



**Bradshaw**  
**Primary School**



# APPLICATION PACK

<b>ACADEMY:</b>	Bradshaw Primary School
<b>ROLE:</b>	Class Teacher
<b>START DATE:</b>	September 2024
<b>HOURS:</b>	Full Time, 32.5 hours per week
<b>SALARY:</b>	MPS-UPS

# CONTENTS

PAGE	ITEM
3	Message from Omega Multi-Academy Trust
5	Message from the Headteacher
6	Job description
9	Person specification
11	The selection process
12	Staff benefits & wellbeing

# MESSAGE FROM THE TRUST

Dear Applicant,

We are delighted that you are considering applying for a role at Bradshaw Primary School, part of Omega Multi-Academy Trust. Your interest comes at an important and exciting time in the development of the trust and the implementation of our new three-year strategic plan. Our mission and aims sit at the heart of our strategy; to provide the best school experience possible for every child, and to be the best employer we can be.

Formed in 2018, Omega Multi-Academy Trust is a cross-phase group of seven schools serving the metropolitan Borough of Warrington and the City of Liverpool. Our schools are firmly rooted in their communities and respond to their needs with local understanding and knowledge, retaining their unique identities. We strongly believe in the power of genuine collaboration and school-to-school support, so as a trust, we exploit every opportunity that arises to embrace the sharing of best practice, celebrating our many strengths whilst learning together from our mistakes.

We pride ourselves on nurturing a culture of inspiring education which emphasises the knowledge, skills and experiences that will enable pupils to be resilient and aspirational. We invest in our staff and embed innovative, high-quality teaching and learning into our curriculum whilst keeping the best interests of our students at the heart of everything we do.

In my role as Chief Executive Officer, it is a privilege to witness the drive and determination of our staff who have welcomed our new strategic vision so enthusiastically. The strategic plan, as well as having a necessary focus on school improvement as standard, includes a focus on you, the people who help and support our children and young people to stay safe and thrive.

If we are successful in our mission, we will have ensured our schools provide:

- World-class teaching that promotes exceptional learning.
- Bespoke pastoral care that nurtures our students' aspirations.
- Inspiring learning environments, where our students can make mistakes and overcome them to become the best version of themselves.
- Industry-leading professional development for all colleagues, investing in our teams to support them in fulfilling their personal and professional ambitions.

The hard work is paying off and whilst we know our work is far from complete, we are proud to have reached some key milestones. In recent months we have achieved:

- Extremely positive outcome from Ofsted's recent Summary Evaluation of our Trust, commenting on our rigorous approach to staff development, our development of leaders and our strong commitment to staff wellbeing. Inspectors commented that our offer makes Omega Multi-Academy Trust an attractive employer.
- Strong outcomes in each of our schools Ofsted Inspections.
- Strong outcomes in Early Years, Key Stage 1 and Key Stage 2.
- Strong or improving outcomes in both Post-16 and GCSE examination cohorts at our two Secondary Schools.

Our dedicated staff and committed team of Trustees and Governors are relentless in their aim of creating truly world-class schools. Our Headteachers are empowered to create schools that reflect the communities they serve, yet we encourage our schools to be externally focused, obsessive in their quest to learn from the very best, never leaving opportunities for improvement to chance. We see vacancies such as this as an opportunity to attract new talent, bringing the best practice into our trust. By joining us, you become a crucial part of the team that will deliver our vision. Together, we will transform lives.

Yours faithfully,



Mr Christian Wilcocks  
CEO Omega Multi-Academy Trust

# MESSAGE FROM THE HEADTEACHER

Thank you for your interest in working at Bradshaw Primary School. We pride ourselves in being a place that people want to work at. We have a stable and experienced staff who work together as a team but we also welcome new members of staff into the school wholeheartedly.

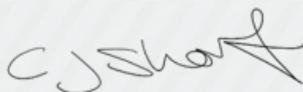
Bradshaw Primary is a one form entry school based in Grappenhall, it has been a part of the community since 1966 and we continue to work hard at being a community school where all members feel valued. Our reputation is as a caring, nurturing school and the relationships we have with our families are a real strength. We have had two generations of some of our families come to Bradshaw and we are sure that in some cases that will become three in the future.

As part of Omega Multi-Academy Trust (who we joined in April 2024), we want to offer the best education for all our children and be the best employer for our staff. Any new members of staff will soon feel part of the Bradshaw Team and will have the chances to develop their skills and knowledge, no matter what role they take on board. We are very loyal to our staff and that leads to them being loyal to school.

Colleagues benefit from strong collaboration and networking across the Trust, and from external professional development opportunities, to achieve their full potential and develop fully in their careers. As a school, staff value this and remain with us to progress.

In joining our school and Omega Multi-Academy Trust, you will be joining a forward thinking, reflective and driven organisation whilst working within a community-based primary school. If you are keen to develop in your career as you work with all our colleagues, parents and the wider community and are passionate about all pupils achieving their true potential then we would value your application for this wonderful opportunity.

Yours faithfully,



Mr C Short  
Headteacher

# JOB DESCRIPTION

<b>Academy:</b>	Bradshaw Primary School
<b>Job Title:</b>	Class Teacher
<b>Grade:</b>	MPS-UPS
<b>Hours:</b>	Full Time, 32.5 Hours (Part-Time Requests will be considered)
<b>Accountable to:</b>	Headteacher/Deputy Headteacher
<b>Contract type:</b>	Permanent
<b>Closing date:</b>	Wednesday 19th June 2024 (9am)

Are you passionate about education? Are you eager to make a difference? Are you an exceptional and motivated teacher? Applications are invited from inspirational, enthusiastic, and innovative teachers to join our successful and hard-working team at Bradshaw Primary School.

## **We are seeking a teacher to become an integral part of this happy and thriving community who:**

- Is an exceptional, innovative and creative teacher.
- Demonstrates excellent organisational and inter-personal skills.
- Can reflect on their own practice and is proactive in developing their skills.
- Has a 'can do' attitude and who shows energy and commitment to all aspects of school life.

## **We can offer:**

- A vibrant, inclusive school family
- Enthusiastic learners
- A committed and dedicated staff team
- A strong, supportive leadership team
- Leadership that values and promotes the professional development of all
- A strong focus on staff well being

## **PURPOSE**

To teach pupils within the school and to undertake such additional duties as are reasonably assigned by the Head teacher.

## **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
- To plan opportunities to contribute to pupils' personal, spiritual, moral, social and cultural development.
- To complete SEND documentation when necessary.

## **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 values and vision
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes

## **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 carer

## **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
- To mentor ECTs/Associate Teachers, as directed by the Headteacher.

## **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 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

## **ADDITIONAL RESPONSIBILITIES**

- Management of staff and resources
- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Deploy resources delegated to them

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

Please note that this 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.

All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

# PERSON SPECIFICATION

**Academy: Bradshaw Primary School**

**Job Title: Class Teacher**

You should be able to demonstrate that you meet the following criteria which are all essential:

Measured by:

A=Application Form

T=Test/Exercise

P=Presentation

I=Interview

R=Reference

E= Essential D=Desirable

You will be required to safeguard and promote the welfare of children and young people. Candidates failing to meet any of the essential criteria will automatically be excluded.

## PRE-EMPLOYMENT CHECKS

<b>E</b>	Positive recommendation from all referees, including current employer	R
<b>E</b>	DBS Clearance post appointment	N/A

## QUALIFICATIONS

<b>E</b>	Qualified Teacher	A
<b>E</b>	Knowledge of National Curriculum and assessment systems	A

## EXPERIENCE

<b>E</b>	Evidence of excellent classroom practice	A/I
<b>E</b>	Evidence of effective use of assessment to inform teaching and learning	A/I
<b>E</b>	Understanding of working in partnership to raise standards of achievement	A/I
<b>D</b>	Experience of working collaboratively within a team	A/I
<b>D</b>	Experience in teaching pupils in all Key Stages	A/I

### PERSONAL QUALITIES AND SKILLS

<b>E</b>	Resilience, the ability to work under pressure and be able to meet deadlines	A/I
<b>E</b>	Ability to prioritise workloads	A/I
<b>E</b>	Excellent communication and organizational skills (including written and oral skills)	A/I
<b>E</b>	A commitment to safeguarding and promoting the welfare of children and young	A/I
<b>E</b>	Ability to work creatively and collaboratively	A/I
<b>E</b>	Demonstrably professional, honest and loyal	A/I
<b>E</b>	Committed to equality and diversity	A/I
<b>E</b>	Passionate about teaching and learning	A/I
<b>E</b>	Open-minded, self-evaluative and adaptable to changing circumstances and new ideas	A/I
<b>E</b>	Willingness to be involved in the wider life of academy	A/I
<b>E</b>	Conscientious and hardworking	A/I

### PERSONAL QUALITIES AND SKILLS

<b>E</b>	Resilience, the ability to work under pressure and be able to meet deadlines	A/I
<b>E</b>	Ability to prioritise workloads	A/I
<b>E</b>	Excellent communication and organizational skills (including written and oral skills)	A/I
<b>E</b>	A commitment to safeguarding and promoting the welfare of children and young	A/I
<b>E</b>	Ability to work creatively and collaboratively	A/I
<b>E</b>	Demonstrably professional, honest and loyal	A/I
<b>E</b>	Committed to equality and diversity	A/I
<b>E</b>	Passionate about teaching and learning	A/I
<b>E</b>	Open-minded, self-evaluative and adaptable to changing circumstances and new ideas	A/I
<b>E</b>	Willingness to be involved in the wider life of academy	A/I
<b>E</b>	Conscientious and hardworking	A/I

# THE SELECTION PROCESS

## HOW TO APPLY:

Thank you for taking time to read and digest our information. If you wish to apply for this post with Omega Multi-Academy Trust then you should:

- If you would like to discuss this role with a member of the Senior Leadership Team please email our office at [office@bradshawprimary.co.uk](mailto:office@bradshawprimary.co.uk) with your request.
- Download and complete the Omega Multi-Academy Trust application form.
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees, one being your current employer (with name and email addresses if possible). The supporting statement should be clear, concise and related to the specific post. There must be no unexplained gaps in your career history.
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification, along with details of the unique contribution that you could make to the future success of Bradshaw Primary School. CVs cannot be accepted.
- Email completed application forms to [recruitment@omegamat.co.uk](mailto:recruitment@omegamat.co.uk) by the deadline below

PLEASE NOTE THE REQUIREMENT TO ATTACH YOUR APPLICATION FORM AS A SEPARATE DOCUMENT TO YOUR EQUAL OPPORTUNITIES FORM WHEN EMAILING YOUR APPLICATION TO US.

## TIMETABLE FOR THE SELECTION PROCESS

**Closing date for applications:** Wednesday 19th June 2024, 9am

**Interview Date:** TBC

**Start date:** September 2024

# STAFF WELLBEING & BENEFITS

Omega Multi-Academy Trust is committed to attracting, developing and retaining top talent to achieve high performance across all school communities. Vital to pursuing this aim is the recognition of employees for exceptional performance, behaviour and achievements. Our offer encourages such recognition of individuals and teams through a range of formal and informal methods. We are committed to encouraging positive work environments that promote the physical and mental wellbeing of our staff. The capability, capacity and comfort of our colleagues is a priority for us.

Omega MAT Plus+ is an exclusive suite of benefits that is on offer to every colleague across the Trust. This is a gateway to a huge range of exciting benefits, including an Employee Assistance Programme. There is 24/7 health and wellbeing support available for everyone, as well as fabulous discounts against big brands and many high street stores.



Discounts against big brands and high street stores including supermarkets, holidays, leisure activities, cinemas and restaurants



An offer to purchase home technology and personal electronic devices by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes



An offer to purchase a cost effective way to get new cycling equipment and bicycles by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



An offer to purchase an electric car by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



Discounted corporate memberships access to 3700 gyms, health clubs and leisure centres across the UK

# STAFF WELLBEING & BENEFITS



Access to the Health Assured Health Portal. Containing an online library of wellbeing information, including articles, videos, and self-help guides to provide support on a range of health and advisory issues to aid your physical and mental health.



Video or phone consultation with a GP at a time that suits you.



Legal, money advice and personal support and guidance.



Transform brings together a carefully created suite of wellbeing tools, including hundreds of workout classes, motivational messages, mental health support, healthy recipes, tools for a better night's sleep and stress management techniques.



Free on-site parking at all school locations.



# Bradshaw Primary School

**Bradshaw Primary School**

Bradshaw Lane,

Warrington,

WA4 2QN

Telephone: 01925 262 906

Email: [office@bradshawprimary.co.uk](mailto:office@bradshawprimary.co.uk)

[www.bradshawcps.org.uk](http://www.bradshawcps.org.uk)

**Omega Multi-Academy Trust**

Lingley Green Avenue,

Warrington,

WA5 3ZJ

Telephone: 01925 988330

Email: [enquiries@omegamat.co.uk](mailto:enquiries@omegamat.co.uk)

[www.omegamat.co.uk](http://www.omegamat.co.uk)