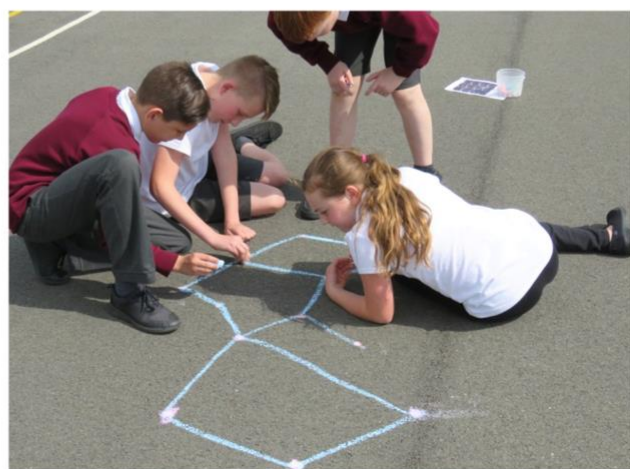




# Ermine Street Church Academy

*Member of the Diocese of Ely Multi-Academy Trust*



## Class Teacher Application Pack



Dear Applicant,

Thank you for expressing an interest in the Key Stage 2 class teacher post at Ermine Street Church Academy. Ermine Street is the first school to be constructed on the Alconbury Weald development which is a few miles north of Huntingdon. It will one day include 6500 homes, 3 primary schools, a secondary school, a special school and a business enterprise zone. It opened in September 2016 as a two-form entry school with provision for 420 children.

10 children attended on our first day and this number has now risen to over 200. The children are currently organised into 8 classes which cover all of the year groups, and we are due to grow further this year, creating 9 classes; there is often change here.

Coming to a new, growing school, there is a definite need to be very flexible. Children join us regularly and so the planned learning has to be adapted. Growing is a challenge but also extremely exciting. We have been shaping our school over the last 5 years and the successful candidate will be very much involved in the continuation of this for years to come. We have a very clear curriculum intent which is based upon our aims of Explore, Discover, Learn. At all times, we do the best possible to personalise learning, make it engaging and enquiry-led and move learning and personal improvement forward with zeal, upon a curriculum based on sequenced and specified knowledge. Our challenge lies in welcoming children from many different settings, so their previous learning experiences are not all the same. Everyone here is committed to working closely together, communicating at all times and understanding the different demands we face and the different ways in which we tick. This is essential for the team to be effective and very happy. We need someone who shows initiative but asks questions. As well as our 'day job' it is also important for us to support and engage with the development of the local community.

The school is jointly Anglican and Methodist, and benefits from the support of both the Diocese of Ely Multi-Academy Trust, and Methodist Academies and Schools Trust.

Although a main scale teacher post is being advertised, there is the potential for any of our posts to develop into leadership roles in the future as the school grows. PPA release will be provided as usual and further release for subject work will be planned too.

If you have any questions, please visit, e-mail or call us (contact details on last page).

We look forward to meeting you.

The Ermine Street Team

## Our Aims & Values

To be the heartbeat of the community, rooted and established in God's Love (Eph 3:17); bearing fruit in all seasons (Jer 17:8).

Explore: without fear; our potential; serving others.

Discover: new talents and interests; family; we belong.

Learn: to reflect; compassion; we can make a difference.

### EXPLORE

Every new experience, every new friend and every new conversation is an opportunity to better understand the amazing world we live in. At Ermine Street Church Academy, each day will be a brand new adventure; a safe, nurtured, guided journey through the wonder of life.

The curriculum will be designed to allow children the freedom and independence to develop a focused curiosity and a courage and resilience to find things out for themselves. Through innovative and stimulating activities children will foster a thirst and confidence throughout the primary phase, from their first day to their last.

Through exploration, we aspire to help the next generation of young adults become world changing artists, scientist, mechanics, programmers, authors and mathematicians.

### DISCOVER

At every stop on the way, children will be encouraged to reflect on and evaluate each of their precious discoveries to identify what understanding they can build on and what motivations they can harness for the next challenge.

By helping our young pioneers at Ermine Street Church Academy to share their achievements with others, communicate what they know and work together supportively and thoughtfully, we aim to develop a culture of celebration and aspiration and inclusive committed teamwork where anything and everything is possible.

Through discovery we hope that our future leaders, guiders and influencers can shape our world with humility, compassion and determination.

### LEARN

As a result of the warm, caring and inspirational physical and emotional environment at Ermine Street Church Academy, learning will be lasting, relevant, and test the limits of what we know now and how we can prepare our children for a continually changing future.

Learners will become experts and masters because they will have the opportunity to apply what they know, understand and can do in a range of different contexts with meaning, purpose and fun.

With firm foundations laid as a result of irresistible teaching and continuous challenge offered through the highest expectations for all.

'There are two gifts we should give our children:  
one is roots and the other is wings'



## The Diocese of Ely Multi Academy Trust

The Diocese of Ely Multi Academy Trust (DEMAT) seeks to provide a stimulating, happy and safe learning environment within our schools that reflect Christian values and the communities in which they serve. In particular we are committed to:

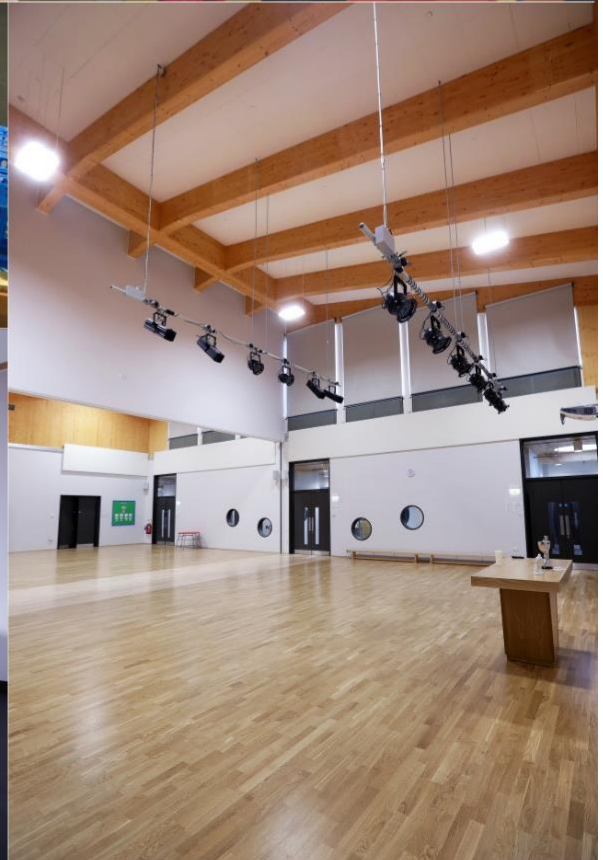
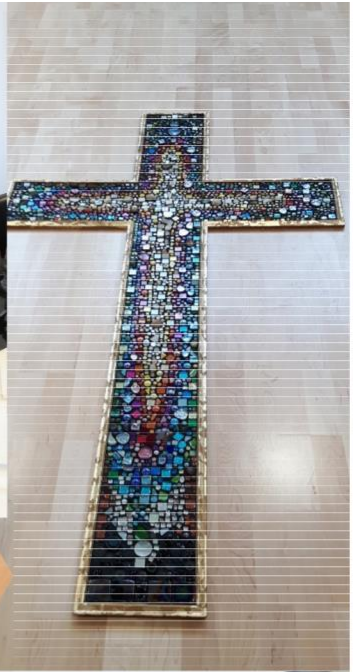
- ensuring that all pupils, regardless of ability, gender, religion and background have access to a high quality education within a supportive environment which equips them well as independent learners to take their place in society and contribute to it
- setting high expectations of leadership and learning at all levels
- developing a common identity and common purpose between our academies whilst preserving each academy's individuality
- encouraging innovation and collaboration across DEMAT academies
- supporting academies so that they may serve their communities more effectively.

Working with the community is key to the Diocese of Ely's vision statement '*we pray to engage fully and courageously with the needs of our communities, locally and globally*'.

We believe that church schools and academies should be places where an attention to spiritual, moral, social and cultural dimensions of life permeates the curriculum and enriches the lives of pupils in an increasingly target driven world. They are schools and academies which stand at the heart of their communities and admit pupils of all abilities and of all faiths and none. They are places where Christian values are inbuilt into the ethos and everyday life without any ideological pressure. They are also schools and academies where there is no disconnection between effectiveness and ethos. By making this intimate connection we seek to transform the lives and life chances of all who learn and work in our schools and academies, and the communities they serve.

We currently have more than 40 primary schools across three local authorities, Cambridgeshire, Norfolk and Peterborough.





## **Job Description**

**Immediately responsible to:** A teacher is directly accountable to the Headteacher and DEMAT. At all times, teachers must operate within school policies and procedures.

As a Main Scale Pay Range teacher you are required to be competent in all elements of the Teacher Standards, to discharge the Teachers Responsibilities as set out in the School Teachers Pay and Conditions Document 2015, and as may be amended by subsequent Documents, and to act in accordance with the school's ethos, policies and practices, under the direction of the Headteacher:

### **1. Teaching**

- ☐ Plan and teach lessons and sequences of lessons to the class(es) you are assigned to teach within the context of the school's plans, curriculum and schemes of work in order to achieve target levels of pupil attainment, progress and broader outcomes;
- ☐ Use teaching methods which capture pupils' interest, focus on 'discovery of new learning' and promote thinking, independence and resilience;
- ☐ Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils;
- ☐ Have a 'no excuses' approach to raising attainment;
- ☐ Set and adhere to high expectations at all times;
- ☐ Set and mark learning completed by the pupils in school and elsewhere in line with the school's marking policy;
- ☐ Participate in arrangements for preparing pupils for external examinations;
- ☐ Be familiar with the SEN Code of Practice and, as part of the responsibilities under the Code, create, review and implement support plans;
- ☐ Evaluate your own teaching critically and use this to improve your effectiveness.
- ☐ Be welcoming of evaluation by others and use this to improve your effectiveness.

### **2. Whole school organisation, strategy and development**

- ☐ Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's ethos and aims;
- ☐ Attend staff meetings and other training and engage in the ongoing process of school improvement;
- ☐ Work with others on curriculum and pupil development to secure co-ordinated outcomes.

### **3. Health, safety and discipline**

- ☐ Ensure that child protection and safeguarding are given the utmost priority so that children are



protected from harm, and their welfare promoted at all times. Show absolute commitment to the school's Child Protection policy and other related policies;

- ☐ Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through the implementation of the school's positive behavior policy.
- ☐ Follow, promote and celebrate the Ermine Street Ethos at all times.

#### **4. Management of staff and resources**

- ☐ Direct and supervise support staff assigned to you and, where appropriate, other teachers;
- ☐ Deploy resources delegated to you in accordance with school policies.

#### **5. Professional development**

- ☐ Participate in arrangements for the appraisal and review of your own performance and, where appropriate, that of other teachers and support staff;
- ☐ Participate in arrangements for your own further training and professional development and, where appropriate, that of other teachers and support staff including induction;
- ☐ Take responsibility for implementing improvements in response to feedback received as part of regular monitoring.

#### **6. Communication**

- ☐ Communicate with pupils, parents and carers in accordance with the school ethos, policies and practice;
- ☐ Operate an 'open door policy' and be proactive in approaching and communicating with parents and carers;
- ☐ Contribute to events that provide parents with an understanding of school practices.

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

- ☐ Collaborate and work with colleagues and other relevant professionals within and beyond the school;
- ☐ Participate in administrative and organisational tasks, including the direction or supervision of persons providing support for the teachers in the school.

#### **8. Fulfil wider professional responsibilities**

- ☐ To be fully supportive of our Church school distinctiveness and Christian identity, taking part in a range of associated activities, including leading Collective Worship;
- ☐ Make a positive contribution to the wider life and ethos of the school.

Ermine Street Church Academy and DEMAT are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be subject to an Enhanced DBS check, two satisfactory references and a Disclosure of Criminal Record and Disqualification Declaration.

## Person Specification

This person specification is related to the requirements of the post as determined by the job description. Short listing is carried out on the basis of how you meet the requirements of the person specification. You should refer to these requirements when completing your application.

Qualifications			
	Qualified teacher status	E	A, R
	First degree or equivalent	E	A
	Evidence of further professional development		D A
Experience			
	Successful teaching within at least one key stage with proven ability as a good/outstanding classroom practitioner	E	A,I,R
	Proven record of raising attainment	E	A,I,R
	Ability to provide a stimulating and challenging classroom environment for all pupils	E	A,I,R
	Experience of working with and supervising other adult support within the classroom to the benefit of the children	E	A,I,R
	Successful leadership of a curriculum subject and/or whole school project		D A,I,R
	Excellent understanding and use of assessment, including target setting and tracking, plus recording and reporting	E	A,I,R
	Experience of developing community links		D A, I
Professional Qualities, Knowledge & Understanding			
	Indicators of excellent subject knowledge within at least one key stage	E	A,I,R
	Clear understanding of data analysis and the important impact this can have on achievement and attainment.	E	A, I
	Excellent understanding of effective procedures for managing and promoting positive behaviour among pupils.	E	A,I,R
	Understands the difference between 'creating learning experiences' and 'teaching a lesson'.	E	A, I
	Ability to successfully pitch and differentiate learning to meet the needs of all learners.	E	A, I
	Competent in the creative use of different formats for learning across the curriculum	E	A, I
	A well developed knowledge of a particular curriculum or specialist area		D A,I,R
	An understanding of whole school approach to school improvement and raising standards		D I



	Experience of the preparation and administration of statutory National Curriculum tests		D	A,I,R
<b>Personal Qualities</b>				
	Passionate and proactive, keen to embrace new ideas and challenges	E		A, I
	Creative and imaginative thinking in order to identify learning opportunities and anticipate problems	E		A, I
	A solution-focussed mindset and determined "no-excuses" approach to raising standards	E		A,I,R
	Approachable, caring and empathetic	E		I
	Works extremely well as part of a team	E		A,I,R
	Flexible, listens and seeks/provides advice and support	E		I, R
	Excellent time management, always meeting deadlines	E		R
	Committed to continuing professional development for self and others	E		A, I
	Committed to active parental involvement	E		A,I,R
	Able to deal sensitively with people and resolve conflict	E		A,I,R
	Have personal impact and presence	E		I, R
	The ability to converse at ease with members of the public and provide advice and information in accurate spoken English	E		I
	Fully supportive of Church school status and Christian ethos	E		A, I
	A willingness to support the school's extended provision		D	A, I
<b>Safeguarding</b>				
	Appreciates the significance of safeguarding and interprets this for all individual children and young people whatever their life circumstances	E		I
	Can demonstrate an ability to contribute towards a safe environment	E		I
	Shows a personal commitment to safeguarding	E		I
<p>Key: Essential—E, Desirable—D Measured by Application - A, Interview - I Reference - R</p>				

Ermine Street Church Academy and DEMAT are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be subject to an Enhanced DBS check, two satisfactory references and a Disclosure of Criminal Record and Disqualification Declaration.

## Contact Details

E-mail: [office@erminestreetca.org.uk](mailto:office@erminestreetca.org.uk)

Phone: 01480 276510

Ermine Street Church Academy

Alconbury Weald

Huntingdon

Cambridgeshire

PE28 4XG

[www.erminestreetca.org.uk](http://www.erminestreetca.org.uk)

Twitter @Ermine\_Str\_CA