Primary National Curriculum • Understand & promote high standards of literacy, phonics & mathematics • Understand the school's role in the wider community • Ability to plan and deliver stimulating lessons. • Have an understanding of how to use assessment for learning. • Be able to keep detailed records and monitor children's progress. • Be able to use a variety of behaviour management strategies. • Have an understanding of SEND • Keep up to date with current initiatives.	• Experience of teaching in a state and/or Church of England school
Skills and abilities	• Be an excellent teacher. • Ability to differentiate for individuals. • Have an understanding of learning styles and child development. • Be able to work as part of a team. • Have the ability to lead curriculum subjects.	• Use data to inform school target setting. • Experience of leading a curriculum area in school.
Working with others	• Be able to build positive relationships with children and adults. • Be a role model to staff, children and the community. • Liaise with and report to parents, governors and outside agencies.	• Show experience of working alongside others.
Personal Qualities	• Extra-curricular strengths/participation. • Personal interests to offer. • Committed to further professional learning. • Passionate and enthusiastic about learning. • Able to listen, reflect and act upon feedback.	



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/map.