



Ongar Primary School

Deputy Head Teacher

(Maternity cover)

Information for candidates





Ongar Primary School

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Ongar Primary School

Deputy Head Teacher

(Maternity cover)

Required: 1st September 2023

Pay Range; L1 – L4

Are you ready for the next step in your career? Or perhaps you are an experienced leader looking to apply and enhance your skills and experiences in a new context? We are offering an excellent opportunity for a future leader whose ambition and passion matches that of our school.

Whilst our wonderful DHT takes maternity leave, we are looking for an inspirational, dynamic and creative teacher. We are looking for all the usual pre-requisites plus that little bit of pizzazz and we think we can offer you the same in return!

The post is initially for the year, with teaching responsibility for a Year 3 class and leading English across the school. The role will provide the opportunity to share and develop outstanding practice within a vibrant and ambitious school.

Come and visit to see for yourself what we have to offer. Join our team and make a real difference to the children and families of Ongar. Join our Trust and, for the right person, there are array of opportunities that will be open to you.

Visits to the school are strongly recommended and warmly welcomed. This can be arranged by contacting the school office. Application forms are also available by emailing admin@ongar-pri.essex.sch.uk and via <http://www.essexschoolsjobs.co.uk> or www.bridgeacademytrust.org

Ongar Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The appointment will be subject to an enhanced DBS check and other pre-employment checks.

Closing date: Monday 22nd May at midday

Interviews Friday 26th May 2023



Ongar Primary School

Deputy Head Teacher

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Job Description

Pay range: L1-L4

Line Manager: Head Teacher

Core purpose: -

- Be an outstanding class teacher with high expectations of achievement and behaviour for all pupils
- Be an inspirational leader that creates an ethos and culture of high staff morale.
- Lead on establishing and implementing a safe, calm and well-ordered environment for all pupils and staff, focussed on safeguarding pupils and developing their exemplary behaviour in school and in the wider society.
- Monitor and evaluate the quality of education across the primary range.
- Support the Head Teacher in producing, reviewing and evaluating a strategic whole School development plan.
- Promote excellence by providing structured support, coaching and strategic direction for teachers and support staff.
- Use external and internal research and development to innovate and improve teacher practice across the school providing a research-led approach.
- Understand current curriculum and examination requirements to inform teaching and teacher planning and learning so that pupils are best prepared for external examinations.
- Engage in data analysis for pupils, parents, teachers and senior team members that directly impacts on the quality of provision and teaching.
- Hold all staff to account for their professional conduct and practice.
- Lead by example to foster an open, transparent and equitable culture.
- Build, develop and maintain effective relationships with parents and all members of the school and wider community to enhance the education of all pupils.
- Uphold the highest standards of professional and business ethics and support the Governors in ensuring that this impacts on all aspects of the school decision making processes.
- To keep children safe and support the Head Teacher to implement and oversee the highest possible standards of child protection, prevent strategies and safeguarding throughout the school.
- To undertake other duties and responsibilities as is reasonably directed by the Head Teacher.



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Person Specification

	Essential	Desirable
Qualifications <ul style="list-style-type: none"> Qualified teacher status Degree level qualification or equivalent National professional qualification for headship (NPQSL) Further relevant professional/academic study 	X X	X X
Experience <ul style="list-style-type: none"> Outstanding teaching in either KS1 or KS2 Teaching experience in both Key Stage 1 and 2 Teaching experience in EYFS 4+ years' experience in middle leadership Senior leadership experience Designated Safeguarding Lead Experience of successful subject leadership Leading on Disadvantage Successfully driving and implementing change 	X X X	 X X X X X X
Professional development (within the last five years) <ul style="list-style-type: none"> Successful performance management reviews Evidence of pursuit (and achievement) of professional growth 	X X	



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Person Specification

	Essential	Desirable
Skills <ul style="list-style-type: none">• Excellent communication skills – verbal and written• Inspirational leadership – in different contexts and with the range of stakeholders• Flexibility of leadership styles and the emotional intelligence to utilise them appropriately• To nurture and build effective teachers• To nurture and build effective leaders• To nurture and build effective teams• To be accountable to the headteacher and hold others to account	X X X X	 X
Knowledge and Understanding <ul style="list-style-type: none">• The structure and content of the EYFS, KS1 and KS2 curricula• Statutory assessment across Primary Education• Current issues and developments in education• Core features of successful classroom practice• Core features of successful curriculum design• Challenges and best practice regarding disadvantage• Challenges and best practice regarding pupils with SEND (including statutory requirements)• Effective implementation of school-wide skills and systems to promote positive behaviour• How to identify and support your own wellbeing needs• How to identify and support the wellbeing needs of staff and pupils	X X X	 X X X X X



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Person Specification

	Essential	Desirable
A commitment to the following: <ul style="list-style-type: none">Equalities and the Equality Act 2010Promoting and working within the Trust vision and ethosHigh ethical standardsRelating positively to and showing respect for all members of the trust and wider communityFurther relevant professional self-developmentSafeguarding and child protection	X X X X X X	
Personal Attributes <ul style="list-style-type: none">Resilience in the face of challengeEnthusiasm and sensitivityCaring attitude and ability to empathise with pupils and parentsOptimismFlexibility and adaptability	X X X X X	

In addition to candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours and situations.

Any relevant issues arising from references will be taken up at interview. Bridge Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.



Ongar Primary School

About Us



At Ongar Primary school we aim to provide children with a happy, secure and stimulating learning experience. All that we do at Ongar Primary School is underpinned by our Three Rights: The Right to Respect, The Right to Safety and the Right to Learn. We believe that all children have the right to be respected and have the responsibility to learn now to respect others.

Debbie Attridge, Headteacher



We are located in the village of Ongar and are a feeder school for the Ongar Academy



We have 30 members of staff



We have 170 children on roll



Ofsted rated Good (April 2016).
Joined Bridge Academy Trust in September 2018.

Key Stage 1 (age 5 -7)

Reception

Year 1

Year 2

Key Stage 2 (age 7-11)

Year 3

Year 4

Year 5

Year 6



Ongar Primary School

Our Vision

Our school strives to reach the highest possible standard in everything we do and in doing this, support children to become confident, independent learners with a thirst to continually learn and improve.

Our vision and value are at the core of everything we do. They underpin our teaching and learning, and provide an environment which prepares our pupils as confident, happy citizens.

Our real life learners are challenged and inspired in our safe, supportive and respectful school.

School Ethos

At Ongar Primary we:

- ✕ create a learning environment which is welcoming, supportive and challenging, so that every member of our community will want to come to school and will be motivated to do their best;
- ✕ provide stimulating opportunities that will secure a lifelong love of learning and equip children with the confidence and independence needed in a rapidly changing world.
- ✕ develop and nurture talent and aptitude of all kinds and at every level, so that each individual in the school's community feels valued and achieves success;
- ✕ help children to become responsible citizens who contribute positively to society by ensuring that the values of honesty, integrity, tolerance, equality and friendship are at the heart of all we do.

Bridge Academy Trust

Join us and be part of our Trust



Mark Farmer,
CEO

"We are a strategic and forward-thinking Trust and we recognise that our staff are a precious resource. We aim to appoint and develop professionals who are welcoming, compassionate, highly motivated and who can promote high expectations.

Being committed to excellence, our staff will work in collaboration to build strong partnerships, allowing us to achieve our vision."

Bridge Academy Trust wants schools to work with each other in localities for the benefit of the local children and communities.

High quality continuity of every child's journey through education

High quality and effective transition work between key stages and school transfers, ensures that children are 'ready', academically, socially and emotionally for the next stage of their learning journey.

A community and school-led school improvement system

All children and adults are positive citizens within the areas they live and the school it serves.

- ✕ **ENJOY** coming to school and learning experiences available to them;
- ✕ Are **ENRICHED** with a wealth of opportunities inside and outside of lessons and the curriculum, so that all talents are identified and nurtured;
- ✕ **ACHIEVE** high standards:
 - ✕ academically, in terms of examination results;
 - ✕ personally, through their respect for others and their environment;
 - ✕ socially, through their contribution to the life of the school and wider community



Bridge Academy Trust

Our People Strategy

We aim to transform teaching, leading, and learning to fulfil our commitment to giving our children, young people and our communities, the high-quality education they deserve. Each facet of our improvement strategy recognises the need for schools and the wider MAT to recruit, nurture, grow and plan for the succession of a high-quality workforce.



We recognise the development (support and challenge) of leadership at all levels as the key to sustainable school improvement and this is evident in our ongoing financial and resource planning. Frequent and regular time with core improvement team members provides our school leaders and those with leadership responsibility with mentoring, coaching and additional capacity to drive school improvement day to day and over time. There is a shared understanding that school leaders will then work with us to similarly develop staff within their schools, creating a high-quality, committed workforce across our Trust.

You can view our full People Strategy via the Trust website:
<https://www.bridgeacademytrust.org/work-with-us/>

Bridge Academy Trust

Schools in our Trust



Acorn Academy



Chipping Ongar Primary School



High Ongar Primary School



Mildmay Primary School

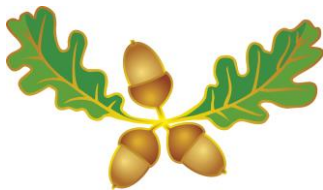


Moulsham High School



Notley High School
& Braintree Sixth Form

Notley High School
& Braintree Sixth Form



Oaklands Infant School



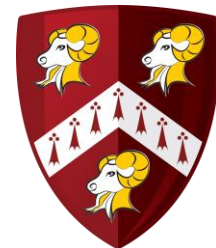
Ongar Primary School



Richard de Clare Community
Academy



The Ongar Academy



The Ramsey Academy

Bridge Academy Trust

Contact Us

For an application form please contact:

HR Team

telephone: 01245 202 937

e-mail hr@bridgeacademytrust.org

Bridge Academy Trust

Community Building
Moulsham High School
Brian Close
Chelmsford
Essex
CM2 9ES

www.bridgeacademytrust.org

email: enquiries@bridgeacademytrust.org

telephone: 01245 202 927

Ongar Primary School

Milton Crescent
Shelley
Chipping Ongar
Ongar
CM5 0FF

www.ongarprimaryschool.co.uk

email: admin@ongar-pri.essex.sch.uk

telephone: 01277 362 354