



Diocese of Salisbury
Academy Trust
'Beyond expectations for all of God's children'



The Trinity
CE Primary Academy



Key Stage 2 Maternity Cover Teacher Recruitment Pack



Welcome to the Diocese of Salisbury Academy Trust (DSAT)

and thank you for your interest in working with us. The Trust is based at the Diocesan Education Centre in the historic village of Wilton, located three miles to the West of the medieval city of Salisbury.

In this pack we have enclosed some interesting and useful information about the Trust, which works with twenty-four academies across the Diocese. You can find out more about these and the strengths of our organisation on our website at www.dsat.org.uk. We take safeguarding seriously and candidates will be subject to rigorous procedures to ensure that our children are suitably protected at all times. This will include an enhanced DBS check for all successful candidates before employment is confirmed.

This recruitment pack includes:

Our School

Brief outline of who we are and what we do

Job Advert and How to Apply

Please ensure that your application relates to the correct advertisement and that you have been able to find details of how to apply with the correct form.

Job Description and Person Specification

We aim to provide you with a clear indication of the role you are applying for. When completing your application, we ask you to relate your experience and skills to the Job Description and Person Specification in a clear and succinct manner.

DSAT Vision and Values

This document outlines the strength of the ambitions that we have for our Trust and our vision for all of the children in the Trust.

Equal Opportunities Monitoring Form

We are committed to equality in the workplace and supporting the development of all our employees.

Privacy Notice

We want you to be aware of how any personal data you provide will be processed up to and beyond the appointment of a successful candidate.

Letter from Headteacher



The Trinity
CE Primary Academy

The Trinity CE Primary Academy
Quakers Road
Devizes

Wiltshire, SN10 2FH

Telephone: 01380 730203

Email: admin@trinityschooldevizes.dsat.org.uk

www.trinityschooldevizes.dsat.org.uk

November 2022

Dear Candidate,

Thank you for your interest in the Class Teacher (maternity cover) post at The Trinity Primary Academy. We want to appoint a highly motivated class teacher to complement our hardworking teaching team. We are looking for a staff member who has experience and/or will be keen to develop their skills. You should be able to offer us enthusiasm, commitment and a passion for teaching.

We are a one form entry Primary school in the heart of Devizes with 196 children taught across 7 classes. The Trinity is a welcoming and friendly school with a family atmosphere where Christian values are at the heart of everything we do. Our vision of 'With faith we live, learn and grow together' is lived out across our school. We are very proud of our children and all their achievements.

We are pleased to be a member of the DSAT, which is a strategic and forward thinking Trust that recognises the needs and challenges across all its academies. You will join a team of professionals who are welcoming, compassionate, highly motivated and promote high expectations and aspirations at The Trinity Primary Academy and throughout the Academy Trust.

If successful, you will be given every opportunity to make your mark. Your individual skills and interests will be nurtured by myself, the Governing Body and the Academy Trust to ensure our children achieve their full potential throughout their time at the Trinity.

If you would like to apply for the position please read through the job description and person specification and submit your application by Monday 12th December 2022 at 12pm. Interviews will take place on Friday 16th December 2022.

If you would like further information about this exciting role or to arrange a visit, please contact the office at The Trinity – admin@trinityschooldevizes.dsat.org.uk.

I look forward to hearing from you.

Best wishes

Mrs Hannah Allender
Headteacher

Our vision and values underpin everything we do and inform every decision we make.

Our Vision Statement

With faith we live, learn and grow together.

Our Values

As a family, we have a set of values that everyone believes in – justice, compassion, respect, perseverance, reconciliation and courage.

If these values are followed, The Trinity Primary Academy will be a safe, calm and caring place where everyone can achieve their full potential. Our values are like a jigsaw with our vision at the heart – they don't work very well on their own. They are put together to make the sign of the cross as this is the heart of our Christian foundation.





Job Advert

Job Title	KS2 Maternity Cover Class Teacher
Academy Name	The Trinity CE Primary Academy
Location	Quakers Road, Devizes
Contract Type	Temporary Maternity Cover for up to one year
Salary	MPS or UPS depending on experience
Pension	Teachers' Pension Scheme
Contact	Hannah Allender - Headteacher
Closing Date	Monday 12 th December 2022
Interview Date	Friday 16 th December 2022
Start Date	Tuesday 3 rd January 2023 or as soon as possible thereafter

With faith we live, learn and grow together

An exciting opportunity has arisen at The Trinity CE Primary Academy in Devizes for you to be part of the team at our popular and successful school- rated Good by Ofsted in June 2018 and an outstanding Church of England school in March 2018.

We are part of DSAT (The Diocese of Salisbury Academy Trust) and benefit from close collaborative within DSAT as well as the local Devizes cluster. We are looking for an enthusiastic, committed KS2 teacher to cover a maternity absence from January 2023. This role is full-time.

Although this is a maternity cover, your individual skills and interests will be nurtured by the Headteacher, Senior Leaders and DSAT, ensuring you are able to develop your career in the most appropriate way for you.

The successful applicant will need to:

- be willing to embrace, support and develop the Christian ethos of our school
- be a team player
- lead, inspire and motivate children
- have high expectations of themselves and others
- have a desire to improve their own practice further

In return we are proud to offer you:

- enthusiastic children
- willing, hardworking staff
- supportive parents
- CPD, coaching and ongoing support
- a strong team of governors
- a close collaboration within DSAT and the local cluster of Devizes schools

Additional information

Visits to the school are welcomed. Our school website can be found at: www.trinityschooldevizes.dsat.org.uk
Please call us on 01380 730203 for an information pack and to arrange a mutually convenient time to visit the school. Alternatively email us at: admin@trinityschooldevizes.dsat.org.uk

The Trinity CE Primary Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All applicants will be subject to a full Disclosure and Barring Service check before appointment is confirmed.

Job Description

Job Title: Maternity Cover Teacher Key Stage 2

Grade: MPS 1-6 depending on experience

Reports To: Hannah Allender (Headteacher)

Salary Range: £25,714 - £36,961

Main Job Purpose:

To promote positive outcomes for children within an inclusive school environment. The Class Teacher plays an important role in the ongoing development of the school and is responsible for developing systems and teaching strategies suited to the age and individual needs of the children in their class. The role also involves assessing children's progress and sharing this information with parents/carers and colleagues. As a Church of England Primary School and member of the Diocese of Salisbury Academy Trust, all staff members have a responsibility to maintain the positive ethos and Christian values of the school, both inside and outside the classroom.

Main Activities:

- Implement agreed school policies and guidelines.
- Support initiatives decided by the Headteacher and staff.
- Plan appropriately to meet the needs of all pupils, through differentiation of tasks/having the highest expectation of every child, believing that every learner has unlimited potential for development.
- To plan and deliver the curriculum within the framework of present school policies and those of the National Curriculum, both in short and long term planning structures.
- Set clear targets, based on prior attainment, for pupils learning.
- To plan and resource a classroom which will encourage the development of all aspects of children's learning. In particular to encourage independent use of resources and involvement in their learning. ▪ Provide a stimulating classroom environment, relevant to the current topic being taught.
- To monitor children's progress, keep records and evaluate children's achievements.
- To report to parents termly either through written reports or through parent evenings.
- To establish and maintain good relationships with colleagues, working as part of a team in all aspect of school development.
- Maintain good order and discipline amongst pupils, in accordance with the school's behaviour policy.
- Participate in regular staff meetings and contribute to school improvement.
- Communicate and co-operate with specialists from outside agencies.
- Lead, organise and direct support staff within your classroom.

Teaching, Learning and Assessment:

- Be a reflective practitioner who knows and understands how pupils learn.
- Set high standards for the quality of teaching and learning through your own practise.
- Offer support, guidance and advice to assist collaborative planning linked with a programme of monitoring and evaluation.
- Establish, review and update Action Plans for subjects you are responsible for.
- Working alongside school leaders, actively seeking ways to enrich the learning experience of children through the wider school curriculum.

Knowledge and Understanding

Maintain an up to date knowledge and understanding of:

- The schools' vision and values;
- The schools' priorities, targets and improvement plans;
- The statutory curriculum requirements and requirements for assessment, reporting and recording pupil's attainment and progress;
- The characteristics of high quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement for all pupils.

Generic Responsibilities

The post holder will be required to undertake such duties as may be reasonably directed by the Headteacher from those described in detail in the current 'School Teachers Pay and Conditions'. In such cases a discussion will be had with the Headteacher where reasonable expectations can be set. In particular the following duties will be required:

- Planning and preparing of lessons that meet the needs of learners through well planned differentiated tasks.
- Playground and other duties as required.
- Assessing, recording and reporting on pupil development, progress and attainment.
- Working as part of the school team to ensure a learning environment that enables children to achieve.
- Taking an active role in extended opportunities for children and contributing to the promotion of the life of the school within the community.
- Working collaboratively with colleagues.

Person Specification

	Essential	Desirable	Assessed
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher status. • Degree Qualification. 	<ul style="list-style-type: none"> • Evidence of training / INSET and commitment to further professional development. 	
Knowledge and Experience	<p>A sound understanding of:</p> <ul style="list-style-type: none"> • How children learn • What constitutes excellent classroom practice needed to promote high quality teaching and learning • The educational needs of the whole range of pupils in KS2 • Approaches to planning, assessing, monitoring and evaluating the curriculum in KS2 • Provision for gifted and talented children and for those with special educational needs • The importance of forming and maintaining appropriate relationships and personal boundaries with children 	<ul style="list-style-type: none"> • Understanding of the role and responsibilities of a curriculum / subject leader • Have an up to date knowledge of current teaching and wider curriculum developments • Understanding of the current Ofsted framework 	
Leadership and Management Skills	<p>The Class Teacher will be able to:</p> <ul style="list-style-type: none"> • promote the school's ethos and aims positively and use effective strategies to engage all children. • develop good personal relationships within a team. • establish and develop close relationships with parents, governors and the wider school community. • communicate effectively (both orally and in writing) to a variety of audiences. • create a happy, challenging and effective learning environment. 	<ul style="list-style-type: none"> • In addition, the Class Teacher might also be able to enhance the curriculum by providing extra-curricular activities. 	
Personal Qualities	<ul style="list-style-type: none"> • Approachable • Committed • Enthusiastic • Able to motivate self and others • Calm under pressure • Well-organised 	<ul style="list-style-type: none"> • Ability to think creatively and to be able to anticipate and solve problems 	



Diocese of Salisbury Academy Trust

'Beyond expectations for all of God's children'

Our vision is for the growth of thriving Christian learning communities, providing everyone with the opportunity to achieve more than they ever thought possible. Christian service is at the heart of all we do, as we help young people to develop excitement in learning and to live life to the full. We value everyone equally and demonstrate this through our words, actions, community life and the quality of the opportunities we provide.

Children and young people at the heart of all we do

Our young people will be inspired to develop academically and spiritually, aspiring beyond their own and others' expectations.

Faithfulness to our Christian tradition

We put God's love into action through our values of love, reconciliation, hope, forgiveness, peace, grace, justice and joy. Working with our parishes and communities, we encourage an understanding of the significance of faith through teaching, worship and prayer.

Striving for excellence

We love learning and are passionate about the high standards we can achieve in all aspects of life.

Collaboration

We build strong partnerships, learning with and from others as we challenge ourselves to reach new heights. We give of our best and expect the best from one another.

Celebrating success

We celebrate the achievements of every individual and share our successes widely.



'I can do everything through Christ, who gives me strength'



Background to DSAT

The Diocese of Salisbury Academy Trust (DSAT) was established at the end of 2013 to provide a home for schools within the Diocese of Salisbury who wanted to convert to academy status. Whilst the Trust is a separate entity to the Diocesan Board of Education (DBE), they work together in dynamic and strategic partnership to transform provision and outcomes for the children in their care.

Alongside its improvement work in its current member academies, the Trust is working actively with other schools and the Regional Schools Commissioner (RSC) to grow its family of academies. This will enable a greater level of system-led improvements, further opportunities for collaboration between leaders and staff at all levels of the organisation and better economies of scale, vital in the current challenging economic climate.

DSAT provides an opportunity for schools to convert to academy status in a way that is different to many academy trusts.

- Individual schools that can thrive in their own context and in line with their own vision and values;
- A home for church schools committed to maintaining their distinctiveness, based upon their Christian values;
- A home for schools without a Christian foundation, who are wanting to work with us in partnership to secure better outcomes for children;
- A dynamic collaboration, working in conjunction with a range of partners, to deliver tailored programmes of school improvement that will meet the needs of each academy;
- Services available to academies that will support improvements to teaching and learning, allowing schools to focus on their core business rather than being distracted by academy business;
- The flexibility to meet schools where they are on their journey and to adapt to their specific circumstances;
- Opportunities to operate in close partnership and strong relationship with the DBE, the RSC and local authorities for the good of our academies.



The [Salisbury Diocesan Board of Education](#) (SDBE), formed in 1830, is one of the oldest formal diocesan bodies. Many of the church schools were founded before that date, and the Board was formed to support their work and to promote new schools. The Diocese today extends over 2,000 square miles, with a population of just under 860,000. There are a total of 195 schools and academies serving 40,000 children. The SDBE works across a number of counties and local authorities, working closely in mutually beneficial partnership with them in order to progress the life-chances of the children in their care. DSAT is open to both church and non-church affiliated schools across the region.

To find out more about our Trust, and to see a map of our locations, please go to www.dsat.org.uk/welcome.