



Core Leader Application Pack



REAch2
ACADEMY TRUST
EXCEPTIONAL OPPORTUNITIES FOR LEARNING

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Letter from Catherine Paine, Chief Executive

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven't previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

Catherine Paine

Chief Executive, REAch2 Academy Trust



Letter from Mr Mo, Headteacher, Sprites Primary Academy

Dear Applicant,

Are you an excellent, committed teacher with proven leadership experience?
Maybe you have some middle leadership experience but want to develop further?
Is your leadership style kind, compassionate yet intolerable of mediocrity?
Are you someone others look to for support, guidance or inspiration? (Maybe all 3!)
Have you led significant change or impacted whole school outcomes?

If you answered yes to at least three of the above, then read on...

We are looking for two 'Core Leaders', one to lead the lower school (EYFS & KS1) and one to lead our upper school (KS2). Alongside this, you will take the lead on either English or Maths across the school. These are significant responsibilities, including leading large staff teams and will therefore come with regular release time from class teaching responsibilities and suitable TLRs.

First and foremost, you need to be an excellent classroom practitioner who is a role model for others. Secondly, some leadership experience is necessary – either you are an exceptional leader already or you are a rough diamond that needs a bit of polishing – please see the person specification for eligibility.

After many years languishing in Special Measures, our school is in a very different place and we require the right people to take us to the next level. Ironically, the journey out of category was straightforward, however it is this next phase which can be stubborn and complex. We need people who are innovative, creative, think outside the box, pay attention to detail, have sky high expectations of themselves and others, relentless, driven, reflective, compassionate and above all...fearless!

If this sounds like the project for you then let's have a chat on the phone or come and visit our delightful school.

Thank you.

Motiur Rahman

Headteacher

Our Cornerstones and Touchstones

REAch2 is the Cornerstone of the Trust: providing a strong, responsible foundation from which every academy develops and grows. A cornerstone provides a subtle yet paramount role in the construction of a building and ensures that REAch2 is a trustworthy, accountable and inspirational organisation, delivering the best possible learning experience.

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

Inspiration breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. You can learn more about REAch2 at our website: www.reach2.org



The application

You are invited to submit an application form by email to Mr Mo, Headteacher at **headteacher@spritesacademy.org**

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust's online [Equality & Diversity Monitoring Form](#) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS with Child Barred List check.

To arrange an informal discussion please contact Mr Mo, Headteacher on 01473 685040

The application process and timetable

Application deadline:	Midday, Friday 12 May 2023
Interviews:	Tuesday 16 and Thursday 18 May 2023
Contract details:	Full time
Salary:	MPS / UPS + TLR2
Start date:	September 2023

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

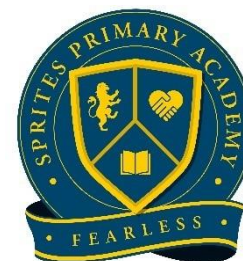
Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that academies and academy personnel are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all of our pupils.

We have a principle of open competition in our approach to recruitment and will seek to recruit the best applicant for the job. The recruitment and selection process aims to ensure the identification of the person best suited to the job based on the applicant's abilities, qualifications, experience and merit as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely, and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system after six months from notifying unsuccessful candidates, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your details will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](#).



Job Description

Post:	Core Leader
Salary:	MPS / Ups + TLR2
FTE:	Full Time
Job Status:	Permanent
Responsible to:	Headteacher
Responsible for:	Teaching staff and support staff
Liaison with:	Teaching staff, support staff, Headteacher, Senior Leadership Team, pupils, Parents/Carers, external agencies.
Duties:	The Conditions of Employment for School Teachers (Document on Pay and Conditions) specify the general professional duties of all teachers.

Job Purpose:

The Core Leader will be responsible for providing leadership and management of the school's key stage curriculum, delivering high-quality teaching and effective use of resources. They will work to improve learning standards and achievement for all pupils in their subject and key stages, whilst also carrying out their duties as a classroom teacher. They will be an integral part of the Senior leadership Team, contributing to the school development plan and to whole school strategic planning.

As a Core Leader, they will contribute to whole-school self-evaluation and school improvement planning and be responsible for supporting and leading staff within their key stages. They will offer guidance and support to key stage teaching staff, modelling best practices and showing up-to-date knowledge of current theory and practice. They will lead a core subject across the school, ensuring pedagogy and outcomes are consistently high through coaching, training, monitoring, accountability and support.

The Core Leader will be expected to fulfil the responsibilities of a teacher, as set out in the STPCD, including planning and teaching lessons, assessing pupils' progress, and managing behaviour effectively.

Duties and responsibilities:

Strategic development:

- Contribute to strategic decision making, working with school management to share expertise and insight, and help shape the school's vision
- Set high expectations for all pupils in their key stages, and inspire and motivate staff and pupils to reach and maintain high standards
- Lead staff by setting standards through personal classroom practice, demonstrating different strategies to deliver improved pupil performance
- Provide guidance and support to staff within their key stages, working in partnership with parents and the community, keeping them informed and involved in pupils' learning

Teaching and learning:

- Model the school's current systems for recording pupil progress within their key stages
- Oversee the use of schemes of work and their delivery, and measure impact on teaching and learning
- Work with other teachers to review the curriculum and make sure there is continuity and progress
- Maintain pupil behaviour and discipline to help build an environment where high standards of learning behaviour are expected

Leading and managing staff:

- Establish short-, medium- and long-term plans for developing and resourcing the key stage curriculum
- Develop the school's approach to assessment and lead on improving the quality of teaching and learning
- Take a leading role in inducting new key stage staff and making sure they uphold expected values and teaching standards
- Monitor the quality of teaching and learning within their key stages (e.g. through observations, analysing performance data, etc.)

General duties:

- Develop own professional knowledge and skills through courses and reading, aligning with school's ethos and current strategic needs
- Attend meetings according to school policy, and lead where required
- Lead whole school and key stage assemblies
- Where required, prepare and deliver reports to relevant groups (governors, parents, etc)
- Manage and monitor budgets within your area
- To undertake any other reasonable duties deemed necessary for the smooth running of the school.

Please note that this is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out.

Additional Information

Sprites Primary Academy is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment.

REACH2 is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This position is subject to an enhanced DBS Check and satisfactory written references.

The duties outlined in the Job Description may be varied to meet the changing demands of the school at the reasonable direction of the Headteacher.

This job description does not form part of the contract of employment. It describes the way the post holder is expected to perform and complete the particular duties as set out above.

Person Specification

	Shortlisting
Training and Qualifications <ul style="list-style-type: none"> • Qualified Teacher Status. • Evidence of continuing professional development relevant to the post. • Leadership qualifications (e.g. NPQML, NPQSL, Leading from the Middle etc) • RWI training (for lower school Core Leader) 	<p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p>
Knowledge and Understanding <ul style="list-style-type: none"> • Expert knowledge of legislation and guidance on curriculum requirements and key stage delivery • Outstanding classroom practice, constantly showing a positive and resilient approach to pupils and staff • Excellent communication and organisational skills • Effective and competent IT skills • Ability to communicate a vision and inspire others • Ability to build effective working relationships with colleagues and all other stakeholders 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>
Experience <ul style="list-style-type: none"> • Minimum 2 years' teaching in UK primary schools • Leading a core subject • Developing and delivering staff CPD • Team leadership, including during school development and/or improvement • Implementing teaching and learning strategies to improve quality and pupil attainment • Responsibility for key stage leadership or equivalent, providing strategic and practical oversight • Year 6 SATs teaching (for upper school Core Leader) • Year 2 SATs teaching (for lower school Core Leader) • Nursery management (for lower school Core Leader) 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p>
Characteristics and Competencies <ul style="list-style-type: none"> • High expectations of self, colleagues and for all pupils • Commitment to upholding and promoting the ethos and values of the school • Ability to work under pressure and prioritise effectively • Excellent organisational skills • Commitment to maintaining confidentiality at all times • Commitment to equality 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>

Other <ul style="list-style-type: none"> • Right to Work in the UK • Enhanced DBS with Child Barred List check • Works within guidelines and procedures • Evidence of a commitment to safeguarding and promoting the welfare of children and young people • Commitment to promote and support the aims of REACH2 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>
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When completing the application form applicants should address each of the selection criteria with clear evidence of success.