

North Worcester Primary Academy



Application Pack

Early Years Lead Teacher

September 2024



Early Years Lead Teacher Job advert

**Early Years Lead Teacher
Permanent, full time.**

**Salary: M4 – UPS (£36,051 - £46,525)
Plus a TLR 2A £3,214**

Start Date: 1st September 2024

We have a unique and exciting opportunity for an excellent, experienced early years specialist to join the leadership team at North Worcester Primary Academy and shape our EYFS as the school continues to grow.

North Worcester Primary Academy is an impressive free school which is part of the highly regarded Rivers C of E Academy Trust, specialists in early years and primary provision. We are looking for an exceptional early years practitioner to lead our early years foundation stage. The successful candidate will be based in Reception, whilst holding responsibility for our very popular Pre-School and EYFS.

Since opening in 2019, our enthusiastic staff have worked hard to create a safe and inclusive school where children feel happy and are excited to learn. We are Ofsted rated 'good' in all areas (February 2024). We are proud that our staff enjoy working at North Worcester and that this was acknowledged by Ofsted: "Staff are overwhelmingly positive about working at North Worcester Primary. They feel supported and valued." We offer a large, vibrant learning space; extensive grounds, including two forest school areas and an all-weather, artificial grass sports field; state-of-the-art immersive room, 1:1 devices and specialist rooms for practical activities such as music and DT.

We offer a varied curriculum which puts sustainability at its heart and is designed to challenge all abilities, giving our pupils the right tools to prepare them for the next stage of their life. Our school has a friendly atmosphere, which is reflected in happy children who thrive in a safe and positive learning environment.

The Rivers C of E Academy Trust is a dynamic trust of sixteen primaries, first and nursery schools and a thriving teaching alliance with a strong educational reputation. As a member of our 800+ staff community, you will have access to a collaborative network of colleagues who work together to drive high standards and benefit from a contributing pension scheme, access to continued professional development and opportunities for internal talent management.

We are looking for someone with:

- a passion for teaching and learning
- excellent subject knowledge, particularly with children's early development
- creative and stimulating teaching strategies, making learning visible and exciting, with the ability to motivate, inspire and stimulate curiosity, interest and enjoyment of learning in pupils
- a secure knowledge of the teaching and learning of phonics and strategies to encourage rich language acquisition
- an excellent understanding of the importance of the development of early reading and writing

- a commitment to ensuring that every pupil achieves the best that they possibly can
- high expectations in all areas of school life.

The successful candidate will have a proven track record of making a demonstrable impact in the areas they are responsible for.

Skills we are looking for:

- an excellent classroom practitioner,
- experience of leading and developing an area of school life,
- has the ability to work as part of a supportive and enthusiastic team,
- has the enthusiasm and the ability to inspire children and colleagues,
- has a commitment to continued professional development,
- are highly motivated and organised,
- has high expectations of self and others; the desire and ability to make a difference,
- is committed to promoting the vision and core values of the school.

North Worcester Primary Academy can offer:

- a thriving new school,
- vibrant and stimulating indoor and outdoor learning environments,
- happy and friendly children with excellent behaviour,
- supportive and committed parents,
- a dedicated and hardworking staff team and
- a well-structured and forward-thinking curriculum framework
- an opportunity to work within a successful school with an outward looking MAT
- a commitment to high quality CPD, with support to further develop your skills as a teacher.

Visits for an informal tour of the school are essential if you would like to be considered for the role; please call 01905 953850 to book.

Applicants are invited to submit applications on the Rivers Teaching Application Form available on our website www.northworcesterprimary.co.uk/vacancies. Please state your experience and strengths on the application form, including subjects you have led or have expertise in.

Closing Date: Monday 15th April 2024 - 12 noon.

Interviews: Monday 22nd April

Interviews will consist of: a visit to your setting to observe you with your children and teaching, an interview at NWPA, a task and spending time with pupils and staff on the day of the interview.

(Please note that only applicants who have been short listed will be contacted by the school.)

The school and Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful application will be required to undertake an Enhanced Disclosure via the Disclosure & Barring Service.

Early Years Lead Teacher Job Description

Salary Range: M4-UPS

Plus TLR: 2A

Contract: Permanent, full time

Line of Responsibility: Headteacher

Our People Values:

- **Love, Learn, Live** - Our aim is that our staff will **love learning for life**. Our family of schools **love, learn and live** together.
- **Our STARS values** - Empowering staff to make a difference to children's outcomes: Sharing; Trust; Achievement; Respect and Safety
- We expect our staff to: deliver high quality performance for our children; have a positive and proactive approach; be passionate about learning and CPD; listen to and work collaboratively with others; and engage in school and Trust life.

Key Purpose:

- Actively support the vision, ethos and policies of the school and promote high levels of achievement throughout
- To take a leading role in raising standards, improving quality of teaching and staff development in EYFS
- In partnership with the Headteacher and Assistant Head Teachers, monitor the quality of teaching and children's progress and attainment across the phase and school
- To support the Headteacher and Assistant Head Teachers to manage the day-to-day organisation of the school
- Through Leadership Team meetings, contribute to the school's organisation and overall strategy of the school
- Report to advocates as appropriate
- To be an active member of the school Leadership Team and to play a significant role in partnership with the Headteacher and Assistant Head Teachers in reviewing whole-school policies and practice
- Act as "critical friend" and provide effective professional challenge and support to the senior leadership team
- Be responsible for the learning and achievement of all pupils in class ensuring equality of opportunity for all
- Be responsible and accountable for achieving the highest possible standards in work and conduct
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, advocates, other staff and external agencies in the best interests of pupils

- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

Main Activities:

Leadership Responsibilities

- To be actively involved in the ongoing School Development Plan and arrangements for its evaluation in terms of its effect on school improvement and raising standards
- To lead and co-ordinate assessment information across EYFS in order to ensure consistent and accurate judgements of pupil performance
- To present a coherent and accurate account of pupil and team performance in a form appropriate to a range of audiences, including advocates, the Trust, the local community, and Ofsted.
- To support the Headteacher and Assistant Head Teachers in appraisal of staff
- To work in partnership with the Headteacher and Assistant Head Teachers in developing appropriate management structures in the school
- To undertake phase and whole school assemblies as necessary
- To work in collaboration with the school improvement particularly focused on EYFS
- To play a full part in developing and enhancing relationships between the school, pupils, parents, external agencies and the local community.
- Be a strong advocate for change and champion school improvement.

Teaching

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of pupils' you teach
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject)
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure pupils' progress
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate
- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document.

Behaviour and Safety

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a

framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly

- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils
- Have high expectations of behaviour, promoting self-control and independence of all learners
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.

Team working and collaboration

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document.

Fulfil wider professional responsibilities

- Work collaboratively with others to develop effective professional relationships
- Deploy support staff effectively as appropriate
- Communicate effectively with parents/carers with regard to pupils' achievements and wellbeing using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies
- Make a positive contribution to the wider life and ethos of the school administration
- Register the attendance of and supervise learners, before, during or after school sessions as appropriate
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document Professional development
- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012.

Other

- Maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the Headteacher/Assistant Heads.

Conditions of Employment

- The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment

- To be subject to all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions
- Attention is also drawn to the requirements for planning, preparation and assessment time under which all teachers at a school with timetables teaching commitments have a contractual entitlement to guaranteed PPA time within the timetabled teaching day
- Any other duties as directed by the Headteacher.

The School reserves the right to alter the content of this Job Description, after consultation, to reflect changes to the job or services provided, without altering the general character or level of responsibility.

The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the School's Equal Opportunities Policy and Code of Conduct.

Early Years Lead Teacher Person Specification

Criteria	Essential	Desirable
Qualifications and experience	<ul style="list-style-type: none"> • Qualified teacher status • Previous EYFS teaching experience • High expectations in all areas of school life 	<ul style="list-style-type: none"> • NPQs • Designated safeguarding lead • Successful leadership of subjects • Successful leadership of a year group/phase
Skills and knowledge	<ul style="list-style-type: none"> • An excellent classroom practitioner • Knowledge of the National Curriculum • Knowledge of effective teaching and learning strategies • A good understanding of how children learn • Ability to adapt teaching to meet pupils' needs • Ability to build effective working relationships with pupils • Knowledge of guidance and requirements around safeguarding children • Knowledge of effective behaviour management strategies • Good ICT skills, particularly using ICT to support learning 	<ul style="list-style-type: none"> • Evidence of continuous professional development and commitment to further professional development • Assessment and its implications for whole school assessment and measurement of pupil progress • Knowledge of Read, Write Inc
Personal qualities	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school 	

	<ul style="list-style-type: none">• High expectations for children's attainment and progress• A positive attitude to personal growth and a commitment to learning and CPD• Ability to work under pressure and prioritise effectively• Commitment to maintaining confidentiality at all times• Commitment to safeguarding and equality• Approachable, Committed, Empathetic, Enthusiastic, Organised, Patient, Resourceful, Team Player.	
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About Our School

It is a pleasure to welcome you to North Worcester Primary Academy. We are an impressive free school run by the highly regarded Rivers C of E Academy Trust, a multi-academy trust, specialists in early years and primary provision.

Situated within walking and cycling distance of Perdiswell, Northwick, Claines and Fernhill Heath, we have no catchment area and intake children from as far as Droitwich and Warndon Villages.

We are currently in a 'growth phase' so we are able to offer places in our current pre-school, Reception, Year 1, Year 2, Year 3 and Year 4 and in the 2024-2025 academic year, Year 5 cohorts. We are a two-form entry school so have two classes per year.

Since opening in 2019, we have developed an excellent learning environment. Our enthusiastic staff work hard to create a safe and inclusive school where children feel happy and are excited to learn. In February 2024 we had our first Ofsted report and we were judged 'Good' in all areas. This is a fantastic achievement for our school community and a testament to the hard work and passion everyone has in ensuring the children we serve flourish and have the very best experiences.

We offer a large, vibrant learning space; extensive grounds, including two forest school areas and an all-weather, artificial grass sports field; immersive room, full-class sets of iPads and specialist rooms for practical activities such as music, dance and cookery.

We understand that our parents want more than just academic achievement. We offer an exciting and varied curriculum designed to challenge all abilities and give our pupils the right tools to prepare them for the next stage of their life.

North Worcester Primary Academy operates as a 'faith ethos' community school, welcoming families from all faiths and no faith, drawing from the distinct [STARS values and vision](#) of the Rivers C of E Academy Trust, 'Love – Learn – Live'.

We are proud to be part of the Rivers C of E Academy Trust, a family of 16 thriving schools and pre-schools within Worcestershire and Sandwell, which all benefit from a wealth of teaching and learning expertise associated with a well established multi-academy trust.

Our doors are always open and we are happy to show visitors around our beautiful new building and school grounds.

Virtual Tour

Please click on the link below to view our virtual tour.

[North Worcester Primary Academy - Welcome Video](#)

The Rivers Multi Academy Trust

When you join North Worcester Primary Academy you become part of The Rivers CofE Academy Trust family, a group of 16 schools and over 800 staff working in partnership to provide the best learning experience for over 4600 children.

As a member of the trust, you will have access to a wider network of friendly colleagues, working in similar positions, who are available to offer support, share ideas and provide guidance.

There are plenty of opportunities for you to thrive and grow your skills, through training and collaborative working.

Contact Details

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