

Class Teacher with
Middle Leader
Curriculum
Responsibilities
(Maths)

Closing Date:
5th June 2023
Early Applications encouraged.



Application Pack

Please note we DO NOT currently do VISA Sponsorships



Welcome

As partners in our community, our mission is to provide every child and young person with an enriching and inspiring educational experience, where they can thrive academically and socially, both now and in the future. By being 'Stronger Together' in our educational quality, our parent and community engagement, our investment in our people and our sustainability, we can meet our specific pledges to all of our children, communities and staff.

Our vision is to prepare every North Star Community Trust student for the changing world we live in. A world which is more global, more driven by technology, a world where anything is possible with the right preparation and attitude. That means providing a curriculum and learning experience that reflects the highest academic standards and inspires and enthuses pupils through its creativity and openness to the world around us.

Our children will be able to 'be the change they want to see in the world'. They will be resilient, optimistic, respectful, honest and well-rounded citizens, with a love of learning. At the same time, we are all also members of our communities, places where we find friendship, support and common endeavour. Being at the heart of our communities is a hallmark of North Star Community Trust.

We want our children and young people to have a sense of place, knowing the importance of 'giving back' and the value of community and togetherness to their everyday lives.

As a trust, we will foster a culture that respects diversity, safeguards the wellbeing of our children and recognises that we are stronger together than we are apart. In pursuing this vision, trustees, staff and governors will model it every day, knowing that each one of us plays a part in making it a reality for every child and young person.

I would like to wish you the best of luck with your application and should you require any further information please do not hesitate to contact the Trust.

Marino Charalambous

Marino Charalambous
Chief Executive Officer



Our mission is to provide every child and young person with an enriching and inspiring educational experience.





Our Schools, Our Community

North Star Community Trust is an educational charity that manages a family of 4 academies in North London, educating some 2,600 pupils.

We are very proud of our families, pupils, students and staff. We hope you will community.



Woodpecker Hall Academy – Edmonton

A four-form entry primary academy serving pupils from Nursery through to Year 6.

"We are a Trust that has a very strong community ethos. That is what connects the Headteachers, the teaching and learning staff, and the schools together – serving our communities and inspiring the children who live at the heart of those communities."

Ms N Ross | Headteacher | Woodpecker Hall Academy
NSCT Leader of Primary Education



Kingfisher Hall Academy – Enfield

A two-form entry primary academy serving pupils from Nursery through to Year 6.

"Being part of North Star Community Trust is a huge opportunity for schools to support one another, to share what they do well, and to work together to share our very best practice to the benefit of every child in the Trust. We're all committed to that."

Miss G Vincent | Headteacher | Kingfisher Hall Academy



Enfield Heights Academy – Enfield

A one-form entry primary academy currently serving pupils from Reception through to Year 6.

"Being part of a family of schools is exciting and empowering, as we can learn from each other, while at the same time retaining a good level of autonomy. Shared central services keep costs down and we are able to buy in bulk with the purchasing power of a Trust."

Mrs J Powrie | Headteacher | Enfield Heights Academy



Heron Hall Academy – Ponders End

TES Headteacher of the Year 2022

Finalists for the Pearson 'Secondary School of the Year' award 2021

A new and growing secondary school, serving pupils from Years 7 through to 11.

"Many of our students come from the Trust's primary schools, which means we know a great deal about them when they join us. Our mission and purpose is clear and supported by all our staff. The Trust approach is having a transformational impact on the lives of these young people."

Mr A Barzey | Headteacher | Heron Hall Academy

North Star Community Trust

Staff Benefits Summary

This is a taxable employee benefit; however, the cost is met by the Trust. Our Scheme provides cover for routine healthcare such as optician checkups, dental treatment, physiotherapy, acupuncture and specialist consultations. This cover includes a range of benefits designed to help support your overall health and wellbeing such as specialist scans. The North Star Wellbeing Scheme gives access to a virtual GP service, GP Anytime which is provided 24 /7, 365 days a year. In addition to tax-free cover for you, the North Star Wellbeing Scheme also covers your dependants up to the age of 18 years old. There is no extra cost to add child dependants. Our scheme also gives you the option of upgrading your level of cover or adding a partner at an additional cost.

Dental

Covers items such as check-ups, braces, dentures, crowns, bridges, white fillings, veneers and teeth whitening. Also covers a practice's dental plan premiums.

Optical

Cashback on eye tests, prescription glasses, sunglasses, laser eye surgery and contact lenses.

Chiropody

Covers items such as gait analysis assessments and podiatry treatments.

Prescriptions

Covers NHS prescriptions charges or the NHS cash equivalent for private prescription treatments.

Health & Wellbeing

Covers 22 alternative therapies including allergy testing, cognitive behavioural therapy, counselling fees, hypnotherapy and sports massage.

Health Screening

Cashback for a full health screen, or a Well Man, or Well Woman screen. This allowance is separate to the workplace screening programme we offer as a bolt-on.

Combined Physiotherapy

Cashback for pain relieving and preventative treatments such as physiotherapy, chiropractic, osteopathy, acupuncture and homoeopathy.

Specialist Consultation and MRI Scans

Provides cashback for specialist consultation charges, including X-rays and MRI scans, as well as PMI excess charges (excludes company paid PMI).

Dental Accident

Cover for damaged teeth following a direct blow to the head. Members can claim for veneers, dentures and crowns.

24/7 Counselling and Support Helpline

24 hour telephone advice, guidance and support from trained counsellors, legal and medical professionals on a variety of lifestyle issues.

Employee Assistance Programme

Provides up to 8 face to face counselling sessions and includes a Serious Illness and Accident Support service.

Fitness and Exercise

Access to offers and discounts on a wide range of fitness clubs and gyms via Health Shield's reward website PERKS.

Online Health Assessment and Personal Coaching

Instant access to online health assessments and personal coaching tools including videos, factsheets and questionnaires.

GP Anytime including Private Prescriptions

GP consultation service via phone or webcam, where a GP can also prescribe a private prescription to be delivered to a member's home or workplace.

PERKS

Members have access to Health Shield PERKS, a website with a large range of discounted retail products and services, offers on travel, cash back on purchases and much more.

Discounts for the brands you love, all year round. Unlike voucher and flash sale sites, you'll always get great deals from brands like Apple, M&S, Virgin Media, GAP & more!

Advice Services

Our Employee Assistance Programme offers free and confidential advice which is available 24hrs, 7 days a week to you and your immediate family. You will also have access to structured counselling of up to six sessions available either face-to-face or over the phone. The service covers, but is not limited to, Family Issues, Financial Information, Legal Information, Stress & Anxiety and Bereavement.

Pension Schemes

Pension scheme (Local Government Pension Scheme for Support Staff and Teachers Pension Scheme for Teachers) - both schemes include 3 x salary life assurance cover whilst you remain in service. You don't pay tax or national insurance on your contributions and North Star Community Trust adds a generous employer contribution. All staff are entitled to opt-out of the pension scheme should they wish to do so.

Holiday Entitlement

Our support staff on 52 weeks a year contracts benefit from a holiday allowance of a minimum of 24 days. This entitlement is in addition to any Bank or Public holidays. Teaching staff and term time only support staff receive the standard school holiday allowance.

Training and Development

North Star Community Trust believes in training and developing people to achieve their potential. Whatever your aspirations, our training provision offers a range of courses and qualifications. These courses include a suite of National Professional Qualifications (NPQML, NPQSL, NPQH and NPQEL) and apprenticeship opportunities (in disciplines including IT, HR, Business Administration). North Star Community Trust have formed a partnership with The Skills Network, one of the most successful providers of online learning. As part of the partnership several FREE courses are available including: Childcare, education, enhancing skills, digital and wellbeing.

Continued professional development and opportunities across the Trust, including Masters Degrees through our partnership with Warwick University.

Affordable Accommodation

Access to affordable North Star key worker accommodation from £550 per month all-inclusive of rent, utilities, internet access and maintenance.





Stronger Together

We look forward to receiving your application, and hopefully be part of our wonderful team at North Star Community Trust.



Job Description

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| Job Title | Class Teacher with Middle Leader Curriculum Responsibilities (Maths) |
| Reports to | Headteacher |
| Location | Kingfisher Hall Academy |
| Hours | Full Time 36 hours per week, 52 weeks per year |
| Contract Type | Permanent – September 2023 |
| Salary | NSCT Main Scale Points M1 – UPS3, £32,407 - £48,054.30 (<i>negotiable based on experience</i>) + Management Allowance £2,500 + £2,600 NSCT allowance. |

Duties and Responsibilities

Purpose of the job:

Kingfisher Hall Academy is looking to appoint an inspirational middle leader to help us drive forward school improvement and ensure we provide the best possible education and secure positive outcomes for our wonderful children.

Main Responsibilities

Teaching and Learning Responsibilities require teachers to comply with the following factors:

1. **Focus on teaching and learning.**
2. **Exercise of professional skill and judgement.**
3. **Accountability for leading on the development of key curriculum areas across the school.**

Working with other relevant teachers in the schools, the post holder will:

- Identify relevant school improvement issues.
- Define and agree appropriate improvement targets.
- Create and evaluate action plans.
- Co-ordinate CPD needs and opportunities.
- Evaluate the impact of all improvement activities on the quality of teaching and learning.
- Provide the Leadership Team and other post holders with relevant subject, curriculum and/or pupil performance information.

4. **Impact on educational progress beyond assigned pupils.**

Working with other relevant teachers in the school the post holder will:

- Identify appropriate attainment and achievement targets.
- Monitor pupil standards and achievement against annual targets.
- Monitor planning, curriculum coverage and learning outcomes.
- Lead evaluation strategies to contribute to overall school self-evaluation.
- Plan and implement strategies where improvement needs are identified.

- Ensure that children are making progress in key curriculum areas.

5. Leading, developing and enhancing the teaching practice of others.

Working with other relevant teachers in the school, the post holder will:

- Maintain personal expertise and share this with other teachers.
- Act as a role model of good classroom practice for other teachers, modelling effective strategies with them.
- Monitor and evaluate standards of teaching, identifying areas of improvement within key curriculum areas.
- Plan and implement strategies to improve teaching and learning where needs are identified.
- Induct, support and monitor new staff within specific areas of the curriculum.

The above duties are not exhaustive and the post-holder may be required to undertake reasonable tasks as assigned by the Headteacher.

Person Specification: Class Teacher with Middle Leader Curriculum Responsibilities.

| | Essential | Evidence |
|------------------------------------|--|--|
| Qualifications | Qualified Teacher status Satisfactory enhanced DBS Valid work visa Evidence of commitment to further professional development | Application Form, certificates and DBS checks |
| Experience | Experience and consistent successful track record of: <ul style="list-style-type: none"> Consistently good/outstanding teaching and learning observations and work scrutiny feedback. Involvement in work related to raising levels of achievement. Leading or being part of the team that has led the curriculum and school improvement. Some experience of managing/leading colleagues. | Application Form, Task, References and Interview |
| Knowledge and understanding | Should have knowledge and a clear understanding of: <ol style="list-style-type: none"> Assessment <ul style="list-style-type: none"> Assessment for Learning. Formative and Summative assessments. National attainment expectations at the end of all key stages. Assessment of the wider curriculum. Using assessment information to raise standards in all subjects. Teaching and Learning <ul style="list-style-type: none"> High expectations of all learners. Establishing positive, supportive relationships with children. A wide range of teaching & learning strategies and methods. A clear understanding of what good and outstanding teaching and learning looks like. A stimulating and purposeful learning environment appropriate for the needs of all children. Evidence of good pupil achievement and well-being. Outstanding planning, marking and feedback. | Application Form, Interview, lesson Observation and references |

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| | <p>3. Curriculum</p> <ul style="list-style-type: none"> • A sound grasp of the national curriculum and EYFS Framework. • Excellent subject knowledge across all of the curriculum. • The importance of an aspirational curriculum that meets the needs of the locality. • Awareness of effective sequencing and progression of knowledge and skills. • Child initiated and independent learning. • The importance of developing learning and life skills. | |
| Skills & Abilities | <ul style="list-style-type: none"> • Highest level of professional conduct. • Proven ability to establish and maintain collaborative working with a wide range of other professionals, as part of the delivery of multi-agency support services. • Effective communication skills (both orally and in writing). • Maintain good personal relationships within a team. • Engage and communicate with a variety of stakeholders: parents, professionals, team members, children. • Proven ability to prioritise and organise. • Ability to demonstrate impact within their current role. • Desire to lead others and share good practice. • Skills to lead on an area of the curriculum. • Proven ability to appreciate new technology and understand its usefulness within an educational environment. • Understand and adhere to school policy. • Plan effective learning opportunities that are grounded in sound assessment. • Track pupils' achievement and ensure that children make progress within every lesson. | Application form, interview, task and references |
| Personal characteristics | <ul style="list-style-type: none"> • Honesty and Integrity. • Determined and resilient. • Positive and enthusiastic. • Organised. • Resourceful. | Interview & lesson Observation, task and references |

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| Commitment to and awareness of Equal opportunities issues | <ul style="list-style-type: none"> Proven ability to demonstrate awareness of the principles of and commitment to the promotion of equality of access and opportunity for children, to overcoming obstacles/barriers to this and to review practices which are counter to it. | Application Form, interview, lesson observation and references |
| Commitment to and the promotion of Health & Safety at work | <ul style="list-style-type: none"> Proven ability to demonstrate commitment to the promotion of safe working practices and the provision of a safe learning environment for pupils. Proven ability to develop strategies for risk assessment and to evaluate risk to oneself and to others and to take appropriate action. | Application Form, interview, lesson observation and references |
| Commitment to Keeping Children Safe-Safeguarding procedures | <ul style="list-style-type: none"> Understanding the appropriate policies and strategies to support them. Strong commitment to undertake in person and online safeguarding training. | Application Form, interview, lesson observation and references |

The School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Next Steps

To apply please visit TES via the green quick apply button shown on the advert. You can view the roles available at the school and apply via the TES by clicking on the link here:

Visits to the school are highly recommended. Please call the school office on 020 8344 9890 or email the office on: office.kingfisher@northstartrust.org.uk to make an appointment.

Closing date for applications: Midday on Monday 5th June 2023.

We are dedicated to safeguarding and promoting the welfare of children and expect all staff to share this commitment. The successful candidate will be subject to enhanced clearance through the Disclosure and Barring Service.

In line with KCSIE updates, an online search will be conducted as part of our due diligence checks on shortlisted candidates.



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