

Primary School Teacher Candidate Information Pack



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Thomas Deacon Education Trust (TDET)

The Thomas Deacon Education Trust (TDET) is a Multi-Academy Trust that unites and empowers like-minded schools to achieve the very best for their students and communities. TDET is a dynamic and impactful organisation. In establishing the Trust, we have developed a highly effective, centralised business service as well as an education service which offers partnership work in teaching, learning and leadership. The Trust currently oversees the work of two secondary and five primary schools in the Cambridgeshire area. We also work in formal partnership with a local independent Muslim faith girls' secondary school.

We are unashamedly proud of our links to the city of Peterborough and its surrounding areas. We share the city's ambitious vision for growth and believe that our Academies and the education of young people need to be at the heart of these plans.

As a Trust, we work across all key phases of education to provide every child in our community with the best life chances and high aspirations. We actively encourage our Academies and teachers to share best practice to benefit all children within the local area.

By focussing on the city of Peterborough and its immediate surroundings, the Trust's Academies are in close proximity of one another. This close-working partnership and understanding of the local context enables real and meaningful collaboration between our Academies, teachers, and students, and with local business leaders.

All members of our Trust – our Academies, members of staff, students and communities – are united in purpose through a set of shared, common values and expectations:

1. Trust – we are honest and supportive
2. Diversity – we celebrate individual differences and needs
3. Excellence – we want the very best and never give up on doing what is right
4. Transformation – we embrace innovation and collaboration

Through experience, we know that there is no such thing as a one-size-fits-all approach to education. Our Academies are individual members of the Trust community – united by values and purpose, but free to innovate and adapt to the needs of their students and local community within the TDET continuum.

We firmly believe that the Trust as a whole is more than the sum of its parts. Therefore, all of our Academies are equally valued and contribute to the development and direction of the Trust as we grow together.

Working for Thomas Deacon Education Trust

What we can offer you:

- Excellent working facilities in a modern and inspirational environment.
- Opportunity to work with a dedicated and committed team of professionals.
- Excellent salary package.
- Outstanding professional development and a high quality induction programme.
- Fantastic training/development/CPD opportunities in a friendly supportive environment.
- Opportunity for progression across Thomas Deacon Education Trust.
- Use of Academy facilities (including a gym and onsite car parking).
- Enthusiastic and supportive SLT.
- Teachers' Pension Scheme.

NQT Specifics:

- Reduced timetable.
- Dedicated mentor.
- Opportunity to observe excellent teachers within TDET.
- Bespoke in-house CPD.
- Weekly Mentor meetings.
- Support from senior staff.
- Potential to start employment prior to summer holidays.

Welbourne Primary Academy

Welbourne Primary Academy is a new school. The academy opened on the 1st May 2019, replacing Welbourne Primary School.

Welbourne Primary Academy is a thriving, one-form entry school. New children and families very quickly become part of our family community. Leaders set high expectations for pupils and staff and a culture of respect and tolerance is consistently modelled by all members of staff. The positive relationships between leaders, staff and pupils support the progress of all pupils at the school.

We are proud of the values we hold most dear and the exemplary students that pass through our doors. Our emphasis upon learning, teaching and outstanding behaviour is reflected in each and every Ofsted report and our pupils are also renowned for their success in extra-curricular sporting activities at a local and national level.

We have high expectations and high aspirations for every one of our students. We encourage our students to be individuals and to take responsibility for their choices as well as teaching them about tolerance and respect towards others.

Our aim is to ensure that each one has access to the best possible opportunities and experiences during their education, so that they can reach their full potential and are better prepared for the future.

Welbourne Primary Academy is located in Werrington, Peterborough. There is a regular bus service, which stops next to the school, and there are also cycle routes and paths offering environmental sustainability transport options to reach the school. Nearby is Cuckoo's Hollow and the village of Werrington, giving opportunities for students to explore their local environment on foot.

The WEL Values:

Growth

We can always improve. We know we can improve and work towards our goals. We understand that effort makes us better. We can learn anything with dedication and hard work.

Perseverance

We keep trying. We are always positive and never give up. We do our best, and keep doing it until the end, even if it is hard. We take pride in our achievements.

Aspiration

We want the very best. We aim high, focus on results and strive to improve. We know what we want to achieve and set ourselves challenging goals. We have the will to succeed.

The Academy Day

7.45-8.15 am	Breakfast Club (fee applies)
8.15-8.45 am	Early Birds Breakfast Club (free for all students)
8.45-8.55 am	Classroom doors open
10.45-11.00 am	Assembly
11.05-11.55 am	Morning lessons
10.30-10.45 am	KS1 playtime
10.45-11.00 am	KS2 playtime
11.00-12.00 pm	Mid-morning lessons
12.00-12.45 pm	KS1 lunchtime
12.15-1.00 pm	KS2 lunchtime
1.00-3.00 pm	Afternoon Lessons
3.00-5.45 pm	Late Owls After School Club



Living and Working in Peterborough

- The majority of schools are rated 'Good' or better by OfSTED
- Education is firmly at the heart of the City's development plans
- The average price of property offers real choice as to where and how you want to live
- Healthcare in Peterborough is forward thinking and innovative
- Peterborough has a fast and efficient public transport system

Peterborough is one of the fastest growing cities in the UK. The city is delivering a billion-pound regeneration programme, and boasts unrivalled transport links and exciting plans for growth.

However, Peterborough isn't all about work, it's a great place to live and bring up a family too. It boasts one of the highest ratios of green space per person in the UK with beautiful landscapes, country parks and working farmland – and offers an excellent quality of life. In fact, you can enjoy the hustle and bustle of the city centre, and reach the stunning Ferry Meadows in just five minutes.

Peterborough has a vibrant leisure and culture scene with activities for all the family throughout the year. Theatre, arts, dining out, heritage and music, we've got it covered in Peterborough.

On top of this, Peterborough is also one of the most affordable places to live with excellent house prices and one of the lowest council tax levels in the country.

The heart of the city has undergone a £12 million transformation and Cathedral Square is now a buzzing piazza where you can eat, meet or shop. The regeneration has attracted new additions to the city centre such as Argo Lounge, Bill's Restaurant, Turtle Bay, Puzzles, Wildwood and Nando's all contributing to the vibrant evening social scene.

The next stage in the city's billion-pound regeneration scheme continues with plans in place for expansion and refurbishment of the Queensgate Centre and a £100 million redevelopment of the North Westgate area which will include new housing, shops, restaurants and a cinema set around a new public square.

Peterborough's history stretches back to the Bronze Age. Romans, Anglo-Saxons and Normans all left their marks. Predicted to be the fastest growing English city by 2025 Peterborough continues to attract people from far and wide, creating a diverse and outward looking community.

Just steps away from the bustling square is the splendour of the city's Cathedral, one of the finest Norman examples in the country. The Cathedral has strong links to our Trust as it is the burial place of Queen Katherine of Aragon and there is a memorial to Thomas Deacon. The Cathedral also has a full programme of musical and cultural events as well as quiet spaces for reflection. Nearby you can visit the home of the 'rural poet' John Clare and the Elizabethan grandeur of Burghley House.



Advert

Primary School Teacher

Contract: Full time, Permanent

Salary: MPS/UPS

Site: Welbourne Primary Academy

Closing date: 9am 12th April 2021

Start: September 2021

Do you want to work as part of a forward thinking, innovative, enthusiastic team of staff?

Are you ambitious and driven to succeed?

Are you passionate about inclusivity?

Are you a class teacher committed to improving the lives of children and young people?

If so, this is the school for you!

This is an excellent opportunity to join a school within one of the well-regarded Trusts in the Eastern region. The school has a great history of success and a bright and exciting future and we are looking for an ambitious and dynamic teacher to steer it through the next stage of its development.

Collaboration, educational research and professional development are at the core of how the schools within Thomas Deacon Education Trust work together. With a clear focus on teaching at all levels, the Trust is well placed to provide great opportunities to promote Welbourne Primary Academy as a leading school and you will be given effective support to develop you personally as an outstanding teacher.

About Thomas Deacon Education Trust (TDET)

Thomas Deacon Education Trust is a charitable organisation dedicated to raising educational outcomes across a range of primary and secondary phase schools and academies in the East Midlands.

As a growing Multi-Academy Trust we strive to provide outstanding teaching and learning for all and an ethos and culture that encourages everyone to be the very best that they can be. We put learners, and their learning, at the heart of everything we do.

The Role

We have several vacancies across the school for September and can offer flexibility as to which Key Stages new teachers will work in to either apply and strengthen existing experience and knowledge or provide opportunity for development.

The Person

We are looking for teachers who are:

- Happy, fun and caring.
- Committed to working collaboratively alongside families and professionals to improve the lives of children and families in our community.
- Confident to work collaboratively alongside professionals and families to ensure every child can thrive.
- Able to demonstrate high expectations of behaviour and achievement for all pupils.
- Excellent practitioners, who will inspire and motivate all of our pupils to achieve their potential.
- An enthusiastic and committed teacher who believes in the value of continuing CPD.

The Trust offers:

- Excellent salary package.
- Fantastic training/CPD opportunities in a friendly supportive environment.
- Opportunity for progression across Thomas Deacon Education Trust.
- Use of Academy facilities (including a gym and onsite car parking).
- Teachers' pension scheme.
- An engaging, creative and welcoming environment to learners who take pride in their school.
- An inclusive and collaborative approach.
- A talented, highly motivated, committed and professional team of colleagues, both within the school and across the trust.
- An actively supportive Local Governing Body and Trust leadership.

Thomas Deacon Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The Academy will require the successful candidate to provide satisfactory references and undertake an Enhanced Check with the Disclosure and Barring Service.

To apply please click on the Vacancies page of our website www.wel.education where you will be directed to the application page.

If you have any questions regarding this post or would like to arrange a visit please contact the HR Team at hrteam@tdet.education.

Job Description

Job Title	2 Class Teacher's (Including EYFS)
Reports to	Deputy Headteacher
Salary/Grade	MPS / UPS
Core Purpose	To teach and develop their teaching in order to maximise learning for every individual pupil. To participate, as appropriate, in pastoral care arrangements so that each pupil is known and challenged. To participate, as appropriate, in extra-curricular enrichment for the benefit of our pupils. To embrace our aspirational culture in relation to both the processes and outcomes of education. To follow policies and procedures, and from time to time participate in their review.

Key Responsibilities

- Teach the relevant subject, according to students' educational needs, following the curriculum and Schemes of Work within the Academy.
- Having regard to the curriculum to promote the development of the abilities and aptitudes of the students in any class or groups assigned.
- Carry out planning, course preparation, marking and assessment of student work, in line with Academy policy.
- Collaborate and work with other teachers on the preparation and development of teaching programmes, methods of teaching and assessment and pastoral arrangements.
- Maintain positive behaviour and discipline among students by following the Academy's Behavior Policy and safeguarding their health and safety both when they are authorised to be on the Academy premises, and when they are engaged in extra-curricular activities.
- Carry out other teaching activities to include the provision and guidance to pupils on educational and social matters. Communicate and consult with parents and outside bodies where appropriate and attend associated meetings.
- Provide or contribute to oral and written assessment reports relating to individual students or groups.
- Participate in the review of your teaching programmes and methods of work, development of course materials and programmes and participate in arrangements for further training and professional development.
- Provide teaching support and cover, within the agreed guidelines, where the teacher is not available to teach.
- Participate in arrangements for preparing students for external examinations, undertaking assessments as required and participating in arrangements for students' presentation and supervision during examinations within the agreed guidelines.
- Participate in appropriate administrative and organisational tasks relating to teaching duties, attend assemblies and register attendance.
- Maintain an accurate register of attendance and do everything possible to encourage good attendance.
- Lead and participate in timetabled extra-curricular activities.
- Tutor Responsibilities
- Undertake responsibility for a tutor group and monitor and set targets for the social and academic progress of all pupils in the form.
- Endeavour to build rapport with students in the tutor group, providing guidance, advice and support.

General Responsibilities

- Comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- Create and maintain positive and supportive relationships with staff, parents, business, community and other stakeholders.
- Be aware of the School's duty of care in relation to staff, students and visitors and to comply with all health and safety policies at all times.
- To engage with appropriate training opportunities to promote professional effectiveness in this role.
- Participate in the ongoing development, implementation and monitoring of the Trust and Academy Improvement Plans.
- To treat all information acquired through employment, both formally and informally, in strict confidence.
- To be aware of the school's responsibilities under the General Data Protection regulations (GDPR) for the security, accuracy and relevance of personal data held on such systems and ensure that all processes comply with this.
- Be aware of and comply with policies and procedures relating to child protection, reporting all concerns to the Designated Safeguarding Lead.
- Be aware of and comply with the codes of conduct, regulations and policies of the Trust and Academy and its commitment to equal opportunities.

The duties and responsibilities listed above describe the post as it is at present. It cannot be read as an exhaustive list of duties and may be altered at any time with Academy approval.

Note: Every job description in the organisation will be subject to a review either:

- On an annual basis at the time of the annual appraisal meeting, or
- As a result of a change in strategic direction, or
- As a result of a team/operational requirements

It is the shared responsibility of the post holder and their manager to ensure that the job description is kept up to date.

Person Specification

Attribute	Essential or Desirable	Assessment
Qualifications		
Recognised teaching qualification and Qualified Teacher Status (QTS) - Where overseas trained, appropriate NARIC certificates must be provided and any qualifications must be at least equivalent to UK	E	A
Degree in relevant subject(s)	E	A
Further degree (e.g. Masters)	D	A
Knowledge and Understanding		
The subject(s) to be taught, at a level and breadth sufficient to challenge the most able students and achieve high outcomes throughout all key stages.	E	A/I/L/R
The National Curriculum and National Literacy and Numeracy Strategies for the appropriate Key Stage(s).	E	I/L/R
Effective teaching and learning styles, including the theory and practice to implement effectively for the individual needs of all children.	E	A/I/L
The monitoring, assessment, recording and reporting of student progress.	E	A/I/R
The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection.	E	A/I
Effective strategies for working with students with Special Educational Needs, including Gifted & Talented students.	D	A/I
Recent, relevant curriculum developments in the subject area and their impact on teaching and learning.	D	A/I
The 'Help Children Achieve More' agenda and its application in the school environment.	D	A
Skills and Abilities		
Promote a positive and inclusive Academy and House identity for all students.	E	A/I
Establish a purposeful learning environment where all pupils feel secure and confident.	E	A/I/L
Set high expectations for all students and demonstrate a commitment to raising educational achievement.	E	A/I/L
Plan and implement an effective teaching programme, including the assessment of all students, creating appropriate records.	E	A/I
Inspire and enthuse young people by creating high-quality learning opportunities and use effective strategies to monitor and promote student motivation and morale.	E	A/I/L
Effectively deliver a range of inclusive teaching and learning strategies to maximise progress and achievement and offer equality of access to the curriculum for all students.	E	A/I/L/R
Use ICT effectively as an integral part of teaching and learning.	E	A/I/L/R
Organise own work effectively to meet deadlines, including student assessment and provision of reports to parents, staff and other internal and external stakeholders.	E	A/I/L/R

Build effective relationships with colleagues and to be an active team member within the House.	E	A/I/R
Establish and develop good relationships with students, parents and external organisations.	E	A/I/R
Manage difficult situations and deal with sensitive issues tactfully and diplomatically.	E	A/I
Adapt to change and the introduction of new working practices.	E	A/I/R
Develop strategies for creating links with the community and external organisations.	D	A/I
Experience		
Delivering student-centred learning in chosen subject(s) at Key Stage 1 and/or 2.	E	A/I
Planning, designing and delivering schemes of work to national exam board/course specifications.	E	A/I/L
Personal Commitment		
Demonstrate and adhere to TDET and Academy's Core Values.	E	A/I
Commitment to equality and diversity in the workplace.	E	A
Adhere to GDPR guidelines and the Academy's internal procedures.	E	A
Adhere to the Academy's Safeguarding and Prevent policy and procedures.	E	A/I
Adhere to TDET's Health and Safety policy and procedures.	E	A

Assessment methods

A – Application I – Interview T – Task/Activity L – Lesson Observation R – References

