

### Introduction to St Martin's C E Primary School

Having opened in 2015 St Martin's CE Primary School is the newest school in the Frays Academy Trust. The school achieved a 'good' Ofsted inspection in June 2018 and earlier in March 2018 also received a 'Good' in the SIAMS inspection.

Those that visit the school are instantly impressed by the modern facilities which include a food technology room, MUGA and dance studio. But the school is much more than this.

The school also provides a Specialist Resource Provision for pupils with an EHC plan for Autistic Spectrum Disorder. Pupils part of the Oasis provision benefit from an OT room, Sensory room and specialist therapies such as music therapy alongside the National Curriculum subjects and 'are well supported to meet their individual learning needs.' Ofsted report 2018

As a Church of England school, a Christian ethos is at our heart and our school values of Respect, Compassion, Generosity, Forgiveness, Perseverance, Courage, Justice and Trust are promoted throughout everything we do in school.

'Parents and pupils, of all faiths and none, say they feel welcome and included, whilst also valuing what the Christian character and the school's Christian values bring to their lives' SIAMS report 2018.

At St Martin's we want all children to succeed and aspire to reach their full potential we do this whilst encouraging a love of learning. Our aims are to provide outstanding education for all our pupils.

St Martin's is a 'happy and inclusive school where pupils are safe and valued and enjoy learning.'

### Vision Objectives

- Every child will be given the opportunity to flourish in a healthy, safe and secure environment.
- Their individual skills, talents and spiritual development will be nourished so that the young people bloom and prosper.
- We will ensure that the curriculum is innovative and encourages a love of learning.
- The local community sits at the core of the vision and has significant input into the vision and development of the school.
- St Martin's Primary School will enable all pupils to achieve and develop the skills, knowledge and understanding necessary for Secondary Education and beyond. The learning culture within St Martin's Primary School will inspire children to succeed academically and encourage pupils to aspire to reach their full potential.

**CLOSING DATE – 8am on Monday 27<sup>th</sup> June 2022**  
**Interviews will be held on Wednesday 29<sup>th</sup> June 2022**  
**Induction dates to follow confirmed appointment**

**St Martin's CE Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced CRB check is required for all successful applicants.**



# ST MARTIN'S

*CE Primary School*

**YEAR 1 CLASS TEACHER**

**MAIN PAY SCALE 1-3**

**£29,915 – 33,383**

Are you a creative thinker? Do you have the inner drive to contribute your own ideas? Are you passionate about children's learning and developing the curriculum? If so, you may be just the right person to join our dynamic team from September 2022.

The Governors are seeking to appoint a committed, enthusiastic Lead Practitioner to join our thriving school, from September, where academic and spiritual development are central to the life of the school.

We are looking for dynamic, innovative, inspirational Lead Practitioners who have:

- Proven experience
- Good organisational and interpersonal skills
- Vision and commitment to promote high standards of teaching and learning
- A positive approach to working with children through the setting of high expectations
- Confidence in the use and application of IT across the curriculum
- A lifelong learner
- Willingness to become an integral part of the school community
- Creativity, flair and can enable all children to achieve their very best

**We offer:**

- A strong Christian ethos
- Well behaved, motivated pupils
- Effective and supportive induction
- Accelerated career development for the right candidates
- Significant experience and expertise across the Academy Trust
- An impressive package of CPD, drawn from across the Trust to enable you to become an outstanding teacher
- TLR payments for responsibility in teaching and learning (for the right candidates)

Our pupils are really excited about their learning and we are too! This is great opportunity to come and work with us in an exciting and motivating.

Visits to the school are welcomed and highly recommended by appointment through the school office. Experienced teachers and NQTs are welcome to apply.

## JOB DESCRIPTION

### YEAR 1- CLASS TEACHER

In addition to the general duties set out in 'The school teachers' pay and conditions document', the following duties are attached to the post.

Every member of the teaching staff, regardless of other responsibilities, has a main role as classroom teacher. The principle duties of the classroom teacher include:

#### TEACHING

**Set high expectations, which inspire, motivate and challenge pupils by:**

- Establishing a safe and stimulating environment for pupils, rooted in mutual respect
- Setting goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- Demonstrating consistently the positive attitudes, values and behaviour, which are expected of pupils.
- Promoting good progress and outcomes for pupils by:
- Being accountable for pupils' attainment, progress and outcomes
- Planning teaching to build on pupils' capabilities and prior knowledge
- Guiding pupils to reflect on the progress they have made and their emerging needs
- Demonstrating knowledge and understanding of how pupils learn and how this impacts on learning
- Encouraging pupils to take a responsible and conscientious attitude to their own work and study.

**Demonstrate good subject knowledge by:**

- Having a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misconceptions
- Demonstrating a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- Demonstrating an understanding of and take responsibility for promoting high standards of Literacy, articulacy and the correct use of standard English

**Plan and teach well-structured lessons by:**

- Imparting knowledge and developing understanding through effective use of lesson time
- Promoting a love of learning and pupils' intellectual curiosity
- Setting homework and planning other out-of- class activities to consolidate and extend the knowledge and understanding pupils have acquired
- Reflecting systematically on the effectiveness of lessons and approaches to teaching
- Contributing to the design and provision of an engaging curriculum within the relevant subject area(s).

**Adapting teaching to respond to the strengths and needs of all pupils by:**

- Knowing when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- Having a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- Demonstrating an awareness of the physical, social and intellectual development of pupils, and know how to adapt teaching to support pupils' education at different stages of development

- Having a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

#### **Make accurate and productive use of assessment by:**

- Knowing and understanding how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- Making use of formative and summative assessment to secure pupils' progress
- Using relevant data to monitor progress, set targets, and plan subsequent lessons
- Giving pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

#### **Managing behaviour effectively to ensure a good and safe environment by:**

- Having clear rules and routines for behaviour in classrooms, and taking responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behavior policy
- Having high expectations of behaviour and establishing a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Managing a class effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- Maintaining good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

#### **Fulfil wider professional responsibilities by:**

- Making a positive contribution to the wider life and ethos of the school
- Developing effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- Deploying support staff effectively
- Taking responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- Communicating effectively with parents with regard to pupils' achievements and well-being.

#### **Personal and professional conduct**

##### **Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:**

- Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- Showing tolerance<sup>[1]</sup>of and respect for the rights of others
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs ensuring that personal beliefs are not expressed in ways which<sup>[2]</sup>exploit pupils' vulnerability or might lead them to break the law.
- Having proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality
- Having an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities

#### **Safeguarding**

##### **To take responsibility to safeguard and promote the welfare of children. This includes:**

- Responsibility to provide a safe environment in which children can learn
- To identify children who may be in need of extra help or who are suffering, or are likely to suffer significant harm
- To undertake annual Safeguarding training
- To follow and implement the Trust's Child Protection Policy

## Person Specification: Year 1 Class Teacher

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified Teacher status</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of continuous INSET and commitment to further professional development</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>The Class Teacher should have had experience of teaching at Primary School level as a qualified teacher</li> </ul>	<p>In addition, the Class Teacher might have experience of:</p> <ul style="list-style-type: none"> <li>Teaching across the whole Primary age range;</li> <li>Working in partnership with parents.</li> <li>Teaching for more than one year</li> </ul>
<b>Knowledge and understanding</b>	<p>The Class Teacher should have knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);</li> <li>Ability to adapt teaching to meet pupils' needs</li> <li>Ability to build effective working relationships with pupils</li> <li>Statutory National Curriculum requirements at the appropriate key stage;</li> <li>The monitoring, assessment, recording and reporting of children's progress;</li> <li>The positive links necessary within school and with all its stakeholders;</li> <li>Effective teaching and learning styles.</li> <li>Knowledge of guidance and requirements around safeguarding children</li> <li>Knowledge of effective behaviour management strategies</li> <li>Good ICT skills, particularly using ICT to support learning</li> </ul>	<p>In addition, the Class Teacher might also have knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>The links between schools, especially partner schools.</li> </ul>

<p><b>Skills</b></p>	<p>The Class Teacher will be able to:</p> <ul style="list-style-type: none"> <li>• Ability to plan effectively for the needs of all learners in the classroom;</li> <li>• The ability to differentiate well for all learners and adapt plans in the light of misconceptions;</li> <li>• promote the school’s aims positively, and use effective strategies to monitor motivation and morale;</li> <li>• develop good personal relationships within a team;</li> <li>• establish and develop close relationships with parents, governors and the community;</li> <li>• communicate effectively (both orally and in writing) to a variety of audiences;</li> <li>• create a happy, challenging and effective learning environment.</li> </ul>	<p>In addition, the Class Teacher might also be able to:</p> <ul style="list-style-type: none"> <li>• Know how children make good progress;</li> <li>• Understand how to accelerate the progress of pupils under achieving;</li> <li>• Be able to use data effectively to plan for the needs of all pupils in the class;</li> <li>• To develop strategies for creating community links;</li> </ul>
<p><b>Personal characteristics</b></p>	<ul style="list-style-type: none"> <li>• Be willing to listen, take advice and adapt classroom practice;</li> <li>• Be willing to be a life-long learner to improve classroom practice;</li> <li>• Approachable</li> <li>• Committed</li> <li>• Empathetic</li> <li>• Enthusiastic</li> <li>• Organised</li> <li>• Patient</li> <li>• Resourceful</li> <li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li> <li>• High expectations for children’s attainment and progress</li> <li>• Ability to work under pressure and prioritise effectively</li> <li>• Commitment to maintaining confidentiality at all times</li> <li>• Commitment to safeguarding and equality</li> </ul>	