Dear applicant,

Thank you for taking the time to apply for the position of Class teacher at Bourne Primary School.

Our recruitment process begins with scoring applicants’ answers to a range of ‘work sample’ scenarios/ questions. They are designed to allow to you demonstrate the skills you have that would ensure you succeed in the role. Each work sample is reflective of what the job would entail. In the personal statement section of your application, please write your response to each work sample and clearly label your responses (A, B, C, D, E or F). These responses replace the personal statement.

A:

Why do you want to teach at Bourne Primary and why now? What skills do you want to learn in this role?

B:

How will you embed a values- based culture of positive behaviour in your classroom?

C:

What strategies will you employ to ensure all children (including those with SEND) make at least expected progress?

D:

A parent has contacted you to say that their child is being bullied. This is the first time that this has been brought to your attention. The child has reported that it happens all the time but has not mentioned anything to you or any other school adult. How will you resolve this situation?

E:

You have been informed that there will be a ‘deep dive’ of the subject that you lead. What will you do to prepare for this?

F:

We do not believe that intelligence is fixed therefore we do not describe children as lower, middle or higher ability. What elements of your practice will you need to adapt to be in line with our ethos?

Your responses will be scored and applicants will be selected for interview based on the scores they receive.