

Early Years Class Teacher



SALARY

Teachers Main Pay Scale

START DATE

As soon as possible

WORKING HOURS

32.5 hours per week (1.0 FTE)

LOCATION

St Wulfram's National Church of England Primary School

APPLICATION DEADLINE

Friday 16th February 2024 (noon)

INTERVIEWS

WC Monday 26th February 2024

The opportunity to transform lives

What if every child was unique with intrinsic value? What if every member of staff was unique with intrinsic value? What if every school was unique with intrinsic value? At LAAT we believe that they are.

We're a Church of England trust - everything we do is because every child has an intrinsic value – which we call being made in the image of God. But you don't have to. You just need to be able to look at our children and young people: however deprived or privileged; however difficult or compliant; whatever their background, ability, culture, or gender, and know that what you do, how you teach them, what you give to them, and how you relate to them can transform their lives. Then, you must have the energy, passion, and drive to give them your best.

We don't ask you to do this alone. We'll provide you with the support of an organisation which believes that you too are unique and valuable – valuable for who you really are.

So, is now the time to consider what you want by looking at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, gain professional support, and the opportunity to transform lives.

Greater Lincolnshire is a fabulous county with beautiful beaches, woods, Wolds, fields, and fens. It offers reasonably priced housing and is home to the Red Arrows. Lincoln is a two-university city with access to new and growing technologies.

Is now the time to find out more about us and to join our community of excellence, exploration, and encouragement? To change lives with us, for the better.

Jackie Waters-Dewhurst
Chief Executive Officer

LAAT is a Multi-Academy Trust formed by the Diocese of Lincoln in 2013. We have grown to serve 21 academies across three local authorities of Lincolnshire, North Lincolnshire, and North-East Lincolnshire.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an enhanced criminal record check via the DBS.



For more information about
LAAT:
www.thelaat.co.uk

About us

St Wulfram's National Church of England Primary School, we value every individual with their own distinctive characters, gifts and abilities. We have at the heart of our work the belief that all children are loved by God and are intrinsically unique. We understand that children learn best when they are safe and happy, and we do our best to promote this. As we learn together in a supportive and nurturing school, we will thrive and be ready to face the challenges of life.

Our school motto is "Aim high believe, fly high achieve". Working together with parents and carers, we support and promote the spiritual, moral, social, cultural, physical and academic development of all in the school community. We actively encourage this through our Christian and British values, ensuring that everyone feels empowered to make a positive contribution towards a greater future; to be agents of change.

Please contact St Wulfram's National Church of England Primary School for an informal discussion on 01476 563895 or by email enquiries@stwulframsnational.laat.co.uk

Completed application forms should be sent to recruitment@laat.co.uk

In line with Keeping Children Safe in Education 2023, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.

BENEFITS

- Local Government Pension Scheme for support staff, Teachers Pension Scheme for Teachers
- 26 Days Annual Leave
- Growth and Development processes in place for all employees to support continuous professional development
- Access to over 70 online E-Learning courses
- 24-hour confidential helpline covering legal, financial, wellbeing, health and nutrition etc.
- Confidential counselling – up to 6 sessions free of charge
- Physiotherapy – up to 4 free sessions free of charge
- Coaching - Personalised stress coaching plans over 6 weeks, one to one with an OH Practitioner
- Virtual GP – Accessible by smart phone or computer, same day appointments available at time to suit



Excellence



Exploration



Encouragement

Job Description – Class Teacher

Core Purpose

To carry out the duties of the Teacher in accordance with the Teachers Pay and Conditions Document.

Key Tasks and Responsibilities

To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils, incorporating the National Curriculum requirements and in line with the curriculum policies of the school.

To facilitate, support and monitor the overall progress and development of all the pupils.

To foster a stimulating and creative learning environment and educational experience, which provides students with the opportunity to fulfil their individual potential, and is conducive to the good management of teaching and learning.

To share in the development of the school curriculum, courses and study, teaching materials, teaching programmes, methods of teaching and assessment and their review.

To support and contribute to the school's responsibility for safeguarding children and have high regard for health and safety.

Responsibilities

Directing and supervising the work of Teaching Assistants.

Co-operation and liaison with other professionals, including fellow staff and colleagues from external agencies (for example, Specialist teachers, LAAT support services, health professionals and social workers).

Generic Responsibilities

Teach pupils in their assigned group according to their educational needs, including the setting and marking of work to be carried out by the students in school.

To assess, record and report on the attendance, progress, development and attainment of all pupils and keep such records as are required by the school's systems.

To ensure a high-quality learning experience for pupils, which meets internal and external quality standards.

To use a variety of a delivery methods appropriate to students' learning styles and the varying demands of the curriculum.

To provide a positive, conducive and safe learning environment, encouraging high standards in punctuality, presentation of work and relationships.

To support the school special needs policy on inclusion and to assist in the identification and teaching of children with special needs within the class.

To set high expectations for pupils' behaviour and maintain a good standard of discipline through well focused teaching, fostering positive relationships and implementing the school's behaviour policy.

To play a full part in the life of the school and LAAT community, and promote its Christian ethos.

To follow and actively promote the school's policies.

Other

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during the course of their work.



Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

*“The smallest of all seeds, when it has grown, is the greatest of shrubs and becomes a tree, so that the birds of the air come and make nests in its branches.”
Matthew 13:32*

Training/Qualifications/Experience

Essential

Desirable

Training/Qualifications/Experience	Essential	Desirable
Qualified Teacher Status	*	
Have good subject knowledge of English and Mathematics curriculum appropriate to the age range.	*	
Experience of teaching in EYFS or KS1, or experience of teaching across the whole primary age range	*	
Quality of teaching is consistently good/outstanding	*	

Professional knowledge and understanding

A range of strategies which contribute to excellent teaching and learning	*	
The theory and practise of providing effectively for the needs of all children	*	
Statutory National Curriculum requirements for KS1 or Early Years Curriculum for EYFS	*	
How to effectively monitor, assess and record pupil progress	*	
The Statutory requirements of legislation concerning Equal Opportunities, health and safety, SEN and Child Protection	*	
Current safeguarding requirements	*	

Safeguarding Children

Current Safeguarding Training		*
Enhanced DBS Clearance	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

Personal and Professional Skills and Attributes

Promote the Christian ethos of the school	*	
Inspire, challenge, motivate and empower others to carry the vision forward to improve outcomes for children	*	
Demonstrate effective teamwork skills	*	
Willing to go the extra mile and be flexible	*	
Plan effectively to meet children's interests	*	

Approach to work – Candidates should:

Have a commitment to work effectively with other professionals to plan and deliver activities to meet the needs of the children	*	
Show a commitment to working in partnership with parents, governors, colleagues both inside and outside of the LAAT	*	
Be an outstanding role model	*	

Behaviour Competencies - Candidates should:

Be respectful and able to act with tact and diplomacy	*	
Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils	*	

Other - Candidates should:

Be a positive role model	*	
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Our Commitment to you

We believe that all our schools are fantastic places to work. Our commitment to you is important - throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through:

- **Transparency** – we will treat you with respect, honesty, and fairness.
- **Protecting your privacy** – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.
- **Showcasing talent** – we'll provide a good opportunity for you to share your skills, experience, and potential.
- **Feedback** – we will provide constructive feedback professionally.
- **Listening** – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

Please see the link to our privacy notice for prospective candidates:
[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk/Opportunities)

The Trust promotes diversity. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.

- Providing you with clear, accurate and timely information.
- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process.