

EYFS Class Teacher Application Pack

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Letter from Catherine Paine, Chief Executive Designate

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven't previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

Catherine Paine

Chief Executive Designate, REAch2 Academy Trust

Letter from James Kenyon, Headteacher, Water Lane Academy

Dear Candidate,

Thank you for your interest in our Class Teacher post at Water Lane Primary Academy.

Water Lane Primary Academy is a one-form entry primary academy with an excellent reputation in the local area. We are proud to be part of REAch2 Academy Trust – a successful and supportive trust with excellent networks, collaboration and career opportunities for all staff.

We are fortunate to have many caring, committed, supportive and hard-working staff. All visitors to the school comment on how much they enjoy their time with us, the warm welcome from the staff and the excellent behaviour of the children.

Following the relocation of one of our teachers, we are now looking for a hardworking and thoughtful EYFS Class Teacher to work alongside our professional and caring team of teachers and Learning Support Assistants.

If you feel that you have the qualities we are looking for, we welcome your application for this exciting position.

If you would like to discuss the role further or visit our lovely school, please arrange a meeting with me.

Mr James Kenyon

Headteacher

REAch2 Academy Trust





Our Cornerstones and Touchstones



REAch2 is the Cornerstone of the Trust: providing a strong, responsible foundation from which every academy develops and grows. A cornerstone provides a subtle yet paramount role in the construction of a building and ensures that REAch2 is a trustworthy, accountable and inspirational organisation, delivering the best possible learning experience.

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the 'possible' in people as well as the 'actual'. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

Inspiration breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don't make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. You can learn more about REAch2 at our website: www.reach2.org

The role

Post: Class Teacher

School / Location: Water Lane Primary Academy, Broadley Road, Harlow, Essex CM19 5RD

Start Date: September 2023

Contract: Permanent

Salary: M1 – M6 (Plus fringe allowance)

Working hours: Full Time

Water Lane Primary Academy, part of the REAch2 Academy Trust, is an exciting, forward-thinking school with an excellent team of dedicated, caring and committed staff. The school aims to create a culture of learning and mutual respect that enables pupils to develop into confident, independent learners, who are considerate and respectful. Staff have high expectations of all pupils and motivate them to work to their best ability in everything they do. Experienced teachers and ECTs are equally welcome to apply. (We offer excellent support, training and induction for all staff.)

We can offer you:



- Becoming part of REAch2 – the largest primary only trust in the country.
- A welcoming school and a supportive team.
- An attractive environment to work in, including extensive and attractive grounds – including a attractive new Early Years' World.
- Enthusiastic, well-behaved pupils who are eager to learn.
- Hardworking, motivated, supportive colleagues and leadership team.
- Excellent professional development opportunities.

The successful applicant will:

- Be a good or outstanding teaching practitioner who has high expectations of self and pupils
- Be passionate about promoting a creative curriculum that fosters pupils' love of learning
- Be ambitious to support and extend the learning opportunities for all of the pupils
- Have a commitment to working in partnership with staff, parents and the community to promote excellent learning opportunities for all
- Be driven, enthusiastic and have a clear vision for educational excellence
- Have an in-depth understanding of the National Curriculum
- Have excellent interpersonal skills and an ability to work collaboratively
- Have a good understanding of how assessment and data can move children on in their learning

The application

You are invited to submit an application form to **James Kenyon, Headteacher - via my email address:** headteacher@waterlaneacademy.org

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust's online Equality & Diversity Monitoring Form separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check.

To arrange an informal discussion please contact **James Kenyon – 01279 417410**

The application process and timetable

Application deadline:	Wednesday 22nd March 2023
School visits:	TBA with the Headteacher
Interviews:	Tuesday 28th March 2023
Contract details:	Permanent
Salary:	M1 – M6 (Plus fringe allowance)
Start date:	September 2023

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that those who work in an academy are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all our pupils.

We will seek to recruit the best applicant for the job based on the abilities, qualifications, experience as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your information will be managed during the recruitment process please refer to our Privacy Notice for Job Applications.

Job Description

Post: EYFS Class Teacher

Responsible to: The Headteacher

Salary/Grade: M1 – M6 (Plus fringe allowance)

REAch2 is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS disclosure will be requested where required.

Scope: Classroom teacher

Duties: The Conditions of Employment for School Teachers (Document on Pay and Conditions) specify the general professional duties of all teachers. In addition, certain particular duties are reasonably required to be exercised and completed in a satisfactory manner.

Responsible for:

- Supporting the vision, ethos and policies of the school and promoting high levels of achievement in EYFS.
- Supporting the creation and implementation of the school improvement plan, particularly where it relates to the EYFS.
- Evaluating the effectiveness of the provision in EYFS in close collaboration with the leadership team
- Organising and managing teaching and learning in EYFS.
- The development and monitoring of the curriculum provision.
- Supporting the Headteacher in the monitoring of the quality of teaching and children's achievements, including the analysis of EYFS data.
- The pastoral care of children, promoting independence and good behaviour, in accordance with school policies
- Ensuring that parents are fully involved in their child's learning and development and well-informed about the EYFS curriculum, their child's individual targets, progress and achievement
- Developing the use of new and emerging technologies and techniques within the classroom

Teaching and Learning

- Identifying clear teaching objectives and specifying how they will be taught and assessed.
- Setting tasks which challenge pupils and ensure high levels of interest
- Setting appropriate and demanding expectations
- Setting clear targets, building on prior attainment
- Identifying SEN or very able pupils
- Providing clear structures for lessons maintaining pace, motivation and challenge
- Making effective teaching and best use of available time

- Maintaining good conduct and learning behaviours in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework
- Ensuring effective teaching and best use of available time
- Using a variety of teaching methods to match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
- Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
- Select appropriate learning resource's and develop study skills through library, I.C.T. and other sources
- Ensuring pupils acquire and consolidate knowledge skills and understanding appropriate to the subject taught
- Evaluating own teaching critically to improve effectiveness
- Ensuring the effective and efficient deployment of classroom support
- Taking account of pupils' needs by providing structured learning opportunities which develop the areas of learning identified in national and local policies and particularly the foundations for English and Mathematics
- Encouraging pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere and listen attentively
- Using a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.

Monitoring, Assessment, Recording, Reporting

- Assess how well learning objectives have been achieved and us them to improve specific aspects of teaching
- Provide feedback for pupils and set targets together for progress
- Assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognize the level at which the pupil is achieving
- Prepare and present informative reports to parents.

Curriculum Development

- Contribute to team responsibility for a subject or aspect of the school's work and develop plans which identify clear targets and success criteria for its development and/or maintenance
- Contribute to the whole school's development activities

These duties may be varied to meet the changing demands of the school at the reasonable direction of the Headteacher. This job description does not form part of the contract of employment. It describes the way the post holder is expected to perform and complete the particular duties as set out above.

Person Specification

Factors	Essential	Desirable	Measured By
Qualifications & Skills			
Qualified Teacher status	Essential		A
Graduate	Essential		A
Clear communication/questioning skills – precise approach to written communication	Essential		O I A
ICT competent – Able to use IWB	Essential		O
Able to inspire children's interest in learning	Essential		O
A full Enhanced Disclosure from the Disclosure and Barring Service	Essential		A I
Special Knowledge, Abilities and/or Experience			
Knowledge of strategies to support learning, progress and standards across the curriculum in KS2 – evidence of impact on progress	Essential		A R O I
Knowledge of how ICT can be used to support/ enrich learning	Essential		A
Effective classroom management skills – able to provide an effective environment for learning	Essential		O
Clear understanding of the role of assessment in the development of learning	Essential		A O I
Successful record of teaching within primary	Essential		A O I R
Awareness of national trends and developments	Essential		A I
Evidence of commitment to personal and professional development	Essential		A I
Personal Qualities			
Flexibility of approach	Essential		R

Excellent organizational skills	Essential		O R I
Supportive – able to work as part of a team	Essential		R
Able to respond to and seek advice	Essential		R
Ability to work under pressure while maintaining a cheerful disposition	Essential		A O I
Interest & Motivation in the job			
Enthusiasm for children's learning	Essential		O I R A
A commitment to the integration of children with SEN in mainstream school environment	Essential		O I A
A willingness to contribute to all areas of school life	Essential		A R I
***Key: A=Application, R=Reference, O=Observation, I=Interview**			