



Dove Bank Primary School

Putting Children First



Class Teacher Recruitment Pack



Dove Bank Primary School

Class Teacher

Full Time

Permanent

MPS/UPS

Commencing August 2025

At Dove Bank Primary School, we are committed to putting children at the heart of everything we do.

It is an exciting time for the school as we are now part of LiFE Multi Academy Trust and all it has to offer. We work closely with the primary schools in the trust as well as doing what is right for our pupils.

We are looking to appoint a KS1 or KS2 Teacher.

At Dove Bank Primary School we are able to offer you:

- Enthusiastic and friendly children
- A hard working team of people who are committed to providing the best education for our children
- A school that has a strong commitment to developing its staff individually and places a strong emphasis on supporting and encouraging your continued professional development
- A strong coaching ethos to develop practice
- A well structured phase support system
- A well resourced school
- A chance to be part of shaping the future of our school

In return we are looking for someone who:

- Loves working with children
- Is enthusiastic, hardworking, highly committed and enjoys working as part of a team
- Has high expectations of what all children can achieve
- Can teach creatively and match learning to the needs of our children

Closing Date – Monday 19th May 2025 at 9am

Interview Date – Thursday 22nd May 2025

“LiFE Multi Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment will be subject to a DBS check and an online search.”

The Application Process

To apply, visit Eteach to complete an application form, CV's will not be accepted.

An email will be sent to shortlisted candidates with details of the interview process and the outline of the day.

Queries

If you have any queries on any aspect of the application or need additional information, please contact Mrs Louisa Howard On 01530 262371 who will be happy to help you.

Thank you, and we are really looking forward to hearing from you.

Vision, Values and Ethos

LiFE Multi Academy Trust **Bringing Learning to LiFE**

Vision: We have a compelling desire to provide high quality, personalised and rounded education for everyone, right in the heart of our local community. We believe that no school can be deemed successful unless all those around it are also successful, popular and flourishing. Hence we believe that dynamic, mutually accountable collaboration and challenge between local schools as members of the LiFE MAT is the cornerstone of our future success.

Each of our schools needs to be seen as a leader of, and vital to, its local community; each school is regarded as fundamental to the identity of its surrounding community. In this capacity we will relentlessly promote the values of inclusion and the celebration of diversity, alongside personal responsibility and respect.

Values:

- Ensuring that every pupil achieves positive, life changing outcomes
- Providing a whole education: academic excellence co-existing with an exceptional commitment to activity beyond the school gate
- **The relentless pursuit of excellence by;** expecting this of every person, every day; recognising and celebrating behaviours that lead to great progress and promoting and celebrating elite performance inside school and in the wider world
- Valuing and promoting the celebration and understanding of diversity and qualities of our staff and students
- Ensuring that all pupils and staff feel known, appreciated and supported
- Committing whole-heartedly to collaboration within, between and beyond our academies
- Ensuring our curricula are agents for the promotion of our values

Dove Bank Primary School

Aims Inspire those that we teach through: creative, exciting, memorable learning experiences.
Develop confident, well-behaved, happy pupils, with a positive sense of self.
Enable each individual child to reach their full potential through engagement in a rich, rewarding and inclusive learning institution, in which every child feels secure, valued, and is encouraged to do their personal best.
Develop in our pupils a love of learning and the confidence to express themselves with imagination and creativity.
Develop in pupils, the ability to behave with courtesy and good manners.
Develop thoughtful and caring pupils who are able to form their own responsible values and make informed choices.
Encourage pupils to respect and value the richness and diversity of their own community, other peoples' cultures and the natural world around them.
Develop children as learners for life, equipped with a set of learning and social skills for an ever changing world.

Vision At Dove Bank, we have strong values and vision that promote equality and inclusion; embracing our diverse and rapidly changing world.

Our primary belief is that every child is an individual with limitless potential – and, working in partnership with yourselves, it's up to us to unlock those talents and confidence.

Put simply, our vision is to achieve true potential for all.

We have 5 key areas that encompass our vision and steer our moral compass for the next generation we support:

- Children in our care must reach their age-related expectations in the core curriculum areas
- Our children are to enjoy a relevant, rich and creative curriculum
- Well-rounded skills development ensure our children are confident, future-ready individuals
- Through the celebration and appreciation of diversity, children have strong global awareness
- Children experience an age-appropriate learning style that enhances independence

Ethos Dove Bank is committed to providing a broad education where all children can reach their potential in a happy, caring environment which encourages them to value themselves and those around them.

Our Offer to new staff joining the LiFE Multi Academy Trust and our schools'

Professional Capital:

'We believe in getting the right people, getting them to work together and getting them to stay'

Strategy	Description
Putting your trust in our Trust	We believe in your development. Everything we do is about creating a team of committed professionals who share our ambition for young people. If you believe in this too, we are committed to providing an exciting, enjoyable and rewarding working environment.
Coaching	Coaching is integral to our success. We support colleagues through coaching; enabling deep reflection, which has allowed us to build a bold, creative and aspirational culture, where collaboration with peers and new approaches to practice are encouraged.
Personal Improvement Plan versus Performance Management	Instead of the usual Performance Management, we encourage our staff to identify aspirational targets through our 'Personal Improvement Plan' (PIP) process. With your coach, you will look to make significant progress in a critical area of your practice; we believe in valuing the process of improvement not pass or fail numerical targets.
Health and Wellbeing Strategies	<p>Having happy and healthy staff is key to a successful organisation. The Trust is committed to:</p> <ul style="list-style-type: none">● providing employees with a safe, healthy and supportive environment in which to work● recognising that the health and wellbeing of our employees is important● providing a supportive workplace culture where individuals healthy lifestyle choices are valued and encouraged <p>We are committed to supporting colleagues to overcome the stigma and discrimination of mental health issues within the work place. To show our commitment to this we have publicly signed up to 'Mindful Employer'.</p> <p>We believe it is important that we are role models to our students of how to be a healthy adult. We actively promote the importance of a work life balance, offering support to staff on managing stress and workload, as well as a physical activity programme. Access to coaching, counselling is also available to all staff.</p>
Equality and Equal Opportunities	Our Trust and its schools are committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust seeks to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and our wider communities we serve.

Development of Professional Capital and Excellent

As a Trust we always look to invest in our staff and pride ourselves on our ‘home grown talent’. We are proud of this and believe this has the biggest impact on how our staff understand their communities and make a difference to the lives of our young people.

Quite simply, our aim is to employ people who match our ethos and values and enable them to truly collaborate with colleagues across the Trust so that they are satisfied professionally. We provide outstanding development opportunities which draw on excellence both within and outside of our Trust to enable you to build your professional capital.

Examples of the many opportunities we encourage staff to take up externally include:

- The National Professional Qualification for Senior Leadership (NPQSL)
- The National Professional Qualification for Headship (NPQH)
- The National Professional Qualification for Middle Leadership (NPQML)
- The Outstanding Teacher Programme (OTP)

Development opportunities occur at all levels. Some are led by staff within school or across the Trust and others are externally accredited.

Across the Trust we pride ourselves on equal opportunities for all staff, irrespective of background, gender, disability, religion, sexual orientation or age.

Great access to progression and leadership responsibility

Further evidence of our investment in ‘home grown talent’ is that 86% of our TLR holders have been internal appointments. We have clear professional progression pathways within the CPD offered throughout the year at all levels within the Trust.

Collaboration across all schools

We are continually developing relationships across our Trust to enable collaboration to support learning and teaching outcomes. In addition, we are able to offer a joint CPD programme to draw upon expertise across the Trust. Staff work and meet regularly in teams across schools in the Trust and we hold an annual Strategic Planning Day, where each member of the Trust work together.

Sabbatical and flexible working policies

We have developed a unique sabbatical policy to support staff to develop their interests. For some, this has been to develop professionally, whilst others have taken this time to experience travel with their family. See our policy for further details.

Flexible working arrangements are also promoted across the Trust where possible, to enable our staff to manage their work life and family commitments.

Strong Induction Process

It is important to us that every member of staff has the right start to working in our Trust. The importance of a good induction is invaluable for new starters irrespective of previous experience. To support this, we have a New Staff Induction Day before the start of term, which enables colleagues to get a real understanding of what the school is about and what it means to be part of the Trust. This day also prepares new staff for our training (conference) days at the beginning of the Autumn term. In addition to this ALL staff are invited to visit a series of lessons across the school year.

NQT Programme	We offer newly qualified teachers a robust, supportive and bespoke training programme which will enable you to develop into an outstanding teacher. We will follow new guidance on the ECT Early Career Framework.
Continued ECT and ECT+1 support	Where possible we try to ensure that ECTs and second year teachers have reduced teaching loads to allow them more opportunities for CPD throughout the school week. This also allows for peer to peer observations and additional coaching to take place to develop their practice.
3D Networks	3D Networks are an opportunity for faculties to share good practice and new ideas with colleagues across the school, based on our unique 3D Learning and Teaching model.
Attendance of staff	Our staff are committed to their roles and ensure that students are supported to maximise their outcomes. Levels of attendance are exceptionally high across all staff and well above national averages in the education sector and beyond.

We are always looking for high quality teachers and support staff who buy into our values across the LiFE Multi Academy Trust and our schools

JOB DESCRIPTION: CLASS TEACHER

- To be a teacher within the primary age range at Dove Bank Primary School;
- To deliver good, interesting lessons for the children that meet their learning needs;
- To ensure lessons suit the age and ability of the children so that all can make progress;
- To be responsible for the progress and outcomes of children in the class;
- To deliver a broad and balanced curriculum based upon the school policies, schemes of work, the National Curriculum, LA and DFE recommendations;
- To plan linked, creative learning experiences to a theme;
- To prepare, mark, assess, record and display pupils' work in accordance with school policy and in co-operation with other colleagues;
- To foster and develop, for all pupils, a working environment that is well disciplined, structured, secure, stimulating and challenging;
- To develop the principle that an effective home school partnership enhances pupils' education;
- To develop the principle that staff, governors and parents/carers must work in partnership to provide the best possible education for all pupils within the school;
- To participate effectively in staff INSET and parents' meetings;
- To foster the continuity, progression and ethos for consistency & whole school identity throughout Dove Bank Primary School;

Experienced Teachers will be expected to be responsible for a curriculum area:

Curriculum Co-ordinators

- In consultation with other colleagues, to review and develop the school's policy for a curriculum area to ensure that the school delivers the statutory requirements in these subject areas;
- To work effectively with all staff to ensure that there is continuity and progression across the Foundation and Key Stages;
- In consultation with other colleagues to review, revise and develop appropriate recording and assessment systems for a curriculum area;
- To monitor planning, teaching and achievement in a curriculum area throughout the school;
- To manage the resourcing of a curriculum area, including bidding for a school budget & monitoring spending.

We work in partnership with all staff and governors, to actively support pupils in caring for each other, their work, their classroom, their school and their environment.

This partnership is important in order for the pupils to recognise and respect the contribution that all adults within our school make to their learning environment.

This job description will be subject to amendment as the needs of the school dictate in consultation with the post holder.

PERSONNEL SPECIFICATION

	Essential	Desirable
Qualifications/ Education	<p>1.1 Qualified Teacher</p> <p>Status.</p> <p>1.2 Degree.</p>	1.3 Evidence and commitment to continuing professional development
Experience	2.1 Evidence of team working.	2.2 Recent teaching experience in relevant key stage.
Knowledge and Understanding	<p>3.1 A clear understanding of what makes good learning and teaching.</p> <p>3.2 A good understanding of strategies for meeting the needs of all pupils.</p> <p>3.3 Good knowledge of a range of classroom and behaviour management strategies.</p>	3.4 In depth knowledge of a non-core curriculum area.

Skills	<p>4.1 Teaching skills assessed by Headteacher and/or external inspectors/advisors as at least good and pupil progress data to support this.</p> <p>4.2 Ability to motivate and inspire pupils.</p> <p>4.3 Has and defines high academic standards and can demonstrate a commitment to raising standards.</p>	<p>4.6 Evidence of outstanding teaching.</p> <p>4.7 Competent and confident user of IT</p>
	<p>4.4 Ability to plan a creative program of work, and a commitment to making learning relevant, interesting and cross curricular.</p> <p>4.5 Ability to communicate well with parents and other adults including a well written application form</p>	

<p>Personal Characteristics</p>	<p>5.1 Inspires trust and confidence.</p> <p>5.2 Can engage and motivate pupils. Likes children!</p> <p>5.3 Can work well in a team.</p> <p>5.4 Has a positive outlook.</p> <p>5.5 Is approachable.</p> <p>5.6 Good written and oral communication skills</p> <p>5.7 A sense of humour</p>	<p>5.8 Ambitious – committed to own professional development.</p> <p>5.9 Reflective</p>
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