



St Martin's C of E Primary School

'Following in the footsteps of Jesus, caring to learn and learning to care'



Class Teachers (KS1 and Lower KS2)

Required for September 2021

Recruitment Information Pack

**St Martin's C of E Primary School Holbeck Hill, Scarborough, YO11
3BW**

Contents

Welcome from the Headteacher	3
Our mission, charter and progress	4
Our career pathways	5
Application process and how to apply	6
Job Description and Person Specification	7-11





Dear applicant,

Firstly, on behalf of all the children, staff and Governors I would like to say thank you for expressing interest in the Class Teacher posts at St Martin's. In so many ways this is a career enhancing post and being a teacher in our 1 and half form entry Primary will be challenging, rewarding and above all provide you with the experience to further your career in today's ever changing education world.

I was delighted to be appointed Headteacher recently at St Martin's and I am looking forward to starting my new post from Easter 2021. It is clear to see that at St Martin's school outcomes have improved, their approach to spelling has been remodelled and the teaching of Maths is rapidly becoming a strength. The school is warm, welcoming and outward facing; creating a vibrant and supportive ethos. The children have impeccable behaviour and beautiful manners and are a credit to our families. I was wowed by the pupil's patience, tolerance, resilience and the respectfulness they show to each other, the staff and visitors – and I am sure you will when you visit us!

As a staff team we are dedicated and hardworking, and are always celebrating the achievements of all. The governing body are focused, strategic and challenging and want nothing less than the best for our children.

As a teaching professional joining us, you can expect to be given the encouragement, space and tailored professional learning journey as you join us as our new Class Teacher.

We welcome visitors and hope that you will come and see for yourself the huge changes which have happened at St Martin's which make us the school of choice across our local area.

Good luck with your application.

Claire Barber
Headteacher Designate (Easter 2021)

St. Martin's School Mission Statement

Following in the footsteps of Jesus, caring to learn and learning to care

St. Martin's School Charter

Our School always strives to be a caring community firmly rooted in the Christian faith. We work hard to enable each individual to flourish and succeed within our secure, caring Christian family.

To see this flourish, we nurture an environment where Christian values towards each other and the wider community drives everything we do. We provide a rich, rigorous curriculum, enabling every child to face the future with confidence and courage.



Standards

Progress score in reading, writing and maths ?

Reading

Average

0.6

[More score details ?](#)

Writing

Average

1.6

[More score details ?](#)

Maths

Above average

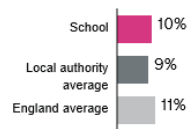
2.5

[More score details ?](#)

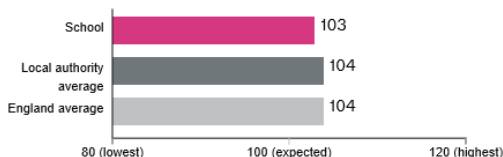
Pupils meeting expected standard in reading, writing and maths ?



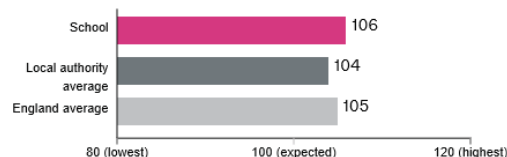
Pupils achieving at a higher standard in reading, writing and maths ?



Average score in reading ?



Average score in maths ?



Career pathways

We believing in growing the very best teachers and leaders through:

- A 'Professional Standard' of professional development programme, for staff at all stages of their career to help ensure the highest levels of standards in the classroom.
- An incremental coaching and development programme for all staff and ongoing training.
- Opportunities for continued leadership development.
- We also have a specific programme for middle leaders who have ambitions to develop further in a whole school or leadership post in the future.



A career progression pathway for a new member of staff joining St Martin's as an NQT or as an experienced member of staff may involve:

Year 1

- **Partnership with a lead teacher in your phase** – to provide weekly mentor meetings with NQTs and peer coaching with more experienced staff adapting to their new school
- **Comprehensive CPD programme** – with initially weekly events to accelerate progress during your first term in your new school and a continuing programme of bespoke opportunities throughout the year

Years 2 & 3 – Where the progress the teacher is achieving from students is solidly good

- **Opportunity to take on increased leadership responsibility within your subject area.** We have a specific RQT programme for example to support this.
- **Invite to participate in one of our school or Diocese CPD programmes.**
- **Opportunity to apply to become a Specialist Leader in Education** within our school or through the Opportunity Area.



Application Process

The closing date for all applications is **Monday 19th April 2021**

Interviews will be held as soon as possible after the closing date.

Completed applications must be returned to James Annetts at
james.annetts@northyorks.gov.uk

If you do not receive confirmation of receipt of your application within one working day please call James on 01609 534939.

If you think you're the person for the job, please complete the enclosed application form with a covering letter, no more than two sides of A4, and send to the email address above by the closing date.

An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within a week of the closing date, please assume your application has been unsuccessful on this occasion.

Queries

Visits are warmly welcome. Please contact James to arrange.

We actively welcome you to contact James at North Yorkshire County Council to chat through the role and talk informally about the school/post and how working here will make a real difference to the children and young people on the coast.



Job Description

Job title: Class teacher

Salary: Teachers Pay and Conditions

Hours: 1:0 FTE

Contract type: Fixed term for 1 year initially

Reporting to: Headteacher

Main purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

Duties and responsibilities

Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils

- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's Christian values and vision
- Make a positive contribution to the wider life and Christian ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

Health, safety and discipline

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

Professional development

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Where appropriate, take part in the appraisal and professional development of others

Communication

- Communicate effectively with pupils, parents and carers

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the Christian ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

Management of staff and resources

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

Notes: This job description may be amended at any time in consultation with the postholder. The job description is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

Person Specification

		<u>Desirable/ Essential</u>
Attributes	Experience of teaching in primary schools in KS1 and/or KS1	Essential
	Able to evidence excellent pupil progress	Essential
	Experience of working positively and closely with staff, parents and guardians	Essential
	Effective experience in creating a positive climate and environment to secure accelerated learning	Essential
	Recent OFSTED experience	Desirable
Education and Training	QTS	Essential
	Thorough knowledge of teaching, learning and curriculum in primary schools	Essential
	Commitment to continued professional development	Essential
	Evidence of recent & relevant training	Essential
	Safeguarding Awareness	Essential
Professional Knowledge and Skills	An excellent or developing classroom practitioner	Essential
	Effective use of assessment data to plan sequence of learning that secures accelerated progress	Essential
	Work effectively as part of a team, relating well to colleagues, pupils and parents	Essential

Excellent use of ICT to support learning	Essential
High expectations of all pupils	Essential
Detailed knowledge of the National Curriculum and its planning and delivery	Essential
Implications of the Code of Practice for Special Educational Needs for teaching and learning	Desirable
Evidence of ability to maintain high standards of behaviour and develop attitudes of care, control and cooperation	Essential
Experience of curriculum planning as part of a team	Essential
Ability to self-motivate and lead a team of support staff	Essential
High level of oral and written communication skills and ability to communicate with a wide range of audiences	Essential
Able to offer subject expertise	Desirable
High level of organisational and planning skills	Essential
Ability to use initiative, solve problems, make decisions and motivate others	Essential
Ability to relate to and empathise with pupils and to build trusting relationships with them	Essential

Any additional factors

A commitment to abide by and promote equal opportunities, Health and Safety and Child Protection Policies

Essential

Commitment to an involvement in extra-curricular activities

Essential

We are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the appointment is subject to a satisfactory enhanced level disclosure and S128 clearance from the Disclosure & Barring Service (DBS).