



Come and join us as our new EYFS/KS1 Teacher where you can

- have a positive impact on every child in the school;
- access high quality professional development opportunities;
- have your ideas and aspirations nurtured.



## EYFS/KS1 Teacher (Lealholm Primary School)

**Required to start for September 2021**  
**Recruitment Information Pack**

Yorkshire Endeavour Academy Trust  
Waterstead Lane, Whitby, YO21 1PZ

## Contents

Welcome from the Headteacher	3
Our vision and values	4
Context of the school	5
Our English Hub	6
Application process	7
Teach Yorkshire Coast	8
Job Description and Person Specification	9-13



**Dear applicant,**

Allow me to extend a warm welcome from all governors, staff and children at Lealholm Primary School. I am delighted you have shown interest in joining us and I look forward to sharing with you what makes our school a very special place to work.

Our children are delightful, happy, confident and energetic. They are passionate about their learning and enjoy a wide curriculum, with access to 1:1 iPads, outdoor learning areas and well-stocked libraries. Through the pandemic, they have demonstrated incredible resilience, adapting to new ways of learning, including contributing to live virtual lessons. Our children have many talents and we pride ourselves in providing lots of opportunities for every child to contribute to the wider school community. We are looking for a teacher and developing leader who can take the love of learning that our children come to school with each day and use it to inspire awe and wonder; someone who can embrace all aspects of the curriculum.

As Headteacher I am fortunate to work alongside a staff team who share my enthusiasm for educational excellence and who are equally as ambitious as I in working towards our long-term vision. We work closely together with our Trust village partner schools Castleton and Glaisdale, and the staff teams across all three are passionate about their work and supportive of each other. Flexibility is crucial, particularly within our small school settings, and the successful candidates will need to lead by example in this respect.

This is an exciting time to join us. As part of the Yorkshire Endeavour Academy Trust, our team are working in partnership across the Whitby area to share, learn and inspire. Through our Trust we are able to access support, training and resources from the Esk Valley Alliance and Yorkshire Endeavour English Hub, which means staff members have a wide range of colleagues, tools and resources to help them develop not just in the classroom but beyond.

I hope that you will take the time to find out more about our school. Good luck with your application. I look forward to reading it.

**Helen Ward, Headteacher of Lealholm Primary School**



## Yorkshire Endeavour Academy Trust

### Our Vision and Values

#### Vision

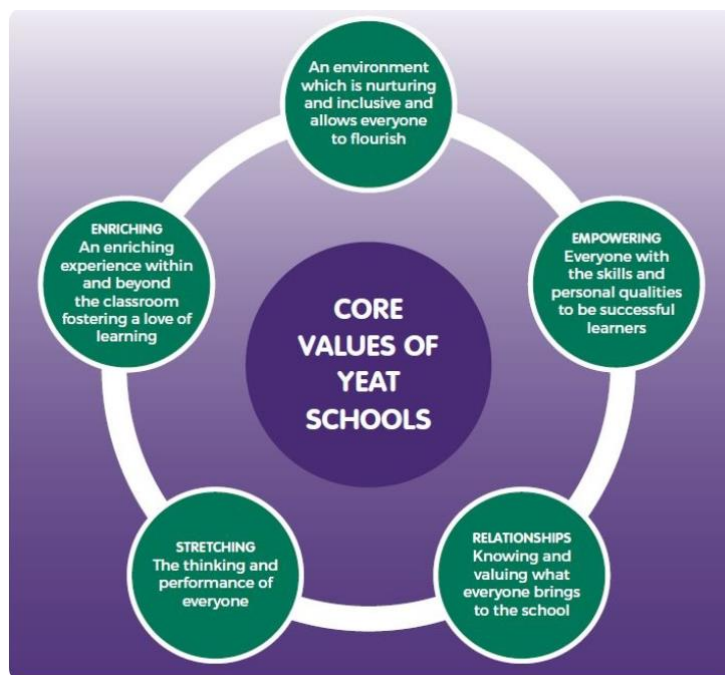
We firmly believe in celebrating and preserving the diversity within our member academies, whilst ensuring that all of our people, pupils, staff, parents and carers have access to the very best opportunities, with real and effective tangible outcomes to enable them to exceed their expectations and fulfil their potential.

#### Aims and Values

The Endeavour MAT is a family of primary schools who believe that by learning and growing together we can:

- Ensure that all our children, regardless of their starting point, receive an outstanding education that prepares them for the world.
- Nurture a culture and climate of mutual respect.
- Be a safe and inclusive place for children.
- Create opportunities for all our staff to develop and shine.

Whilst collaboration is at the core of our practice we believe that this works best when each school has a unique identity and place at the heart of their community. It is through our differences that we can challenge and support each other to do the best for our children.



## **Context of the school**

### **Lealholm Primary School**



This is a very welcoming school with a friendly atmosphere. The small pupil numbers encourage a family feel, where pupils from Reception to Year 6 happily learn, play, eat and celebrate together. All pupils can identify trusted adults within school, including those in non-teaching roles, to whom they could turn to if they had any worries. Positive attitudes and kind behaviour are celebrated and awarded in weekly assemblies. Behaviour is good and systems are in place to deal effectively with any minor issues raised.

Staff are committed to providing a wealth of opportunities to all pupils, ensuring that no child's experience is limited by the small size of the school, our low staff numbers or their individual needs. Pupils have access to a wide range of activities, including games, lego and sports clubs; regular swimming lessons for all; musical instrument tuition; and the opportunity to compete in sporting and technology events. Many pupils enjoy taking on leadership responsibilities, including being on the school council and being reading buddy.

Opportunities to work collaboratively with pupils from other schools within the Trust are actively planned into the school year. This provides pupils from our small village community with useful opportunities to develop confidence and build relationships with their peers beyond Lealholm, in preparation for their eventual transition to secondary school in the nearest town, almost 10 miles away.

The rural location is embraced by the school community and pupils have regular forest school sessions where they develop technical abilities, as well as enhancing their communication and teamwork skills. Pupils talk passionately about their local community and its farming heritage and are also aspirational about their future plans with many pupils already undertaking proactive steps towards their personal goals.

Please visit our website at <https://www.lealholm.n-yorks.sch.uk/>

## **Yorkshire Endeavour English Hub**

In September 2018, the DfE appointed 34 English Hub schools across England to support other schools to deliver excellent early language and phonics teaching in Reception and Key Stage 1.

The Yorkshire Endeavour English Hub is one of the chosen 34 schools working in Scarborough, Whitby, Ryedale, the East Riding, York and Hambleton.

We have supported a wide range of schools by organising open events to share good practice; providing bespoke training for new subject leaders; and undertaking audits of phonics and early reading provision.

---

## **OUR PRIORITIES**

**The hub focuses on three priority areas:**

### **Early language development**

Providing evidence-based approaches to early language development and closing the word gap in school-based early years settings.

### **Age-appropriate phonics provision**

Encouraging best practice in systematic synthetic phonics teaching from school-based early years provision to the end of Key Stage 1, and as the primary reading strategy throughout the school. This includes:

- Encouraging fidelity to a single systematic synthetic phonics programme;
- Supporting the effective use of decodable books in the early stages of learning to read, as a way of establishing phonic decoding;
- Supporting effective practice in formative assessment in relation to phonics/early reading.

### **Promoting a love of reading**

Encouraging reading for enjoyment by supporting whole school reading approaches, reading to children at least once a day and encouraging reading at home, developing teacher knowledge of children's literature.

---

**To learn more about us please visit our website at <https://www.yeat.co.uk/>**

## **Application Process**

The closing date for all applications is **9am on Monday 15<sup>th</sup> March 2021**

Interviews will be held as soon as possible after the closing date.

Completed applications must be returned to James Annetts at [james.annetts@northyorks.gov.uk](mailto:james.annetts@northyorks.gov.uk)

If you do not receive confirmation of receipt of your application within one working day please call James on 01609 534939.

**If you think you're the person for the job, please complete the enclosed application form with a covering letter, no more than two sides of A4, and send to the email address above by the closing date.**

An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within a week of the closing date please assume your application has been unsuccessful.

## **Queries**

Informal chats with our Headteacher Helen Ward are welcomed. Please contact James to organise.

We actively welcome you to contact James at North Yorkshire County Council to chat through the role and talk informally about the school/post and how working here will make a real difference to the children and young people on the coast.





FILEY | SCARBOROUGH | WHITBY



There are no great schools without great teachers - the key to education is the person at the front of the classroom.

This is an exciting time in which to join our professional body of teachers across the North Yorkshire Coast. Our schools are thriving and with such a sense of community and partnership, a modern way of working has allowed us to collaborate and work in partnership so that we can adapt and evolve.

**We are part of the North Yorkshire Opportunity Area that is prioritising improvements to education and numeracy and literacy outcomes, alongside a drive to recruit and retain high-quality, motivated teachers to the area - what are you waiting for?**

Teachers like you have the opportunity on the North Yorkshire Coast to be supported to have an enriched career that remains attractive to you as your career and life develops. We recognise and have developed a range of distinctive opportunities to give you the confidence to engage in additional professional and leadership development, as well as access to fully-funded national professional qualifications.

**We value good teaching and great teachers on the Coast. That is why we have developed our 'Coastal Offer' - which is in addition to your existing pay and rewards package offered by your school, academy or multi-academy trust.**

**Visit us at [www.teachyc.co.uk](http://www.teachyc.co.uk)**



## **Job Description**

**Job title:** Class teacher

**Salary:** Teachers' Pay and Conditions

**Hours:** 1:0 FTE

**Contract type:** Fixed term initially for one year

**Reporting to:** Headteacher

### **Main purpose**

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

### **Duties and responsibilities**

#### **Teaching**

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

#### **Whole-school organisation, strategy and development**

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

#### **Health, safety and discipline**

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

#### **Professional development**

- Take part in the school's appraisal procedures

- Take part in further training and development in order to improve own teaching
- Where appropriate, take part in the appraisal and professional development of others

### **Communication**

- Communicate effectively with pupils, parents and carers

### **Working with colleagues and other relevant professionals**

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

### **Personal and professional conduct**

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

### **Management of staff and resources**

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

### **Other areas of responsibility**

- Curriculum co-ordination of at least one subject

Notes: This job description may be amended at any time in consultation with the postholder. The job description is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

## **Person Specification**

		<b><u>Desirable/ Essential</u></b>
<b>Attributes</b>	Experience of teaching in primary schools in EYFS and KS1	<b>Essential</b>
	Experience of teaching mixed aged classes.	<b>Desirable</b>
	Able to evidence excellent pupil progress	<b>Essential</b>
	Experience of working positively and closely with staff, parents and guardians	<b>Essential</b>
	Effective experience in creating a positive climate and environment to secure accelerated learning	<b>Essential</b>
	Experience of effectively leading projects within a school.	<b>Desirable</b>
	Ability to remain calm under pressure.	<b>Desirable</b>
<b>Education and Training</b>	QTS	<b>Essential</b>
	Thorough knowledge of teaching, learning and curriculum in primary schools	<b>Essential</b>
	Commitment to continued professional development	<b>Essential</b>
	Evidence of recent & relevant training	<b>Essential</b>
	Safeguarding Awareness	<b>Essential</b>

**Professional  
Knowledge and  
Skills**

An excellent classroom practitioner	<b>Essential</b>
Experience of leadership within a school setting.	<b>Desirable</b>
Effective use of assessment data to plan sequences of learning that secures accelerated progress	<b>Essential</b>
Work effectively as part of a team, relating well to colleagues, pupils and parents	<b>Essential</b>
Excellent time management skills and ability to prioritise workload.	<b>Essential</b>
Excellent use of technology to support learning	<b>Essential</b>
High expectations of all pupils	<b>Essential</b>
Detailed knowledge of the National Curriculum and its planning and delivery	<b>Essential</b>
Implications of the Code of Practice for Special Educational Needs for teaching and learning	<b>Essential</b>
Evidence of ability to maintain high standards of behaviour and develop attitudes of care, control and cooperation	<b>Essential</b>
Experience of curriculum planning as part of a team	<b>Essential</b>
Ability to self-motivate and lead a team of support staff	<b>Essential</b>
High level of oral and written communication skills and ability to communicate with a wide range of audiences	<b>Essential</b>
Able to offer subject expertise	<b>Essential</b>

High level of organisational and planning skills **Essential**

Ability to use initiative, solve problems, make decisions and motivate others **Essential**

Ability to relate to and empathise with pupils and to build trusting relationships with them **Essential**

**Any additional factors**

A commitment to abide by and promote equal opportunities, Health and Safety and Child Protection Policies **Essential**

Commitment to an involvement in extra-curricular activities **Essential**

Commitment to, and enthusiasm for, self- and school improvement. **Desirable**

**We are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

This post is exempt from the Rehabilitation of Offenders Act 1974 and the appointment is subject to a satisfactory enhanced level disclosure and S128 clearance from the Disclosure & Barring Service (DBS).