Northlands Primary School

One Community – Many Cultures – Achieving Together

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WCC is an equal opportunities employer and committed to the protection and safety of its pupils.

Job advert: Class Teacher Northlands Primary School, Rugby.

We are excited to announce the following vacancy at our school:

Class Teacher

Required from 1st January 2022 or sooner

Teacher Main Scale / UPS

The Governors and Headteacher are seeking to appoint an enthusiastic and committed **class teacher** who demonstrates excellent classroom practice.

We are looking for someone who:

- Is an excellent year 1 classroom practitioner with *high expectations of all pupils*.
- Has a great knowledge of phonics and KS1 more broadly.
- Will act as an Early Careers Teacher (ECT) mentor for a KS1 teacher promoting excellent practice. All training will be provided and prior experience of being a mentor is not required.
- Will lead a subject area with creativity.
- Is committed to the protection and safeguarding of children and young people.
- Will welcome feedback and implement changes into their practice.

We can offer:

- Amazing children.
- A supportive school community.
- A committed and hard-working team of staff and governors.
- The opportunity to implement meaningful change.
- Plentiful CPD opportunities.

The closing date for this application is:

15th October at midday (the deadline may be brought forward)

Interviews on 20th October 2021.

Completed applications (which demonstrate how you meet the criteria set out above) should be returned to our HR manager, Debbi Porter at: **admin2417@welearn365.com.**

We encourage visits to the school prior to application.

WCC is an equal opportunities employer and is committed to the protection and safety of its pupils and therefore this post will be subject to an Enhanced Disclosure and Barring Service check and satisfactory references.

Post information

Dear candidate,

I am delighted that you have applied to be a class teacher at our amazing school! We pride ourselves on being inclusive of the many cultures that we serve and our outcomes show that our pupils make excellent progress regardless of their starting points. We have a well-establish staff who are keen to share their expertise and offer support to teachers who are new to the school. Our children are eager to learn and appreciative of the learning opportunities they are given. There is a positive and optimistic energy around the school and staff and pupils frequently express that they enjoy coming into Northlands each day!

We are looking for a teacher who is an excellent year 1 practitioner with high expectation of all pupils. The role would be suited to a teacher with a number of years experience as you will also be required to act as a mentor to an Early Careers Teacher (formally NQT) and lead a subject area creatively. Training for the mentor role will be provided and no previous experience is required. You will need to have a secure understanding of phonics and be confident to input towards our school approach to it. The successful candidate will *always* strive to ensure *all* children in their care achieve the best they can. They will also need to be prepared to work hard and respond positively to feedback.

If you would like to find out more, please call the school to arrange a visit. I look forward to seeing your application soon.

Kind regards,

Mr J Davoile

Headteacher

Person specification

Qualifications and experience:

- Qualified Teacher status.
- Degree or Degree / PGCE.
- KS1 experience

The Class Teacher must have experience of:

- Delivering high quality teaching in within a primary school.
- Working with a range of pupils including pupils with additional needs.
- Safeguarding within a Primary School setting.

Knowledge and understanding:

The Class Teacher must have knowledge and understanding of:

- The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies)
- Effective teaching and learning styles. You will need to be prepared to adapt your teaching as required.
- The monitoring, assessment, recording and reporting of pupils' progress.
- What constitutes quality and high standards in learning within primary school teaching and how to sustain this.
- The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEND and Child Protection.
- The positive links necessary within school and with all its stakeholders

Skills:

The class teacher will be able to:

- Create a happy, challenging and effective learning environment.
- Demonstrate commitment to learning from first-hand practical experiences.
- Promote the school's aims positively and use effective strategies to monitor pupil motivation and morale.
- Develop good personal relationships within the school team.
- Establish and develop close relationships with parents, governors and the community.
- Communicate effectively (both orally and in writing) to a variety of audiences.

Personal characteristics:

The Class Teacher should be able to demonstrate the following personal qualities through the application and interview processes:

- A commitment to inclusion.
- Dedication and determination.
- Approachability and empathy.
- Organisation and resourcefulness.
- Enthusiasm.
- A commitment to reflective practice.
- Patience: showing warmth, care, sensitivity and interest when dealing with children and carers.
- Willingness to be involved in the wider life of the school.
- Ability to work flexibly: self-evaluative adapting to changing circumstances and new ideas.

Job description

Job details

Salary: Teaching Main Scale / UPS

Hours: Full time

Contract type: Permanent

Reporting to: Headteacher.

Main purpose

- To carry out professional duties and to have responsibility for an assigned class.
- To be responsible for the day to day work and management of the class and the safety and welfare of the pupils, during on site and off site activities
- To promote the aims and objectives of the school and maintain its philosophy of education
- To mentor an Early Career Teacher.
- To lead a subject(s) creatively.

Duties and responsibilities

Under the direction of the headteacher, the class teacher will:

- implement agreed school policies and guidelines;
- support initiatives decided by the Headteacher and staff;
- plan appropriately to meet the needs of all pupils, through differentiation of tasks;
- be able to set clear targets, based on prior attainment, for pupils' learning;
- provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils;
- keep appropriate and efficient records, integrating formative and summative assessment into weekly and termly planning;
- report to parents on the development, progress and attainment of pupils;
- maintain good order and discipline amongst pupils, in accordance with the school's behaviour policy;
- take part in and contribute to meetings that relate to teaching/curriculum; cooperate with and, where appropriate, advise the head teacher and other colleagues in the review, development and management of a subject area;
- communicate and co-operate with specialists from outside agencies;
- plan for, organise and direct the work of support staff within the classroom;
- participate in the performance management system for the appraisal of their own performance, or that of other teachers;

The self-improving school system

Under the direction of the headteacher:

- Create an outward-facing school which works with other schools and organisations to secure excellent outcomes for all pupils
- Develop effective relationships with fellow professionals
- Carry out other duties appropriate to the level of the role, as directed by the headteacher.

You will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

The post holder will be expected to carry out all duties in the context of in and in compliance with the Council's Equal Opportunities Policies.

The job description will be reviewed at regular intervals and is subject to change as the needs of the school evolve.

The appointment process

The appointment process is a two-way process; we have to decide if you will make an excellent Class Teacher for Northlands, whilst you have to decide if Northlands is the right school for you.

To aid this process please take note of the following:

Adverts & Information - We will ensure that applicants have access to information about the school to determine if the position is right for them. More information can be accessed through the school website; https://www.northlands-school.org.uk/

School Visits –Appointments are welcomed and can be arranged through the school office (Tel: 01788 542440 or email: admin2417@welearn365.com)

Application Forms – All applicants are required to fully complete the teacher application. Applications on any other form will not be accepted.

References - Applicants must enclose details of two references. These must be recent. Usually one will be a current employer. If this is not possible this can be a previous employer. We ask that friends and relatives are not named to provide a reference. We will ask for references from all candidates who are shortlisted and require both references to be received prior to interview. We may contact any previous employer listed on your form to clarify any information. A confidential reference will also seek to ensure that you have a good health and attendance record.

Shortlisting – Shortlisting will be based on the applicants' suitability for the post linked to the person specification, please make sure your application matches these requirements.

Interview – We will hold an interview day that will provide opportunities for candidates to demonstrate their teaching abilities. This will be followed by a formal interview.

Timescales

School Visits (Teams / in person)	By Appointment, before closing date
Closing date for applications	15th October 2021
Interviews	20th October 2021

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