



Aylestone School

Broadlands Primary School

Withington Primary School

Achieving Excellence Together

Broadlands House, Broadlands Lane, Hereford, HR1 1HY

Tel 01432 357371 | Email hr@aylestone.hereford.sch.uk

www.aylestone.hereford.sch.uk | www.broadlands.hereford.sch.uk | www.withington.hereford.sch.uk



Withington Primary School

Class Teacher

Full time

Fixed term (Maternity Cover)

from 1st September, 2023

Closing date:

Monday 5th June 2023—12pm

Interviews in week commencing

TBC

Headteacher's Welcome

Dear Candidate,

Thank you for taking the time to find out more about our federation and expressing an interest in this position. This pack is intended to give you more information about this role and our schools vision and ethos. It is an exciting time for the federation as we build upon the strengths identified in our most recent Ofsted reports and now is the time for us to add capacity to our collaborative, resourceful and innovative leadership team.

Aylestone School is located in the picturesque Cathedral City of Hereford, adjacent to the Herefordshire Colleges' campus for Further Education, and 10 minutes walk from the City railway station. Broadlands Primary School shares a site with Aylestone, but is self contained, Withington Primary School is located approximately 4 miles from this site (a short drive away).

The federation is a caring. Pupils and staff members matter, consequently, a happy and friendly, atmosphere has been developed combined with a sense of purpose and unity in striving to be the best that we can. We would thoroughly recommend any potential candidates visit the schools to experience this for themselves, you will not be disappointed.



"The school works well within the federation, which facilitates many opportunities. For example, joint staff training and sharing expertise are making a difference to improving the provision for pupils" Ofsted Broadlands 2019

"You and the leadership team know the school well and lead it with energy and a clear sense of purpose. The school has a strong sense of values that underpin its work. Children, their well-being and their educational outcomes are at the heart of what the school does. This is seen as a goal that requires everyone to work in collaboration with openness and honesty. This is reflected in the school's mission statement of 'achieving excellence together'" Ofsted Withington 2018

About the Federation



Our federation consists of three vibrant, high achieving, creative and supportive schools situated within a four mile radius of each other. All three schools are led by Simon Robertson, Executive Headteacher.

All our schools have long and proud histories in serving our communities. We are all unique and that is what makes us special.

Our Federation was established in 2011 with a clear vision of raising aspirations, developing a strong community, improving transition and outcomes for young people and valuing the diversity of each school. With primary and secondary schools working closely together we have learnt from one another leading to improved outcomes for all involved.

The Federation prides itself on providing a friendly, caring, family environment within which children can flourish. We offer children the best learning environments, the best teachers and the best support to enable

Our aim is for children to leave for the next stage of their education with the confidence and aptitude to make their own valuable contribution to their community, for staff to recognise their own contribution to this development of children and parents to genuinely be able to support their son or daughter's education. We believe that everyone should have the opportunity to develop a love of life long learning and through a strong sense of team and community we can achieve excellence together.

We are immensely proud of all of our pupils and their achievements through their time with us. We place a strong emphasis on the holistic development of each child as a valued individual. We provide a positive, challenging and exciting learning environment in which children flourish. We pride ourselves on relationships in the schools. Children & staff are welcoming & friendly. We offer a broad and balanced curriculum and are immensely proud of successes in many areas. Our extra-curricular offer is wide and varied and many pupils are involved in charitable work and community projects both within schools and the wider community.

Broadlands is located next to Aylestone School and has approximately 160 pupils and is growing. Broadlands was inspected in January 2019. . The overall judgement was one of 'requires improvement' meaning that the school is not yet securely good under the new framework. The Effectiveness of Leadership and Management and Personal Development, Behaviour and Welfare were graded as good. The inspectors were pleased that the school had already identified the areas for improvement and were already working on them, but in some cases the impact seen was in its infancy.

Withington is a small village primary school. It has approximately 70 pupils and is growing. The school joined with Aylestone in 2011 and both schools have benefitted from the relationship. It was most recently inspected in March 2018 and was judged as good, with many positive comments regarding the federation.

Aylestone School is an 11-16 high school, with approximately 360 pupils. Aylestone is a popular choice for parents within the city and the school is growing. We pride ourselves on being able to offer something different in the city. We are a smaller school, but big enough to offer the breadth of choice and opportunities that other schools do.

All three schools work in collaboration with each other with shared training and some teachers teaching across all three schools. This provides a smooth transition for pupils when they join Aylestone.

About the Role

Required for September 2023



WITHINGTON

Primary School

WITHINGTON PRIMARY SCHOOL

Withington, Hereford HR1 3QE

Tel. 01432 850289 admin@withington.hereford.sch.uk

In Partnership with Aylestone School & Broadlands Primary School

Withington School is located in the picturesque village of Withington 7 miles from Hereford City Centre.

Required 1st September 2023

Year 5/6 Class Teacher – Full Time, Fixed Term (Maternity Cover)

Main scale M01 – M06

An exciting opportunity exists to recruit a dynamic, creative teacher to implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils, incorporating the areas of learning to fulfil the National Curriculum. This post is open to the full range of experience and is able to offer hours that fill a fixed term, full time contract from 1st September 2023.

Governors are keen to continue to recruit teachers of high quality with dedication and a passion for delivering excellent learning opportunities for children whilst supporting the school's values culture. If you are interested, contact Mrs Sarah Pitcher (HR Administrator) on 01432 357371 to arrange to visit, or to discuss the post over the phone with Mrs C Willis, the Headteacher.

Withington Primary School is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be subject to a Disclosure and Barring Service enhanced check and further pre-employment checks will be conducted in accordance with KCSIE. The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

Closing date for applications: Friday 12th May 2023 – 12pm

Interviews: TBC

Job Description

Main Purpose of Job:

Comply with and build upon the Teachers Standards in England, understanding that teachers at Withington are, over time, required to extend the depth and breadth of skill, knowledge and understanding appropriate to the context, role and their career stage.

Carry out teaching duties as appropriate in accordance with the school's schemes of work, be prepared to contribute to the revision and updating of those SOWs when necessary.

To provide all students with a high quality learning programme, through which each individual is able to improve their own performance, so that they achieve the highest possible standards.

To be willing to coordinate an aspect of the school curriculum (this may be negotiated according to the successful candidates strengths and/or experience).

To manage resources effectively and to understand the need to balance subject specific needs with the needs of the whole school.

Main Duties and Responsibilities:

Teaching and supervising work by students

Set high expectations for children in your class by looking with the Head of Learning at end of key stage goals that meet or exceed the national expectation of progress.

Use this knowledge of prior attainment to plan for, teach and guide children to progress at an appropriate rate.

Use a values approach to encourage children to take a responsible and conscientious approach towards their learning, work and study.

Planning

To plan and prepare long, medium and short term sessions with an appropriate level of challenge for all abilities and taking into consideration the needs, interests, experience and existing knowledge of children in the class.

Marking and recording

To mark all work in line with the school's marking policy after every piece of work is completed, and guide children with their next steps. Level work and take part in moderation of work within the school and with colleagues from other schools.

To set and mark homework regularly.

To maintain good order, discipline and respect for others among pupils.

Discipline and relationships

To develop relationships with and between pupils conducive to optimum learning.

To model consistently high standards of personal and professional conduct, and to develop effective professional relationships with colleagues.

Communication with parents

To build and maintain co-operative relationships with parents, and to communicate with them on pupils' learning and progress, drawing attention to special skills and talents as well as to problems or difficulties.

The classroom

To maintain an attractive and stimulating classroom environment that enhances learning, in particular literacy and numeracy learning, and to contribute to displays in the school as a whole.

Reports

To provide oral and written assessments, reports and references, relating to the development and learning of individual pupils and groups of pupils.

Review

To evaluate and review own teaching methods, materials and schemes of work, and to make changes as appropriate.

Professional Development

To keep up-to-date with current educational thinking and practice, both by study and by attendance at courses, workshops and meetings, and take part in appraisals and reviews.

Any other duties deemed necessary by the Executive Headteacher of the Federation, Headteacher of Withington and/or Head of Learning.

PERSON SPECIFICATION

Information for candidates: the person specification provides an outline of the experience, skills and abilities we expect the successful candidate to possess. You should match your own skills, experience and abilities to those listed below.

	Essential	Method of Assessment*
Skills and Abilities	<p>Ability to teach to KS2.</p> <p>Commitment to improving student learning and raising achievement.</p> <p>Enthusiasm to inspire in pupils a desire to learn and participate.</p> <p>Ability to communicate clearly and persuasively.</p> <p>Well developed inter-personal skills and flexible approaches in using them with staff, students, parents and the wider community.</p> <p>Experience and understanding of pupils of all abilities.</p>	AF, I, SM, P
Qualifications and Training	<p>Appropriate teaching and academic qualifications, including degree and PGCE.</p> <p>Meets the Teaching Standards in England September 2012.</p>	AF, I, SM, P
Experience (in line with career stage expectations)	<p>Experience of teaching within KS2 of a primary school, with proven success.</p> <p>Experience of curriculum planning, assessment and moderation.</p> <p>Experience of team work.</p> <p>Proven record as a teacher whose pupils reach high standards of learning and achievement.</p> <p>Able to enthuse, motivate and discipline pupils.</p> <p>Successful track record of achieving school improvement in previous posts or current post.</p> <p>Evidence of continuing professional development (CPD).</p>	AF, I, SM, P
Knowledge	<p>Wide ranging knowledge of current developments in the National Curriculum and its assessment.</p> <p>Very good knowledge of inclusive curriculum and pastoral approaches to school improvement.</p> <p>Specific knowledge of innovative educational approaches which make a difference to pupil outcomes.</p> <p>Clear knowledge of the educational challenges facing children in the school and of how these will be best met.</p>	AF, I, SM, P

	Essential	Method of Assessment*
Other Factors	<p>Enjoy working with children / young adults and the opportunities that this offers them.</p> <p>Strong personal commitment to inclusive educational aims and policies.</p> <p>Capacity to be a positive role model who will consistently promote high expectations amongst pupils and staff.</p> <p>A flexible, collegiate and team working approach.</p> <p>Strong personal commitment and drive to achieving improved outcomes for all pupils.</p> <p>Pro-active and outward looking attitudes to the development of strong links with the wider community.</p> <p>Willingness to reflect upon his / her experiences in a critical and constructive manner.</p> <p>Police clearance.</p> <p>Fluency Duty - The ability to converse at ease with members of the public and provide advice and information in accurate spoken English is essential for the post.</p>	<p>AF, I, SM, P</p> <p>DRB Check</p>

Governors are keen to continue to recruit teachers of integrity, with a passion for education, and excellent interpersonal skills, to join a group of committed and dedicated teachers.

Should you wish to visit the schools or talk to key staff prior to application then we would welcome the opportunity to meet you and show you around our schools. If you would like to arrange such a visit, then please call Mrs Sarah Pitcher, HR Administrator, on 01432357371 to arrange this. Completed applications can be sent to admin@withington.hereford.sch.uk



"Parents, pupils and staff are overwhelmingly positive about the school's work. Typical comments include, 'my children are very happy here and improving in all areas of the curriculum,' and 'the teachers always make me feel safe in the knowledge my child is well looked after.'"

Ofsted Broadlands 2019

"Pupils' behaviour is a strength of the school as they are kind and caring towards each other. Older pupils support younger ones in many ways, including arranging playground games for them. Pupils' attitude to learning is particularly notable. They come to lessons expecting to learn and work hard. As a result, their approach to learning plays a large contribution to their success in the many opportunities that are afforded them by the school."

Ofsted Withington 2018