



# PDET



**Educating primary children  
across Northamptonshire,  
Peterborough & Rutland**

**LEARNING AND  
FLOURISHING  
TOGETHER**

**2023 Recruitment Pack**

**Early Career Teacher**

**@PDET\_MAT**



## Our Academies

The Church of England has been running schools for over two hundred years in the belief that every child deserves a good education, which enables each to flourish and achieve his or her potential.

A good education helps develop character and can be life transforming. It helps prepare a child for life in our diverse society and to contribute to it.

Our schools seek to serve their local communities; they are inclusive welcoming children of the Christian Faith of other faiths or of no faith, children from all background and of all abilities.

We believe in the infinite worth of each person: children deserve the very best education and staff deserve support to deliver this.



Encourage one another and build each other up  
Thessalonians 5:11

## Message from PDET Chief Executive

Peterborough Diocese Education Trust (PDET) is a Multi Academy Trust (MAT) that was created in 2014 to be the 'home for church schools'. It is currently made up of 33 academies; 31 academies are in Northamptonshire, one in Rutland and one in Peterborough.

Our primary academies deliver education to 6000 children of all faiths and none. Many of our staff would not describe themselves as regular church attenders, however, they feel that they are able to subscribe to the values that we consider important to achieving outstanding education within a distinctly Christian ethos.

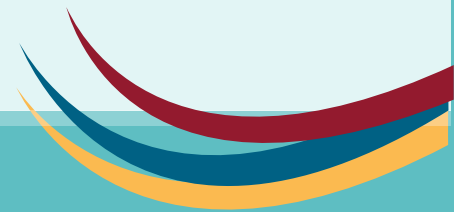
We believe children flourish in our schools if the adults are flourishing. Therefore, supporting and developing our staff is a key priority. We regard this as a strength of our Trust.

We look forward to you joining us for a number of reasons:

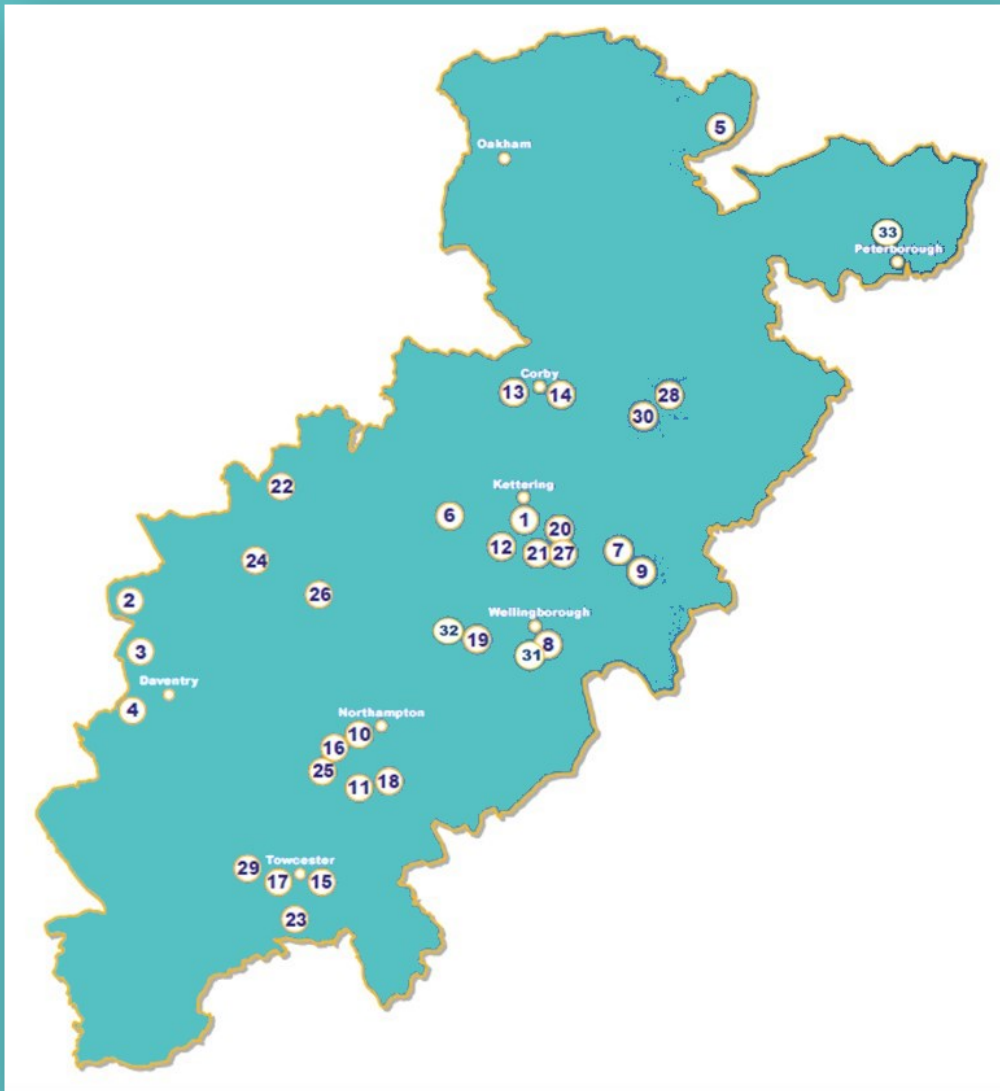
- The energy you bring as you start out on your professional journey
- The chance for our more experienced staff to share their practice
- Contributing to the development one of the most important workforces in the country.

I hope that you decide to join a caring MAT that is making a real difference to the lives of children across a large number of academies.

Ruth Walker-Green  
Chief Executive



# Our Academies



- |   |  |  |
|---|--|--|
| 1. St Andrews Church of England Primary School      | 12. Pytchley Endowed CE School                     | 22. Welford, Sibbertoft & Sulby Endowed School   |
| 2. Barby Church of England Primary School           | 13. Cottingham Church of England Primary School    | 23. Silverstone Church of England Primary School |
| 3. Braunston Church of England Primary School       | 14. Weldon Church of England Primary School        | 24. Guilsborough CE Primary School               |
| 4. Staverton Church of England Primary School       | 15. Towcester Church of England Primary School     | 25. Kislingbury CE Primary School                |
| 5. Ryhall Church of England Academy                 | 16. St Lukes Church of England Primary School      | 26. Spratton CE Primary School                   |
| 6. Loddington Church of England Primary School      | 17. Greens Norton Church of England Primary School | 27. St Mary's CE Primary Academy                 |
| 7. Great Addington Church of England Primary School | 18. Collingtree Church of England Primary School   | 28. Oundle CE Primary School                     |
| 8. St Barnabas Church of England School             | 19. Mears Ashby Church of England Endowed School   | 29. Blakesley CE Primary School                  |
| 9. Ringstead Church of England Primary School       | 20. Cranford Church of England Primary School      | 30. Trinity CE Primary School                    |
| 10. St James Church of England Primary School       | 21. Isham Church of England Primary School         | 31. Freeman's Endowed CE Junior School           |
| 11. Milton Parochial Primary School                 |  | 32. Sywell CE Primary School                     |
|   |  | 33. William Law CE Primary School                |

## The PDET Family

We are currently a family of 33 academy schools with others waiting to join. We use the term 'family' advisedly because we are related through our Christian heritage and united by our shared Christian values yet, like members of a family, each individual school has its own unique identity.

One of the joys of being part of PDET is to see the informal family networks of support that have developed across the Trust, whether of bursars or school leaders, helping our strap line 'Achieving More Together' to become a reality.

## What Our Headteachers Value

- Networking Opportunities
- Exceptional level of support from the central team
- Responsive leadership support
- Despite its growth the trust, still remains personal and values the uniqueness of each school
- Cluster sharing opportunities
- Safeguarding expertise and legal advice, usually within the hour
- CPD development days
- School improvement expertise.



## Benefits of Joining a PDET Academy

- Being part of a close-knit family of academies, with shared values and a commitment to mutual support
- Guaranteed ECT time
- High quality CPD
- Bespoke training at all levels
- Enhanced opportunities for teacher development e.g. sharing good practice between academies, additional leadership opportunities
- Commitment to building capacity within – creative CPD opportunities
- Secondments to leadership roles
- Access to leadership courses
- Potential to work across more than one school
- Curriculum enrichment opportunities for pupils
- The chance to innovate in ways that benefit schools and communities in their particular context
- A highly supportive and available central team
- Schools spread across the length and breadth of the diocese
- Great variety of schools ranging from small village schools to large urban schools
- Opportunity to join one of the fastest growing MAT's in the area
- A trust who continues to recognise the terms of the School Teachers' Pay and Conditions Document (STPCD), the Burgundy Book
- A trust who values positive working relationship with the trade unions
- A trust committed to Wellbeing
- Employee Assistance Programme for all staff
- Access to the Teachers' Pensions Scheme.



## Key Dates

Closing Date: 7 June 2023

## Our Clusters

### Northampton

Collingtree, Kislingbury, Milton Parochial, St James (Northampton), St Luke's (Northampton)

### Towcester

Blakesley, Greens Norton, Silverstone, Towcester

### Daventry

Barby, Braunston, Guilsborough, Spratton, Staverton, Welford, Sibbertoft & Sulby (WSSES)

### Rutland/NE Northants

Oundle, Ryhall (Rutland), Trinity Aldwinckle, William Law (Peterborough)

### Kettering 1

Cranford, Great Addington, Mears Ashby, Ringstead, Sywell, St Barnabas (Wellingborough), Freeman's (Wellingborough)

### Kettering 2

Cottingham, Isham, Loddington, Pytchley, St Andrews (Kettering), St Mary's (Burton Latimer), Weldon



We are a forward thinking trust and are continually looking for ways to create distinctiveness across our family of academies by **encouraging one another and building each other up.**

Our academies already work in six clusters which enables them to benefit from school to school support across a range of areas. Academies work together and gain from the experience of other settings.

## The Application Process

We welcome applications from aspirational students who are passionate about making a difference to children within our trust. If your initial application is successful you will be invited to attend an initial observation session and an interview.

## Safeguarding and Child Protection

**PDET** is committed to safeguarding and promoting the welfare of all children and expects all staff to share this commitment. All new staff with the Trust will be subject to an enhanced DBS check and all other safeguarding requirements in accordance with DfE legislation.



Encourage one another and build each other up  
Thessalonians 5:11

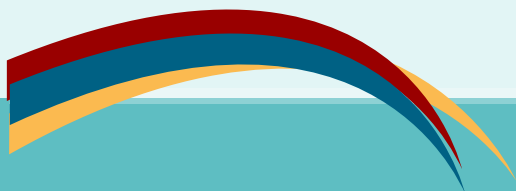


## How to Apply

It is really simple to apply directly through our recruitment site—  
<https://accesspeople.accesscloud.com/PeterboroughDioceseEducationTrustRecruitment>

Any questions you can email PDET's Head of HR at [melanie.morris@pdet.org.uk](mailto:melanie.morris@pdet.org.uk).

Wherever possible, please provide email addresses for your referees.



#### **JOB PURPOSE**

To ensure high quality education for all pupils for which you are responsible and accountable and improve the quality of learning and standards of achievement.

#### **MAIN DUTIES & RESPONSIBILITIES**

The following should be read in conjunction with the Teacher Standards which exemplify in greater detail each point.

#### **Teaching and Learning**

- Set high expectations which inspire, motivate and challenge pupils.(1.1)
  - Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- Promote good or better progress and outcomes by pupils. (1.2)
  - Be accountable for pupils' attainment, progress and outcomes
  - Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
  - Plan, teach, monitor, assess and evaluate the education of children taught
- Demonstrate good subject and curriculum knowledge. (1.3)
  - Have a secure knowledge of the relevant subject(s) and curriculum area, foster and maintain pupils' interest in the subject, and address misunderstandings
  - Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- Plan and teach well-structured lessons in accordance with the school curriculum and in relation to the Teacher Standards.(1.4)
  - Reflect systematically on the effectiveness of lessons and approaches to teaching
  - Contribute to the design and provision of an engaging curriculum with the relevant subject area(s)
- Adapt teaching to respond to the strengths and needs of all pupils, working with other professionals as necessary. (1.5)
  - Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
  - Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
  - Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them

## Job Description

### Class Teacher (continued)

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BE PART OF  
  
PDET

- Make accurate and productive use of assessment. (1.6)
  - Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
  - Make use of formative and summative assessment to secure pupils' progress
  - Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback
- Manage behaviour effectively to ensure a good and safe learning environment. (1.7)
  - Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
  - Have high expectations of behaviour and use a range of strategies consistently and fairly

#### Standards and Quality Assurance

- Fulfil wider professional responsibilities. (1.8)
  - Uphold public trust in the profession by maintaining high standards of ethics and behaviour, within and outside school (2.1)
  - Have proper and professional regard for the ethos, policies and practices of the school including equal opportunities, safeguarding, SEND and inclusion. (2.2)
  - Maintain high standards in their own attendance and punctuality (2.2)
  - Have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities (2.3)
  - Support the teamwork ethic of the school
  - Be proactive in matters relating to health and safety
  - Be supportive of the Church ethos of the school.
- Maintain good relationships with

#### Other Duties

- Participate in staff meetings, INSET and the corporate work of the school.
- Administer assessment tasks and tests as required for specific age groups.
- Prepare regular reports to parents and attend parents' evenings.
- Undertake playground supervision on a rota basis.

#### ADDITIONAL REQUIREMENTS

This job description outlines the main duties of the post but does not exclude other duties, which may be undertaken to ensure the efficient operation of the academy. Other duties required will be consistent with those listed above and appropriate to the title and grade of the post. The job or duties described may vary or be amended from time to time without changing the level of responsibility associated with the post.

( ) Teacher Standard

Encourage one another and build each other up  
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# Person Specification

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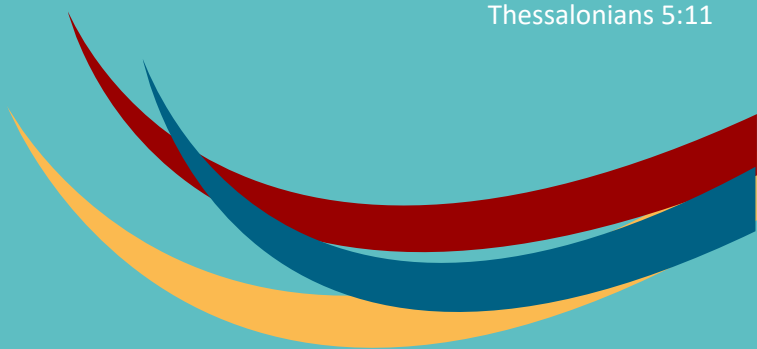


## Person Specification

ESSENTIAL	DESIRABLE
<b>Qualifications</b>	
Qualified Teacher Status	Evidence of continuous professional development
<b>Experience</b>	
Experience of teaching in a primary school	Experience of: Teaching across key stages Working in partnership with parents Working in a Church of England school
<b>Knowledge and understanding</b>	
<p>Knowledge and understanding of: The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies); Statutory National Curriculum requirements at the appropriate key stage; Effective teaching and learning styles; The monitoring, assessment, recording and reporting of pupils' progress; The statutory requirements of legislation concerning Equal opportunities, Health &amp; Safety and SEND; The positive links necessary within school and with all its stakeholders. A thorough understanding of and commitment to uphold all safeguarding systems and policies.</p>	<p>Knowledge and understanding of: One or more curriculum subjects in depth; Using cross-curricular approaches to learning; Making effective links between schools.</p>
<b>Skills</b>	
<p>Promote the school's aims positively, and use effective strategies to monitor motivation and morale; Develop good personal relationships within a team; Establish and develop close relationships with parents, governors and the community; Communicate effectively (both orally and in writing) to a variety of audiences; Create a happy, challenging and effective learning environment. Ability to lead and support TA's effectively to support children's learning Ability to deal sensitively with staff, parents and pupils</p>	<p>Develop strategies for creating community links. Enthusiasm and ability to use ICT creatively across the curriculum</p>
<b>Personal Characteristics</b>	
<p>Resilient under pressure; Approachable; Committed; Empathetic Enthusiastic; Organised Patient; Resourceful</p>	



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**PDET**

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