



Living by Our Christian Values: Together in Faith, Hope and Love

APPLICATION PACK

Welcome

Thank you for your interest in the EYFS Leader post within our school.

We are looking for a confident, organised, highly motivated and flexible individual to join our team.

Your communication skills will enable you to build a friendly and professional relationship with staff, pupils and parents. The successful candidate will be enthusiastic, flexible, be able to work well within a team, as well as having a good sense of humour.

This pack has been designed to help you with the application process. Visits to the school are highly recommended. If you would like to arrange a visit, please contact Richard Tuddenham, Head Teacher on 01924 302800 or headteacher@horburybridgeacademy.co.uk

To see our school in action, [click here to watch a short video!](#)

At Horbury Bridge Academy we are committed to the safeguarding of our whole community. As such, anyone appointed to the role will be subject to rigorous pre-employment checks.

A word from the Headteacher

Dear Applicant

It is with great excitement and huge sense of pride that I am writing this as the Headteacher of Horbury Bridge CE Academy.

My aspiration for the school is simple. I want us to deliver a world-class curriculum that provides our pupils with academic rigour, a holistic approach to health and wellbeing and exciting life-defining experiences, all in equal measure.

In order to achieve what seems like a simple aspiration in concept, the key is that everyone knows what is expected of them - the piece of the jigsaw that they hold. Whether this be our youngest pupils in Foundation Stage, to our Governing Body; from our administration team to our teachers; from our parents to our lunchtime and cleaning teams - everyone has a part to play!

Relationships are everything!

I look forward to (hopefully!) hearing from you soon.

Richard Tuddenham
Headteacher

Our Vision

'Living by our Christian Values: Together in Faith, Hope and Love'

Rooted in Christian values, we take inspiration from our heritage in the words of the Rev'd Sabine Baring Gould, curate of Horbury Bridge who in 1864, wrote the hymn, 'Onward Christian Soldiers'.

This was written specifically for the children of Horbury Bridge with the intention to feed their spirit and give them the determination to march in the name of God to their mother church in Horbury.

It is based on several Bible verses, including 1 Corinthians 13:13, referring to the importance of being united in faith, hope and love ("We are not divided, all one body we, one in hope and doctrine, one in charity") and Ephesians 6:13-18, referring to the importance of living by Christian values (the armour of God: truth, righteousness, peace, faith, prayer).

This vision statement evolved from the work of Year 6 who looked at our unique heritage and the significance of the hymn verses. They decided it reflects the kind of school we are today and their experience of being a pupil here. They wrote letters to the Headteacher and Governors and visited each class and the church community to explain their ideas and collect their views.

Letter from Father Christopher

When you step through the doors of Horbury Bridge Academy, you are greeted by a staff and student body which lives its Christian vision.

This vision belonged originally to Canon John Sharp, who was vicar of Horbury for much of the nineteenth century. He oversaw the Victorian expansion of the parish, which included the planting of two daughter churches, two schools, and the foundation of the Community of St Peter, a female Anglican religious order which survives to this day. His famous curate was Sabine Baring-Gould, who was despatched from the Vicarage at St Peter's to Horbury Bridge to begin a church and school in the settlement which was growing up around the Calder and Hebble Navigation. The relationship between the church and the school has been strong ever since, aided by the sharing of a common site in the middle of the small, local community, which has a strong identity and is proud of its unique heritage.

The relationship between church and school is key to making the vision a reality, and we are proud to be able to work closely together in governance, delivering collective worship and religious education, and practically, in support of one another, and together in support of the wider community. The relationship is organic and natural, flexible and mutually-enriching, and its strength is testimony to a partnership of hearts and minds.

The church community and I look forward to working with new staff, who can sustain Horbury Bridge's excellent Christian culture and ethos, as we work in partnership to enrich the lives of our children.

Father Christopher

Job Description

Job title	EYFS Leader
Responsible to	Head Teacher
Salary	M1-M6 plus TLR2
Hours	Permanent - Full-time

Main Duties

Main purpose

In addition to:

- Fulfilling the professional responsibilities of a teacher, as set out in the [School Teachers' Pay and Conditions document](#)
- Meeting the expectations set out in the [Teachers' Standards](#)

The EYFS leader, under the direction of the headteacher, will take lead responsibility of the EYFS to secure:

- High-quality teaching & learning
- Effective use of resources
- Beautiful and engaging provision, both indoor and outside.
- In addition to EYFS Leadership, the successful candidate will also be responsible for Early Reading and phonics and other subject leadership.

Duties and responsibilities

Strategic direction

- Develop and implement policies for the EYFS in line with our school's commitment to high-quality teaching and learning
- Have a good understanding of how well the EYFS curriculum is being delivered and the impact on pupil achievement
- Use this understanding to feed into the school development plan and produce an action plan for the EYFS
- Promote pupils' spiritual, moral, social, cultural, physical and mental development alongside British values and our strong Christian Ethos.
- Consult pupils, parents and staff about the EYFS and its effectiveness, and assess the feedback against the school's vision, values and aims
- Work with the special educational needs coordinator (SENDCo) and inclusion lead to ensure the curriculum meets the needs of all pupils, including disadvantaged pupils and those with special educational needs and/or disabilities
- Work with subject leaders to understand how their subject is developed within the EYFS
- Liaise with Enhance Academy Trust on EYFS-related projects and activities
- Share outstanding EYFS practice, knowledge and expertise throughout the school as appropriate
- Assist the Head Teacher and Business Manager in promoting the academy's Nursery provision within the community with the aim of increasing pupil numbers.

Leading the curriculum

- Develop and review regularly the vision, aims and purpose for EYFS
- Monitor changes to EYFS teaching, learning and school improvement, and share with staff as appropriate
- Oversee the planning of a curriculum that:
 - Is diverse and inclusive
 - Meets the needs of all pupils and the requirements of the EYFS framework
 - Is well sequenced to promote pupil progress towards the early learning goals (ELGs)
 - Is effectively and consistently implemented across the EYFS
 - Make sure there is an effective system of assessment that meets the requirements of the EYFS framework and tracks the progress of pupils to check the curriculum has a positive impact on learning
- Have an overarching responsibility for pupils' achievement and standards in the EYFS

Leading and managing staff

- Hold regular team meetings on the EYFS to keep staff informed of developments or changes
- Provide support to staff regarding teaching and learning, resources, and planning in the EYFS
- Monitor teaching and learning to assess how well the EYFS is being implemented and how well it is delivered across the school
- Provide feedback to staff based on the above observations to identify training needs and provide continuing professional development (CPD) in the EYFS
- Take a leading role in inducting new EYFS staff and making sure they uphold expected values and teaching standards
- Support teachers to make accurate assessments, manage internal and external moderation, and complete external moderation exercises
- Monitor staff wellbeing, working with senior leaders to address wellbeing challenges as appropriate

Efficient and effective deployment of resources

- Create a beautiful, safe and welcoming environment both indoors and outside.
- Ensure resources used are diverse, inclusive and accessible
- Provide support with classroom displays for the EYFS across the school to ensure they are stimulating, of high quality, and inspire curiosity in pupils
- Support continuous provision in the EYFS, which allows pupils to play independently and gives them a sense of ownership over their environment
- Audit, check and manage resources to ensure they are up to date and match pupil and curriculum needs
- Manage the EYFS budget effectively to ensure it is spent on resources that add value and enhance the learning experience

Safeguarding

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education 2023) and our safeguarding and child protection policies
- Promote the safeguarding of all pupils in the school
- You will be required to follow school policies and the staff code of conduct.

Please note, this 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 post holder may be required to do other duties appropriate to the level of the role, as directed by the

headteacher or line manager.

This job description may be amended at any time in consultation with the postholder.

Person Specification

E = Essential D = Desirable

Qualifications and training	<ul style="list-style-type: none"> • Degree • Qualified teacher status 	E E
Experience	<ul style="list-style-type: none"> • Successful experience of EYFS leadership • Relevant teaching experience 	D E
Skills and knowledge	<ul style="list-style-type: none"> • Expert knowledge of the EYFS statutory framework and handbook • Understanding of high-quality teaching and learning strategies in the EYFS, and the ability to model this for others and support others to improve • Awareness of local and national organisations that can support delivering the EYFS • Ability to build effective working relationships with staff and other stakeholders • Ability to adapt teaching to meet pupils' needs • Ability to build effective working relationships with pupils • Knowledge of guidance and requirements around safeguarding children • Good IT skills • Effective communication and interpersonal skills • Ability to communicate a vision and inspire others 	E E D E E E E E E E
Personal qualities	<ul style="list-style-type: none"> • Commitment to getting the best outcomes for all pupils • Uphold and promote the ethos and values of the school • Ability to work under pressure and prioritise effectively • Maintain confidentiality at all times • Commitment to safeguarding, equality, diversity and inclusion 	E E E E E

Application Process

Candidates must complete the application form supplied with this job advert.

Candidates are advised that when completing the references section on the application form to please ensure that:

Your first referee is your current or most recent employer

If you do not have an employment referee, please provide details of a tutor, lecturer or someone who can provide a reference an appropriate character reference

Please explain any gaps in your employment/education history and reasons for these gaps

Candidates must ensure they are able to provide evidence of their right to work and remain in the UK.

An enhanced DBS check is required for the successful candidates, this process is completed by an online third-party company.

Completed applications must be received by 12 noon on Friday 19th April 2024.

Interviews and tasks will take place on **Wednesday 24th April.**

If you have any queries regarding the application process, please contact Mrs Rhona Denton, Business Manager on 01924 302800 or rdenton@horburybridgeacademy.co.uk

We look forward to receiving your application.