



Diocese of Salisbury Academy Trust

'Beyond expectations for all of God's children'



St. Andrew's CE Primary School

Teacher – Fixed Term



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.



St. Andrew's
CE Primary School

Letter Headteacher

St Andrews CE Primary School

Littlemoor Road

Weymouth

Dorset, DT3 6AA

Telephone: 01305 832346

Email: office@standrews.dsat.org.uk

www.standrewswey.dsat.org.uk

Dear Applicant,

On behalf of the children, staff and governors at St Andrew's, thank you for showing an interest in the post of Teacher (Fixed Term) at our school. I hope that you find all the information you require about our school on our website at www.standrewswey.dsat.org.uk, we also welcome visits to our school too.

We are seeking to appoint an enthusiastic and motivated Teacher with high expectations who is passionate about making a difference to the children in their care. We would welcome an experienced teacher to join our school community and work with our dedicated staff and our well behaved and enthusiastic children. The role will be in a wonderful year3/4 mixed class covering a maternity leave.

St Andrew's CE Primary School is a one and a half form entry primary school, with room to grow, which has made rapid strides in the last three years. The recent Ofsted judgement of good in all categories is a testament to the hard work of the staff and to the thorough and effective teaching which children receive. We are a school which is constantly seeking to improve and wishes to ensure that it continues to make a difference to pupils' lives. The school is developing a vibrant curriculum so that children leave school with a passion for learning, already having a secure and wide knowledge base and skills which will equip them for the next phase of their education, as well as life.

The last Ofsted judgement of good in all categories is a testament to the hard work of the staff and to the thorough and effective teaching which children receive.

We are proud of our church school ethos and our partnership with the local churches. Our Christian vision has driven much of our work. We value our partnership with our local community and parents and a look on our Facebook page <https://www.facebook.com/standrewswey/> will show how important this is to the school.

We genuinely value the positive contribution of every member of our team, provide extensive continuing professional development and are keen to welcome other like-minded staff. We are part of the Diocese of Salisbury Academy Trust and work collaboratively to achieve the best outcomes for all children in the Trust.

We are looking for someone who:

- Is passionate about helping our children learn and achieve
- Has a supportive and nurturing approach towards children
- Is committed to the inclusion of all pupils and can make a difference
- Can create a safe and stimulating learning environment for pupils based on our vision and values
- Is creative and can inspire others
- Has energy, enthusiasm and resilience
- Is able to show reflectiveness and persistence when dealing with complexity
- Is an excellent team player; valuing the contribution of others, receptive to feedback, confident to use own initiative whilst working successfully with others
- Places safeguarding at the heart of the school

We can offer:

- Young people who love their school and are excited by learning
- A team of dedicated staff who believe in keeping the children at the heart of everything they do
- A collaborative desire to make a difference and be the very best we can be
- Opportunities for professional development
- A positive, caring school ethos firmly rooted in our Christian values
- A strong and supportive parent body
- Links to a network of schools and CPL through our supportive Academy Trust

Thank you once again for your interest in the post. We look forward to receiving your application if you feel you can **#makeadifference** in our school.

With very best wishes,

Sam Harris

Sam Harris
Headteacher



Our vision is that we work to be

Making a difference for good, with each other, everyone, in our community.

This vision was developed as a lengthy piece of work involving all members of our school community. Our vicar, Tim West, enabled us to bring our thoughts together in our final cohesive piece.

Our vision is rooted in four excerpts from biblical texts, which provide us with guidance in the way we seek to live our lives at St Andrew's.

'for good' - John 10:10-11 'The thief comes only to steal and kill and destroy. I came that they may have life, and have it abundantly. I am the good shepherd. The good shepherd lays down his life for the sheep'.

'with each other' - Proverbs 3:27-28 'Do not withhold good from those to whom it is due, when it is in your power to do it. Do not say to your neighbour, 'Go and come again; tomorrow I will give it to you' – when you have it with you.'

'everyone' - Genesis 4:9 'Then the Lord said to Cain, 'Where is your brother Abel?' He said, 'I do not know; am I my brother's keeper?'

'in our community' – Ephesians 3:15 'from whom every family in heaven and on earth takes its name.'

The concept of making a difference threads through every aspect of our school life, and is supported by the 'Starfish story', recognising the link with our own class names and sea theme.



*A man was walking along a deserted beach at sunset. As he walked, he could see a young boy in the distance. As he drew nearer, he noticed that the boy kept bending down, picking something up and throwing it into the water. Time and again he kept hurling things into the ocean. As the man approached even closer, he was able to see that the boy was picking up starfish that had been washed up on the beach and, one at a time he was throwing them back into the water. When the man asked the boy what he was doing, the boy replied, "I am throwing these washed-up starfish back into the ocean, or else they will die through lack of oxygen. "But", said the man, "You can't possibly save them all, there are thousands on this beach, and this must be happening on hundreds of beaches along the coast. You can't possibly make a difference." The boy smiled, bent down and picked up another starfish, and as he threw it back into the sea, he replied: **"Made a difference to that one"**.*

#makeadifference

We have 3 core values which underpin our vision and form the essence of all we do.

LOVE

Jesus quotes the key commandments of 'Loving God and loving our neighbour as ourselves' (Matthew 22: 34-40). In this way love sums up all that is most important about life. At St Andrew's love in action is expressed through the way we love God, and care for ourselves and each other within our school family. When we love like this, we can begin to become the best sort of people we can be and **make a difference** for good, with each other, to everyone in our community.

TRUST

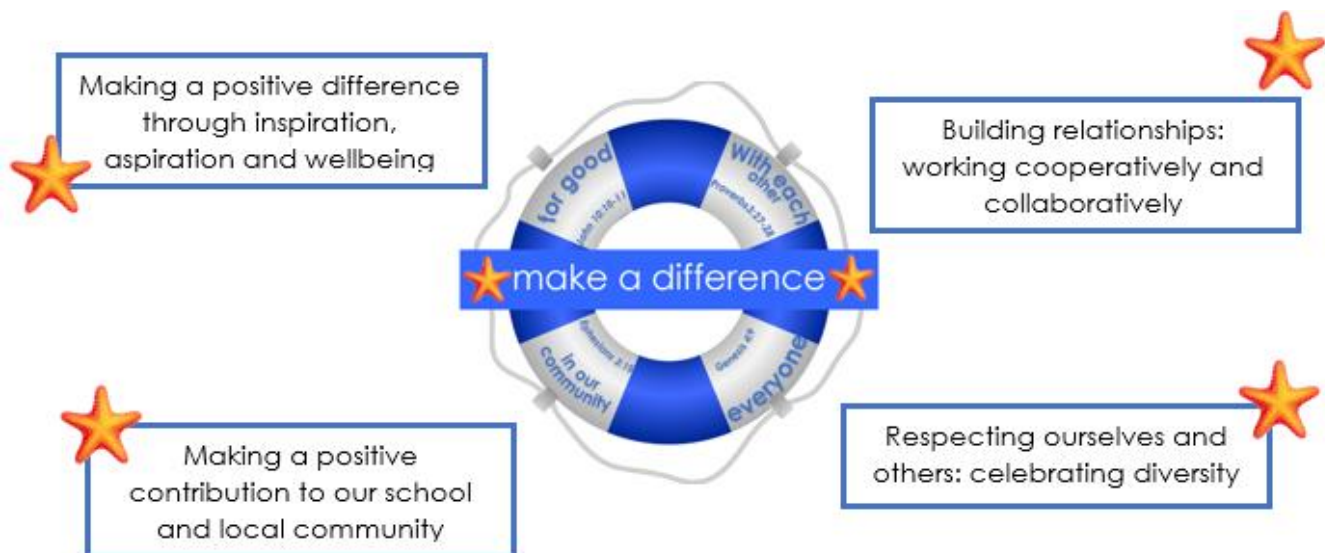
Trust lies at the heart of all relationships within a civilised society. St Andrew's endeavours to be a place of trust and safety for all members of its community. At our school we build trust and **make a difference** to the lives of each other by being reliable and trustworthy, earning and valuing each other's trust. As a Christian environment we build our trust in God and recognise this as our anchor in life.

PERSEVERANCE

To be successful requires the discipline of hard work in most areas of life. This might mean daily exercise, extra football practice, getting the hang of riding a bike for the first time or learning the times tables. Perseverance is the ability to keep working at something in order to **make a difference**; to improve - and we try to link our learning approaches within a growth mindset to this. In our constant strive for excellence, perseverance and the development of academic resilience is a priority for all members of our school community.



At St Andrew's our vision incorporates our mission to **make a positive difference (for good)** however we can; to work collaboratively **(with each other)**; to embrace diversity **(everyone)** and to reach out across our school and society **(in our community)**.





Job Advert

Job Title	Teacher – Fixed Term
Academy Name	St Andrew's CE Primary School
Location	Littlemoor Road, Weymouth, Dorset, DT3 6AA
Contract Type	Fixed Term from 28 th February 2022 to 22 nd July 2022 (start date prior to February half term may be required), 1.0 FTE
Salary	M1 – M6
Pension	Teacher's Pension Scheme
Contact	Sam Harris - Headteacher
Closing Date	Wednesday 10 th November 2021
Interview Date	Wednesday 24 th November 2021
Start Date	February 2022

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 encourage visits to our academies, and these can be arranged between yourself and 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 to be confirmed and further details about the interview process will be emailed to the candidates in good time.

The Diocese of Salisbury Academy Trust is committed to safeguarding the welfare of children and expects all staff and volunteers to share this commitment. An enhanced DBS check will be required.



Please view our Privacy Notice for those who have applied to work at the Trust at www.dsat.org.uk/data-protection

Job Description

Job Title: Teacher

Reports to: Headteacher

Salary Range: M1 – M6



Main Job Purpose:

Planning, Teaching and Class Management

- To teach allocated pupils by planning their teaching to achieve progression of learning through:
 - identifying clear learning intentions 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 and appropriately supporting SEND or very able pupils;
 - providing clear structures for lessons maintaining pace, motivation and challenge;
 - making effective use of assessment to inform teaching and planning
 - ensuring 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.

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, provide appropriate feedback to pupils 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.

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.

To fully comply with the Trust's safeguarding policy.

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.



FAITH
MAKES THINGS *Possible...*
NOT EASY

Person Specification

	Essential	Desirable	Assessed
Education & Qualifications	<ul style="list-style-type: none"> Have qualified teacher status Proven experience of teaching in EY or a key stage Use of ICT to support teaching and learning 		Application
Knowledge & Understanding	<ul style="list-style-type: none"> A secure knowledge of a key stage A secure knowledge and understanding of the teaching of phonics 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 	<ul style="list-style-type: none"> Evidence of recent and relevant professional development 	Application Reference Interview
Skills & Abilities	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Use data to inform school target setting Experience of leading a curriculum area in school 	Application Reference Interview
Working with others	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Show experience of working alongside others 	Application Reference Interview
Personal Attributes	<ul style="list-style-type: none"> Organised Flexible Enthusiastic Committed Self-motivated Excellent communication and interpersonal skills Show initiative Resilient Good sense of humour! Be reflective on own practice Have a desire to engage in own professional development 		Reference Interview



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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.