



CLASS TEACHER
PERMANENT CONTRACT
APPLICATION PACK

Bradfield C of E (Aided) Primary School



A letter from Miss Jessica Davies, the Headteacher

Dear applicant,

Thank you for your interest in the position of Class Teacher at Bradfield Church Of England (VA) Primary School. We are a small village school, full of wonderful children who have endless potential! We are very excited that you are interested in joining us on the next stage of our journey.

Bradfield Primary is a happy, friendly and aspirational village primary school nestled within a beautiful rural location between Reading and Newbury, 10 minutes west of junction 12 of the M4. It is a single form year entry voluntary aided school, currently with 148 pupils on roll.

We are looking for a talented and energetic teacher to join our team. We are flexible on which Key Stage this position will be in, and are much more interested in finding the right fit for our team and our pupils.

I hope that this pack encourages you to consider this opportunity. I warmly encourage you to visit us in person to find out more – I would be delighted to meet you. Please contact the school office on 0118 9744304 to arrange a visit.

I look forward to hearing from you and receiving your application.

Miss Jessica Davies
Headteacher

Information about the post



Job Description for the post of Class Teacher (Permanent) at Bradfield C of E (VA) Primary School

**Full Time
Salary Range £28,000–£38,810**

The responsibilities of the post are to be performed in accordance with the provisions of the most up to date edition of the School Teachers' Pay and Conditions document and within the range of teachers' duties set out in that document. The post holder will be expected to meet the professional standards set out in the DfE's 'Teachers' Standards' document.

Job Purpose

To fulfil professional duties and be responsible for an assigned class.

To be responsible for the day- to- day work and management of the class and the safety and welfare of the pupils, during on-site and off-site activities.

To promote high quality effective learning consistent with the aims of the school and the unique learning and developmental needs of each individual.

Main duties and responsibilities

- Establish and maintain a caring, supportive, purposeful and stimulating environment conducive to learning.
- Plan and prepare rich and stimulating learning opportunities, inside and outside, that achieve good progression in learning and development based on children's interests and individual learning needs.
- Plan opportunities to develop pupils' spiritual, moral, social and cultural development.
- Use teaching methods which capture pupils' interest and maintain their engagement setting high expectations.
- Set clear and appropriate targets for pupils' learning and development that build on prior attainment.
- Ensure that learning is pitched at an appropriate level and all pupils are challenged at their current level of understanding.
- Assess how well learning objectives have been achieved and use this information to inform next steps in learning and development.
- Organise and maintain accurate assessments so that they offer a clear record of pupils' progress.
- Be familiar with the statutory assessment and reporting requirements and know how to prepare and present this information to parents.
- Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well focussed, engaging teaching and through positive and productive relationships

- Liaise closely with the school's SENCo and outside agencies.
- Make effective use of assessment information on attainment and progress, including data analysis, when teaching and planning future learning experiences.
- Maintain an up-to-date working knowledge and understanding of the statutory requirements of the curriculum.
- Participate fully in CPD activities to develop practice further, sharing the learning from these as appropriate.
- Support the Headteacher in the continued development of the school.
- Ensure the school policies are reflected in daily practice.
- Work collaboratively with all members of staff.
- Ensure effective use of support staff within the classroom, including parent helpers.
- To participate in staff meetings as required.
- (Contribute to the development and co-ordination of a particular area of the curriculum – not as a first year ECT)
- To be part of a whole school team, actively involved in decision-making on the preparation and development of policies and programmes of study, teaching materials, resources, methods of teaching and pastoral arrangements.
- Share examples of 'good practice' in learning and teaching, effective planning and provision.
- To meet with parents and appropriate agencies, to contribute positively to the education of all pupils.
- Develop positive relationships with parents/carers and consult with them over all aspects of their child's education – academic, social and emotional and to assist them to support their child's learning at home.
- Contribute to the commitment of the aims and Christian ethos of the school to raise achievement for all pupils.
- Stimulate intellectual curiosity and communicate enthusiasm for learning.
- To promote the welfare of children and to support the school in safeguarding children through relevant policies and procedures.
- To promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- To recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the Schools Health and Safety policy and any school-specific procedures/rules that apply to this role.
- Present a positive image of the school to all other stakeholders.

Bradfield C of E (VA) Primary School is committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure Barring Service checks along with other relevant employment checks.

Person Specification for Class Teacher

Criteria	Essential Qualities	Desirable Qualities
Qualifications	<p>Qualified Teacher Status</p> <p>Good Honours Degree</p> <p>DBS Disclosure (can be undertaken following successful interview)</p>	<p>Evidence of recent significant further professional development (INSET)</p>
Professional Development	<p>Knowledge of current educational practice</p> <p>Ability to meet the professional standards set out in the current DfE's 'Teachers' Standards' document</p> <p>Willingness to undertake professional development activities</p> <p>A commitment to teaching</p>	<p>Evidence of 'outstanding' practice</p> <p>Evidence of creative/inspirational/innovative practice</p>
Experience	<p>Successful teaching within the Primary age range</p> <p>Successful teaching within the requirements of the professional standards set out in the current DfE's 'Teacher' Standards document</p> <p>Experience in planning and assessment across the Primary phase</p> <p>Experience in managing the work of classroom assistants</p>	<p>Experience in leading school improvement</p> <p>Experience of subject leadership</p>
Knowledge	<p>A good understanding of the professional standards set out in the DfE's current 'Teachers' Standards' document and the expectations for teaching and learning in the Primary phase</p> <p>Understanding of how to assess and track pupil progress</p> <p>Good subject knowledge, particularly in phonics, literacy and mathematics</p>	<p>Understanding how children learn best.</p>
Skills	<p>The ability to use a range of classroom management and teaching strategies</p> <p>The ability to manage pupil behaviour effectively</p> <p>The ability to challenge and support all pupils as part of a 'challenge for all' approach</p> <p>The ability to challenge pupils with regard to a high expectation of achievement</p> <p>The ability to set appropriate pupil targets</p>	<p>Understanding of how to develop a positive learning environment for all.</p>

	<p>The ability to demonstrate a commitment to equality of opportunity for all pupils</p> <p>Competent in using and understanding ICT for personal administration and as part of classroom teaching</p> <p>The ability to work effectively as part of a team</p> <p>The ability to form and maintain good relationships with parents/carers and to work with a range of adults to support children's learning</p>	
<i>Personal Qualities</i>	<p>Enthusiasm for the education of children</p> <p>Possess good organisational skills and be reliable in fulfilling commitments</p> <p>Possess professional confidence and be able to work independently</p> <p>The ability to communicate effectively with pupils, parents, governors and colleagues</p> <p>A sensitivity to the need to respect the 'ownership' of information gained from the school and observe professional discretion</p> <p>Willingness to contribute to the whole school initiatives and support improvement programmes.</p>	Good and appropriate sense of humour
<i>Ethos</i>	<p>A willingness to support the Christian ethos of the school and its commitment to safeguarding and promoting the wellbeing of children.</p>	



Information about the School

Bradfield Church of England (VA) Primary School was established at the end of the 19th century to educate the children of families in the rural parish of Bradfield. We are a happy, friendly small Church of England primary school nestled within a beautiful rural location in the heart of West Berkshire. Today the school serves pupils of all faiths, or none, from a large catchment area covering the local villages of Bradfield, Bradfield Southend, Stanford Dingley and Tutts Clump as well as pupils from Thatcham, Calcot and Tilehurst.

The school has many attractions:

- Academic attainment above the national average
- Small, single year class sizes
- An exciting and dynamic curriculum
- Aspirational and committed teachers, leadership and support staff
- Excellent facilities with a number of 'break-out' areas
- Well behaved, motivated, happy children
- A strong Christian ethos at the heart of the school, supporting our high standards of behaviour and moral values
- A beautiful and stimulating rural environment, large playing fields and playgrounds and a tradition of sporting success
- A very active and highly effective Parent Teacher Association

We provide a safe and happy environment that supports the spiritual, moral and social welfare of our pupils. The children are taught in 7 separate classes, supported by teaching assistants where required. In keeping with our Christian ethos and values, we are committed to ensuring that pupils receive all the help, encouragement and support that they need to achieve their full potential, both across the curriculum and in their personal and social skills and that every child feels themselves to be a valued member of the community.



The school fully utilises all the space available to provide an excellent range of extra-curricular opportunities. Sport has been a particular strength of the school and we are keen to preserve this. We aim to ensure that every child will be offered the chance to represent the school before they leave. Extra-curricular school clubs and activities include athletics, gymnastics, netball, tag rugby, football, art, drama and judo. A large number of children are also encouraged to learn musical instruments including guitar, violin, flute and cello.

We are committed to developing a rich and stimulating creative curriculum with many opportunities for trips and outdoor days. We run residential trips for children in Years 4, 5 and 6 to help them to develop personal skills such as independence and taking responsibility. This continues to be a growth and development area, taking the opportunity to use the changes in the national curriculum to develop new topics with enhanced links across subjects.



Parents, staff and the community work well together to support the school. There are close links with the local church which offers support wherever possible and the PTA help to provide funds for classroom refurbishments and the purchase of IT equipment.

We have a very active Parent Teacher Association which runs events such as school discos, Easter egg hunts, summer fetes, social evenings for parents, as well as essential services such as the school uniform shop.



The Ofsted report (November 2019) recognises that “this is a happy, friendly and caring school” where “adults are ambitious for all pupils and expect them to do well both personally and academically”.

We are very proud of all our pupils and staff and their continuous hard work to raise standards.



Summary of performance data

Performance data can be found here:

<https://www.compare-school-performance.service.gov.uk/school/110007/bradfield-c.e.-primary-school/primary>

<https://reports.ofsted.gov.uk/provider/21/110007>

Application Process

The Role

The vacancy is for a full time, permanent, Class Teacher to start in September 2023. The salary range will be **£28,000–£38,810**, dependent upon the skill and experience of the successful candidate. There are TLR payments available for teachers who take on maths or English subject lead or phase lead roles.

School Visits: We would love to meet you! Please call the school office on 0118 974 4304 or email finance@bradfieldceprimary.co.uk to arrange your visit with our headteacher, Miss Davies.

Closing date for applications: Applications will be considered upon receipt, please do not delay in contacting us.

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