

Class Teacher Job Share Available

Candidate Pack

Location:

Richard De Clare, Halstead

Start Date: **01/09/2024**



Welcome letter from our CEO

Welcome to Bridge Academy Trust.

At Bridge Academy Trust we aim to appoint and develop professionals who have high expectations, are highly motivated and wish to work collaboratively with others to ensure our children have the best possible provision.

In return the successful candidate will be part of a forward-thinking, collegiate, and collaborative Trust where first and foremost, each school is a place of high-quality learning, where young people ENJOY, ENRICH, ACHIEVE & ASPIRE.

Our core purpose is to provide high quality education for all children in our schools.

We recognise that our staff are a precious resource, and we are committed to excellence and ensure our staff are supported individually and collectively, building strong partnerships, to help us to achieve our aims and goals.

Mark Farmer
CEO

About us

Here at Bridge Academy Trust, we are dedicated to bringing about significant improvement to the life chances of our children. We want them to be safe, happy, well-educated, and rounded young people who are active citizens and are fully prepared for the world beyond school; not just to cope with the world they will be part of, but to shape it.

Our commitment to achieving these goals for our children begins with the work of our amazing school leaders, teachers, support staff, trustees, and governors. It is our collective responsibility to develop schools capable of delivering truly world-class education in the 21st Century. This is why we are fully committed to supporting and developing every member of staff to be the best that they can be.

It is the responsibility of the Trust Leadership Team working with and alongside school leaders, central staff, and all school staff to deliver this strategy and to bring it to fruition. The Board of Trustees and Trust Leadership Team will receive regular information and feedback from staff at all levels to reflect and to monitor the impact of this strategy.

We are here to inspire, empower and educate. We are here with the knowledge, guidance, and resources to enable you to become the best you can be. Welcome to your Bridge Academy Trust journey.



Join us and be part of our Trust

Bridge Academy Trust wants schools to work with each other in localities for the benefit of the local children and communities.

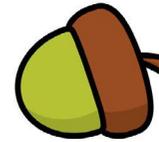
High quality continuity of every child's journey through education.

High quality and effective transition work between key stages and school transfers, ensures that children are 'ready,' academically, socially, and emotionally for the next stage of their learning journey.

Our Vision: Enjoy, Enrich, Achieve, Aspire

First and foremost, each school within the trust is a place of learning, where young people (from three to nineteen years):

- **ENJOY** coming to school and learning experiences available to them.
- Are **ENRICHED** with a wealth of opportunities inside and outside of lessons and the curriculum, so that all talents are identified and nurtured.
- **ACHIEVE** high standards:
 - academically, in terms of examination results.
 - personally, through their respect for others and their environment
 - socially, through their contribution to the life of the school and wider community.
- **ASPIRE** to be the best they can be.



Acorn Academy



Chipping Ongar Primary School



High Ongar Primary School



Mildmay Primary School



Moulsham High School



Notley High School & Braintree Sixth Form



Oaklands Infant School



Ongar Primary School



Richard de Clare Community Academy



The Ongar Academy



The Ramsey Academy

Our People Strategy

Bridge Academy Trust wants schools to work with each other in localities for the benefit of the local children and communities.

We aim to transform teaching, leading, and learning to fulfil our commitment to giving our children, young people and our communities, the high-quality education they deserve. Each facet of our improvement strategy recognises the need for schools and the wider MAT to recruit, nurture, grow and plan for the succession of a high-quality workforce.



We recognise the development (support and challenge) of leadership at all levels as the key to sustainable school improvement and this is evident in our ongoing financial and resource planning. Frequent and regular time with core improvement team members provides our school leaders and those with leadership responsibility with mentoring, coaching and additional capacity to drive school improvement day to day and over time. There is a shared understanding that school leaders will then work with us to similarly develop staff within their schools, creating a high-quality, committed workforce across our Trust.



About Richard de Clare Academy

At Richard de Clare Community Academy, we pride ourselves on being a school in which children dream big, believe in their own capabilities, and work hard to achieve the dreams and ambitions that they have. Our children are at the centre of everything that we do, and we aim to ensure that all children have a happy and successful experience at our school. All that we do at Richard de Clare Community Academy is underpinned by our core school rules of being kind, being safe and being respectful. We believe that all children have the right to be respected and have the responsibility to learn how to respect others.

This underpins our curriculum and the work that we do to ensure that children who attend our school are respectful and safe members of the school and wider community. The children that attend Richard de Clare are happy and enthusiastic and so eager to learn. Alongside our delightful pupils, we offer a supportive environment with a welcoming team who are very hardworking and committed to achieving the very best outcomes for our pupils. As a school, and trust, we have a commitment to high quality continual professional development to ensure all at Richard de Clare are continually learning and improving.

Richard de Clare Community Academy is part of the Bridge Academy Trust: a collegiate and collaborative Trust, where, first and foremost, each school is a place of (high quality) learning, where young people ENJOY, ENRICH, ACHIEVE & ASPIRE. The core purpose is to provide high quality continuity of every child's journey through education from 3 to 19, with a community and school-led school improvement approach and long-term sustainable strategy. Bridge Academy Trust is committed to its people strategy and prioritises staff's development to ensure they too can enjoy, enrich, achieve, and aspire.



Job Description

Our school is looking to appoint an experienced, enthusiastic, passionate, and committed class teacher to join our teaching team. This is an exciting opportunity for an enthusiastic and dedicated teacher to join Richard de Clare Community. We are looking to appoint a creative and motivated individual who holds the belief that every child has the potential to succeed and is excited to be part of our continuing journey of improvement. We are looking to appoint an individual who holds the belief that every child has the potential to succeed. We are also looking for a teacher who has experience of teaching in either KS1 or KS2 and can support good/better progress for all pupils.

We are looking for someone who:

- Is an excellent classroom practitioner and potential mentor
- Holds the highest expectations for all children regardless of their backgrounds
- Is passionate and knowledgeable about teaching and learning
- Has a good understanding of the effective teaching of reading
- Who has a good understanding of effective learning within the wider curriculum
- Has a commitment to collaborative professional development
- Will work effectively as part of a class, year group and phase group team

We can offer:

- A supportive environment with a welcoming team who are hardworking and committed to achieving the best outcomes
- High quality continual professional development
- Shared working of a community-focused, multi-academy trust
- The opportunity to be part of the school's exciting journey of improvement
- Willing and enthusiastic children
- Career development and opportunity to progress within the school/multi-academy trust

If you are interested in becoming a part of the team and making a difference to our children and wider community, please contact us to find out more. Visits to the school are greatly encouraged and warmly welcomed.





Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Qualified Teacher status 	<ul style="list-style-type: none"> Evidence of continuous INSET and commitment to further professional development
Experience	<ul style="list-style-type: none"> Teaching in Key Stage 1/early years Working with monitoring and assessment processes in schools. Peer & Self-assessment. Next Steps marking & feedback. Providing extra-curricular activities for children 	<ul style="list-style-type: none"> Working with Key Stage 1/early years Children Leadership of a subject area Working in partnership with parents
Knowledge and understanding	<ul style="list-style-type: none"> Effective teaching and learning styles The theory and practice of providing effectively for the individual needs of all children (e.g., classroom organisation and learning strategies) Statutory National Curriculum and the Early Foundation Stage Curriculum requirements The monitoring, assessment, recording and reporting of pupils' progress The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN, and Child Protection Effective Assessment for learning and assessment led planning. 	<ul style="list-style-type: none"> The preparation and administration of SATs in Year 2 The creative and thematic curriculum Innovative practice x Research in Education



	<ul style="list-style-type: none">• The positive links necessary within school and with all its stakeholders	
Skills	<ul style="list-style-type: none">• Promoting the school's Vision & Aspirations positively and using effective strategies to monitor and motivate moral• Developing good personal relationships within a team• Communicating to a high level (both orally and in writing) to a variety of audiences• Creating a happy, challenging, and effective learning environment Using ICT to enhance children's learning• Using ICT as a tool for planning, developing the curriculum and communicating	<ul style="list-style-type: none">• Develop strategies for creating community links• Embed creativity in all subject areas and teaching in the outdoor environment• Show evidence of commitment to taking an active part in school life including out of school hours activities
Personal Characteristics	<ul style="list-style-type: none">• To have a positive approach to new initiatives• To be enthusiastic and committed to the education of all children• To be approachable and have a self-starter approach• Understanding for the need of sensitivity and confidentiality in the workplace• To be organised and able to work to deadlines	

Job Specifics:

Scale/Point: Main Pay Range

Talk to us about job share.

How to apply:

If you wish to discover more about this exciting opportunity, need any further information or you would like to have an informal discussion, please contact Debbie Hill or Lucinda Bellett: admin@richarddeclare.com

To apply for the role, please complete the application form and recruitment monitoring form demonstrating how your skills and experience match the criteria in the Job Description and Person Specification and return directly to Richard de Clare Community Academy.

Application guidance notes are also available to assist you with completing your application.

Informal enquiries regarding the role can be made to the school office via email to admin@richarddecalre.com

Closing Date: Tuesday 9th April 2024, at midnight

Interview Date: Friday 19th April 2024

Further details are available from **t:** 0178772153 **e:** admin@richarddeclare.com **w:** richarddeclare.com

This trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If successful, an enhanced DBS check would be sought. The Bridge Academy trust welcomes applications from those of all backgrounds, faiths, and ethnic groups.