



Diocese of Salisbury Academy Trust

'Beyond expectations for all of God's children'



Beamminster
St. Mary's Academy

Where children come first; belonging and building together
Respect † Trust † Kindness † Friendship † Responsibility

EYFS Class Teacher Part Time 0.4FTE - Maternity Cover



Recruitment Pack



Welcome to the Diocese of Salisbury Academy Trust (DSAT)

and thank you for your interest in working with us. The Trust is based at the Diocesan Education Centre in the historic village of Wilton, located three miles to the West of the medieval city of Salisbury.

In this pack we have enclosed some interesting and useful information about the Trust, which works with twenty-two academies across the Diocese. You can find out more about these and the strengths of our organisation on our website at www.dsat.org.uk. We take safeguarding seriously and candidates will be subject to rigorous procedures to ensure that our children are suitably protected at all times. This will include an enhanced DBS check for all successful candidates before employment is confirmed.

This recruitment pack includes:

Our School

Brief outline of who we are and what we do

Job Advert and How to Apply

Please ensure that your application relates to the correct advertisement and that you have been able to find details of how to apply with the correct form.

Job Description and Person Specification

We aim to provide you with a clear indication of the role you are applying for. When completing your application, we ask you to relate your experience and skills to the Job Description and Person Specification in a clear and succinct manner.

DSAT Vision and Values

This document outlines the strength of the ambitions that we have for our Trust and our vision for all of the children in the Trust.

Equal Opportunities Monitoring Form

We are committed to equality in the workplace and supporting the development of all our employees.

Privacy Notice

We want you to be aware of how any personal data you provide will be processed up to and beyond the appointment of a successful candidate.

Letter from Headteacher

Dear Applicant,

Thank you for your interest in joining our School. We are part of the Diocese of Salisbury Academy Trust (DSAT) and are proud to be part of a trust where there is considerable support and collaboration with the other schools and leaders across these schools.

You are warmly encouraged to visit us in advance of applying (COVID restrictions apply). We understand that this may not be possible and there will be time on the interview day to see and ask everything you may need to know. When you visit the school, you will notice the:

- Friendly and welcoming atmosphere
- Children that are thriving and enjoying learning
- Breadth of experiences and opportunities
- Hard working, committed and caring staff
- Beautiful surroundings and facilities
- Strong local community

There are 106 children on roll. The School has a Church of England foundation within the Diocese of Salisbury. The school was judged to be Required Improvement when last inspected, but significant progress has been made since then. There are considerable strengths, and the school is already moving forward in a range of ways.

We are part of the extended family of the Diocese of Salisbury Academy Trust (DSAT); a strategic and forward-thinking Trust that recognises the needs and challenges across all its academies. As part of DSAT, we benefit from a supportive network of colleagues from across Dorset and Wiltshire and excellent opportunities for professional development and training.

We are looking for someone with high expectations, a love of learning, able to inspire and laugh and enjoy the challenges of this role. You need to be a team player; you will go the extra mile to support children and want to continually develop and pick up the best ideas from around the world in education. In return, you will join a School and Trust that is full of activity, opportunity, and optimism.

There is further information about the school on our website <https://www.beaminsterstmarys.dsat.org.uk/> and the trust at www.dsat.org.uk

You are very welcome to visit us in advance of an application or please contact the school office for any further information. On behalf of the staff, children, and governors we look forward to meeting you. Very best wishes,

Yours sincerely,

Mr Marklew

Mr D Marklew
Headteacher

Our school

Beaminster St Mary's Academy is one of the 22 schools currently working together as part of the Diocese of Salisbury Academy Trust (DSAT). We work together to both support and challenge each other ensuring that we translate our vision of excellence into practice and put the children at the centre of all we do.

At St Mary's we aspire to have all of our children achieve to the best of their ability, but also keep them safe, happy and excited by their learning as we continue on our journey of improvement. Our motto is 'where children come first' and this informs every decision the school makes – we put the children at the heart of all we do!

As a Church school, we aim to prepare children for their future by achieving a high level of academic success underpinned by Christian values chosen by the children. We work together to provide an excellent education, which allows all children to use their God given gifts to the full, within an inclusive and caring Christian ethos. We wholly uphold the belief that we are all one in God.

Of course in order to carry all of the above, we need the best possible staff. At St Mary's you can be guaranteed to receive a fully supportive environment where everyone is a learner. You will be offered an extensive CPD package and collaborative learning experiences to ensure we are always on top of our game.

Our vision

- To deliver the best standard of education.
- To be a place where high aspirations are embraced by all.
- To be a school to which all are proud to belong.
- To be fully involved in the life of the community.
- To provide a safe and stimulating learning environment where children flourish.



Our values

Because we believe that we are all one in God, we acknowledge Jesus taught values of friendship, respect, kindness, trust and responsibility.

St Mary's Academy is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Our school values the diversity of our workforce and welcomes applications from all sections of the community. The successful candidate will be required to have DBS check in line with the Government's safer recruitment guidelines.

Visits to our school are welcomed. For further information or to make an appointment to visit the school or request an application form, please contact Mrs Cox or Mrs Vaughan in the School Office on **01308 862201**.

We look forward to meeting you.

Mr Marklew
Headteacher



Job Advert

Job Title	EYFS Class Teacher Part time 0.4FTE– Maternity Cover
Academy Name	Beaminster St Mary's Academy
Location	Clay Lane, Beaminster, Dorset, DT8 3BY
Contract Type	Fixed Term to cover maternity
Salary	£25,714 - £36,961 Main Scale 1 – 6
Pension	Teachers' Pension Scheme
Contact	Mr Darren Marklew Telephone 01308 862201 office@beaminsterstmarys.dsat.org.uk
Closing Date	9am 17 th May 2022
Interview Date	Tuesday 24 th May 2022
Start Date	1 st September 2022 or asap for the right candidate

Part-time teacher (Maternity Cover) required

The children, staff and governors of Beaminster St Mary's Academy are looking for an inspirational and dedicated teacher to join our teaching team.

Beaminster St Mary's is proud to belong to the family of schools under the Diocese of Salisbury Academy Trust, where children are at the heart of everything we do.

With this in mind, we are seeking a teacher who has high expectations of all pupils, has excellent classroom management skills and has a belief that every pupil deserves the very best opportunities.

Our successful applicant must:

- love teaching, have a positive outlook and motivation to work hard
- have recent experience in teaching Early Years
- be totally committed to raising the attainment of all our pupils
- have the commitment to support us in our desire to give our children the very best
- be a team player
- be supportive of our Christian ethos

We can offer:

- the opportunity to work with our wonderfully inspiring children
- the opportunity to work with a dedicated and friendly team of staff
- high quality continued professional development and opportunities to progress
- the opportunity to work within DSAT; a forward-thinking multi-academy trust

Beaminster St Mary's is a founding member of the Diocese of Salisbury Trust. As a family of over twenty schools, staff can expect to receive first class training opportunities and support through collaborative and innovative school to school CPD.

If you think you are the teacher St Mary's is looking for, please contact the office to arrange a visit to our wonderful school. We look forward to meeting you.

Job Description

Job Title: EYFS Class Teacher

Reports to: Mr Darren Marklew (Headteacher)



Main Job Purpose:

To promote positive outcomes for children within an inclusive school environment. The Class Teacher plays an important role in the ongoing development of the school and is responsible for developing systems and teaching strategies suited to the age and individual needs of the children in their class. The role also involves assessing children's progress and sharing this information with parents/carers and colleagues. As a Church of England Primary School and member of the Diocese of Salisbury Academy Trust, all staff members have a responsibility to maintain the positive ethos and Christian values of the school, both inside and outside the classroom.

Main Activities:

- Implement agreed school policies and guidelines.
- Support initiatives decided by the Headteacher and staff.
- Plan appropriately to meet the needs of all pupils, through differentiation of tasks/having the highest expectation of every child, believing that every learner has unlimited potential for development.
- To plan and deliver the curriculum within the framework of present school policies and those in the National Curriculum, both in short and long term planning structures.
- Set clear targets, based on prior attainment, for pupils learning.
- To plan and resource a classroom which will encourage the development of all aspects of children's learning. In particular to encourage independent use of resources and involvement in their learning.
- Provide a stimulating classroom environment, relevant to the current topic being taught.
- To monitor children's progress, keep records and evaluate children's achievements.
- To report to parents termly either through written reports or through parent evenings.
- To establish and maintain good relationships with colleagues, working as part of a team in all aspect of school development.
- Maintain good order and discipline amongst pupils, in accordance with the school's behaviour policy.
- Participate in regular staff meetings and contribute to school improvement.
- Communicate and co-operate with specialists from outside agencies.
- Lead, organise and direct support staff within your classroom.

Teaching, Learning and Assessment

- Be a reflective practitioner who knows and understands how pupils learn.
- Set high standards for the quality of teaching and learning through your own practise.
- Offer support, guidance and advice to assist collaborative planning linked with a programme of monitoring and evaluation.
- Establish, review and update Action Plans for subjects you are responsible for.
- Working alongside school leaders, actively seeking ways to enrich the learning experience of children through the wider school curriculum.

Knowledge and Understanding Maintain an up to date knowledge and understanding of:

- The schools' vision and values;
- The schools' priorities, targets and improvement plans;

- The statutory curriculum requirements and requirements for assessment, reporting and recording pupil's attainment and progress;
- The characteristics of high quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement for all pupils.

Generic Responsibilities

The post holder will be required to undertake such duties as may be reasonably directed by the Headteacher from those described in detail in the current 'School Teachers Pay and Conditions'. In such cases a discussion will be had with the Headteacher where reasonable expectations can be set.

In particular the following duties will be required:

- Planning and preparing of lessons that meet the needs of learners through well planned differentiated tasks.
- Playground and other duties as required.
- Assessing, recording and reporting on pupil development, progress and attainment.
- Working as part of the school team to ensure a learning environment that enables children to achieve.
- Taking an active role in extended opportunities for children and contributing to the promotion of the life of the school within the community.
- Working collaboratively with colleagues.

Person Specification

	Essential	Desirable	Assessed
Qualifications	<ul style="list-style-type: none"> Qualified Teacher status. Degree Qualification. 	<ul style="list-style-type: none"> Evidence of training / INSET and commitment to further professional development 	Application form & certificates
Knowledge and Experience	<p>A sound understanding of:</p> <ul style="list-style-type: none"> How children learn What constitutes excellent classroom practice needed to promote high quality teaching and learning The educational needs of the whole range of pupils in KS2 Approaches to planning, assessing, monitoring and evaluating the curriculum in KS2 Provision for gifted and talented children and for those with special educational needs The importance of forming and maintaining appropriate relationships and personal boundaries with children 	<ul style="list-style-type: none"> Understanding of the role and responsibilities of a curriculum / subject leader Have an up to date knowledge of current teaching and wider curriculum developments Understanding of the current Ofsted framework 	Application form and interview
Leadership and Management Skills	<p>The Class Teacher will be able to:</p> <ul style="list-style-type: none"> Promote the school's ethos and aims positively and use effective strategies to engage all children. Develop good personal relationships within a team. Establish and develop close relationships with parents, governors and the wider school community. Communicate effectively (both orally and in writing) to a variety of audiences. Create a happy, challenging and effective learning environment. 	<ul style="list-style-type: none"> In addition, the Class Teacher might also be able to enhance the curriculum by providing extra-curricular activities. 	Application form and interview
Personal Qualities	<ul style="list-style-type: none"> Approachable Committed Enthusiastic Able to motivate self and others Calm under pressure Well-organised 	<ul style="list-style-type: none"> Ability to think creatively and to be able to anticipate and solve problems 	Application form and interview



Diocese of Salisbury Academy Trust

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Our vision is for the growth of thriving Christian learning communities, providing everyone with the opportunity to achieve more than they ever thought possible. Christian service is at the heart of all we do, as we help young people to develop excitement in learning and to live life to the full. We value everyone equally and demonstrate this through our words, actions, community life and the quality of the opportunities we provide.

Children and young people at the heart of all we do

Our young people will be inspired to develop academically and spiritually, aspiring beyond their own and others' expectations.

Faithfulness to our Christian tradition

We put God's love into action through our values of love, reconciliation, hope, forgiveness, peace, grace, justice and joy. Working with our parishes and communities, we encourage an understanding of the significance of faith through teaching, worship and prayer.

Striving for excellence

We love learning and are passionate about the high standards we can achieve in all aspects of life.

Collaboration

We build strong partnerships, learning with and from others as we challenge ourselves to reach new heights. We give of our best and expect the best from one another.

Celebrating success

We celebrate the achievements of every individual and share our successes widely.



'I can do everything through Christ, who gives me strength'



Background to DSAT

The Diocese of Salisbury Academy Trust (DSAT) was established at the end of 2013 to provide a home for schools within the Diocese of Salisbury who wanted to convert to academy status. From January 2021, the Trust has twenty-two academies. Whilst the Trust is a separate entity to the Diocesan Board of Education (DBE), they work together in dynamic and strategic partnership to transform provision and outcomes for the children in their care.

Alongside its improvement work in its current member academies, the Trust is working actively with other schools and the Regional Schools Commissioner (RSC) to grow its family of academies. This will enable a greater level of system-led improvements, further opportunities for collaboration between leaders and staff at all levels of the organisation and better economies of scale, vital in the current challenging economic climate.

DSAT provides an opportunity for schools to convert to academy status in a way that is different to many academy trusts.

- Individual schools that can thrive in their own context and in line with their own vision and values;
- A home for church schools committed to maintaining their distinctiveness, based upon their Christian values;
- A home for schools without a Christian foundation, who are wanting to work with us in partnership to secure better outcomes for children;
- A dynamic collaboration, working in conjunction with a range of partners, to deliver tailored programmes of school improvement that will meet the needs of each academy;
- Services available to academies that will support improvements to teaching and learning, allowing schools to focus on their core business rather than being distracted by academy business;
- The flexibility to meet schools where they are on their journey and to adapt to their specific circumstances;
- Opportunities to operate in close partnership and strong relationship with the DBE, the RSC and local authorities for the good of our academies.



The Salisbury Diocesan Board of Education (SDBE), formed in 1830, is one of the oldest formal diocesan bodies. Many of the church schools were founded before that date, and the Board was formed to support their work and to promote new schools. The Diocese today extends over 2,000 square miles, with a population of just under 860,000. There are a total of 195 schools and academies serving 40,000 children. The SDBE works across a number of counties and local authorities, working closely in mutually beneficial partnership with them in order to progress the life-chances of the children in their care. DSAT is open to both church and non-church affiliated schools across the region.

To find out more about our Trust, and to see a map of our locations, please go to www.dsat.org.uk/welcome.