



# Diocese of Salisbury

## Academy Trust

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



Trent Young's  
CE School

## 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.



## Letter from the Headteacher

Dear Applicant,

Thank you for showing an interest in the advertised position of class teacher at our wonderful school. You will find lots of information about life at our school on our website [www.trentyoungs.dsat.org.uk](http://www.trentyoungs.dsat.org.uk). Visits to the school are also warmly welcomed and can be arranged by telephoning the office.

Our school is located in the beautiful rural village of Trent, just a few miles away from Sherborne and Yeovil. There are currently 130 children on role, split between five classes. 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 genuinely value the positive contribution of every member of our team, so 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**

- Professional in approach, personable by nature;
- Excited to work with dedicated and supportive colleagues;
- Positive, flexible and diligent;
- Able to make learning fun and memorable;
- Willing to reflect, learn and grow;
- Keen to contribute to the wider life of the school;
- Able to support and embrace the Christian ethos of the school.

### **We can offer**

- A warm welcome from our friendly team of staff, governors and parents;
- Excellently behaved children who are eager and willing to learn;
- A whole school learning culture underpinned by a creative, experiential curriculum, and a supportive team;
- A commitment to your continued professional development;
- A caring and supportive Christian school community;
- The opportunity to work effectively with other schools within our Trust.

I look forward to meeting you.

With best wishes

Sherril Atkins  
Headteacher



## Vision and Values

### Ethos

Education at Trent Young's CE School takes place within a Christian atmosphere and environment where we put God's love into action. We provide a caring and supportive learning environment, underpinned with challenge and high expectations, which nurtures each child as they achieve their full and unique potential. We are aware that each child has different interests, strengths and needs which will influence the way in which they learn.

Flourishing from the actions and teachings of Jesus, our vision guides us in all that we hope to be, enabling every part of our community to grow and develop. This, along with our Christian Values are at the core of everything we do. They underpin our teaching and learning, and provide an environment which prepares our pupils as confident, happy citizens.

### Our Vision

**Let your light shine** *Matthew 5:14-16*

Our vision for each member of our community stems from Matthew 5:14-16

*"You are the light of the world. A town built on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. In the same way, **let your light shine** before others, that they may see your good deeds and glorify your Father in heaven."*

### Being the best we can be, for ourselves and others

At Trent Young's CE School, we believe that every child and adult can shine and that this can be for the benefit of all. We recognise that we are all special in God's eyes and have unique talents, which we nurture so that each of us has the opportunity to become the very best person that God intended us to be. We want to see everyone being inspired and growing in wisdom, knowledge and dignity. We want to see children flourishing and excelling in everything that they do through providing rich experiences which give everyone the opportunity to achieve more than they ever thought possible. We do not want the brilliant things that we do and learn to be hidden. We want to encourage our children to aspire to great things and for the light of their lives to shine and make a difference in their classrooms, throughout the school and when they return home and into their community. As we all demonstrate our Christian values of love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control, in a supportive atmosphere of mutual respect and trust, our hope is that light will shine from Trent Young's in many ways, every day - for the benefit of all and for the glory of God.

### Valuing ourselves

We also believe that developing a sense of self-worth is of paramount importance. When he was on earth, Jesus once said: 'I am the light of the world' (John 8:12). However, as he spoke to those around him during the Sermon on the Mount, he also used these words: 'You are the light of the world'. In addition to letting their light shine on others, we want our children to recognise the value of their own light: to be proud of their personal achievements; to value and respect themselves; and to know how loved they are both by God and by others. We aim to develop a Growth Mindset so that the members of our school are able to face the future with hope and aspiration and embrace all that life has to offer.

The words of the Sermon on the Mount remind us that a light should not be put under a bowl – it should give light to everyone, including oneself. In possession of God's light and His love, it is possible for us all to show something of his light in our families, in our school, in our community and throughout the world.



# Job Advert

<b>Job Title</b>	Class Teacher
<b>Academy Name</b>	Trent Young's CE School
<b>Location</b>	Trent
<b>Contract Type</b>	Permanent full time 1.0 FTE
<b>Salary</b>	MPR 1-6
<b>Pension</b>	Teacher's Pension Scheme
<b>Contact</b>	<a href="mailto:Finance-hr@trentyoungs.dsat.org.uk">Finance-hr@trentyoungs.dsat.org.uk</a>
<b>Closing Date</b>	Wednesday 8 <sup>th</sup> June 2022 9.00am
<b>Interview Date</b>	Wednesday 15 <sup>th</sup> June 2022
<b>Start Date</b>	1 <sup>st</sup> September 2022

We are looking for a new member to join our happy and supportive school team.

If you are a teacher who is

- Professional in approach, personable by nature;
- Excited to work with dedicated and supportive colleagues;
- Positive, flexible and diligent;
- Has flair for making learning fun and memorable;
- Able to reflect, learn and grow;
- Keen to contribute to the wider life of the school;
- Able to support and embrace the Christian ethos of the school.

Then we can offer in return

- A warm welcome from our friendly team of staff, governors and parents;
- Excellently behaved children who are eager and willing to learn;
- A whole school learning culture underpinned by a creative, experiential curriculum, and a supportive team;
- A commitment to your continued professional development;
- A caring and supportive Christian school community;
- The opportunity to work effectively with other schools within our Trust.

We are very proud of our school and its community. Both staff and children enjoy coming to school and are enthusiastic about learning. Our recent 'Good' Ofsted (December 2019) confirmed that we are a nurturing school, with high expectations combined with high level of support.

If you feel that we are what you are looking for to start or progress your teaching career further and you are a teacher who truly cares about providing the best learning for children, and are supportive of colleagues, we would love to hear from you. Please state clearly your reasons for applying and your areas of interest and expertise on the application form. It is important that you write your application based upon the person specification.

We will use the person specification for the post to shortlist applications. When applying, please address each of the criteria to ensure we can invite you to interview. Visits to the school are warmly welcomed; please contact the office for an appointment.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to have an Enhanced DBS check in line with government safer recruitment guidelines.

**Closing date: 09:00 Wednesday 8<sup>th</sup> June 2022**

**Interviews: Wednesday 15<sup>th</sup> June 2022**

Applications welcome by hand or post to Elizabeth Asare-Joy or by email to [finance-hr@trentyoungs.dsat.org.uk](mailto:finance-hr@trentyoungs.dsat.org.uk)



# Job Description

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.

## Key Responsibilities:

<b>Job Title: Teacher</b>	<b>Grade: M1-M6</b>
<b>Reports To: Headteacher</b>	<b>Salary Range: £25,714 - £36,961</b>
<b>Main Duties:</b>	
1.	<p><b>Planning, Teaching and Class Management</b></p> <p>To teach allocated pupils by planning their teaching to achieve progression of learning through</p> <ul style="list-style-type: none"> <li>identifying clear teaching objectives and specifying how they will be taught and assessed;</li> <li>setting tasks which challenge pupils and ensure high levels of interest;</li> <li>setting appropriate and demanding expectations;</li> <li>setting clear targets, building on prior attainment;</li> <li>identifying SEN or very able pupils;</li> </ul> <ul style="list-style-type: none"> <li>provide clear structures for lessons maintaining pace, motivation and challenge;</li> <li>make effective use of assessment and ensure coverage of programmes of study;</li> <li>ensure effective teaching and best use of available time;</li> <li>monitor and intervene to ensure sound learning and discipline;</li> <li>work in accordance with school policies, providing excellent moral, social, spiritual and cultural role models;</li> <li>put the needs of the school's pupils first and actively promote and enthusiasm to learn;</li> <li>actively promote environmental sustainability;</li> </ul> <p>use a variety of teaching methods to:</p> <ul style="list-style-type: none"> <li>match approach to content, structure information, present a set of key ideas and use appropriate vocabulary;</li> <li>use effective questioning, listen carefully to pupils, give attention to errors and misconceptions;</li> <li>select appropriate learning resources and develop study skills through library, ICT and other sources;</li> <li>ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;</li> <li>evaluate their own teaching critically to improve effectiveness.</li> </ul> <ul style="list-style-type: none"> <li>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.</li> <li>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;</li> <li>encourage pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively;</li> <li>use a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning;</li> <li>manage parents and other adults in the classroom.</li> </ul>
2.	<p><b>Monitoring, Assessment, Recording, Reporting</b></p> <p>To</p> <ul style="list-style-type: none"> <li>assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;</li> <li>mark and monitor pupils' work, including homework, and set targets for progress;</li> </ul>

	<ul style="list-style-type: none"> <li>• 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;</li> <li>• prepare and present informative reports to parents.</li> </ul>
3.	<p><b>Other Professional Requirements</b></p> <p>To</p> <ul style="list-style-type: none"> <li>• have attained the National Standards for Qualified Teacher Status;</li> <li>• enhance and update their teaching skills through continuing professional development;</li> <li>• have a working knowledge of teachers' professional duties and legal liabilities;</li> <li>• operate at all times within the stated policies and practices of the school;</li> <li>• establish effective working relationships and set a good example through their presentation and personal and professional conduct;</li> <li>• endeavour to give every child the opportunity to reach their potential and meet high expectations;</li> <li>• 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;</li> <li>• take responsibility for their own professional development and duties in relation to school policies and practices;</li> <li>• liaise effectively with parents and governors;</li> <li>• take on any additional responsibilities which might from time to time be determined.</li> </ul>
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>• Two fully supportive references</li> <li>• Evidence of commitment to further professional development</li> <li>• Recent experience of teaching in KS2 (including teaching practice)</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of personal responsibility for extending professional development</li> </ul>
<b>Knowledge and Understanding / Skills</b>	<ul style="list-style-type: none"> <li>• A proven track record of 'excellence' as a class teacher, or clear potential to become an excellent teacher;</li> <li>• Ability to plan and deliver stimulating lessons.</li> <li>• Make effective use of assessment for learning</li> <li>• Be able to keep detailed records and monitor children's progress.</li> <li>• Keep up to date with current initiatives.</li> <li>• Promote the highest standards of both achievement and behaviour;</li> <li>• Knowledge and understanding of developments within the National Curriculum and assessment</li> <li>• Evidence of ability to employ secure subject knowledge to teach inspiring lessons</li> <li>• High level of organisational and planning skills leading to quality opportunities for children</li> <li>• Working effectively as a team member and be able to show initiative.</li> <li>• Evidence of effectively supporting children with SEND</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of recent and relevant professional development</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</li> </ul>	<ul style="list-style-type: none"> <li>• Liaise with and report to governors and outside agencies.</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>• Friendly and approachable</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to take on extra-curricular activities</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).