

# Class Teacher Recruitment Pack



# Advert

Title	Permanent Class Teacher (KS1 or KS2)
Location	St Helen's CE Primary School, Highfield Road, Hemsworth, WF9 4EG
Days/Hours	4 days per week (Monday to Thursday or Tuesday to Friday, depending on the successful candidate's preference)
Pay Range	MPS (not suitable for ECTs)
Required from	September 2024

St Helen's is a special place with a distinctive Christian ethos. We are all proud of our school and the journey we have been on over the last few years. We have worked hard to create an engaging broad and balanced curriculum to inspire and motivate our pupils, enabling them to flourish and achieve well. In February 2023, we received a 'Good' Ofsted judgement and during our SIAMS inspection in October 2023, we were found to live up to our Christian Vision.

We are looking for an experienced, dynamic, enthusiastic and committed class teacher to teach in Key Stage One or Key Stage Two to commence from September 2024. Please specify on your application what your preference would be. We are implementing Little Wandle as our Early Reading and Phonics scheme from September, so, for those wanting to teach in Key Stage One, someone who has expertise in this area is desirable but not essential.

The successful candidate will be required to lead a subject area. Possibilities include, but are not limited to, Phonics & Early Reading, Art, Geography, RE/SIAMS, Science or DT.

We are looking for someone who:

- Has high expectations and is committed to ensuring all children make excellent academic and social progress;
- Is a creative classroom practitioner;
- Has the ability to inspire and motivate;
- Has an excellent understanding of assessment for learning;
- Is able to communicate well with good interpersonal skills;
- Is committed to an inclusive ethos where every person matters;
- Has strong behaviour management skills;
- Has strong knowledge and experience in children with additional needs;
- Can work well as part of a team;
- Is willing to follow our Christian vision of being a Stable Rock for our community;
- Is warm, kind, caring, positive and has a sense of humour.

We can offer:

- A nurturing, caring and inclusive school;
- A forward-thinking Trust that takes professional development, workload and staff wellbeing seriously;
- A friendly, hard-working, professional and supportive team of staff and governors;
- Happy and enthusiastic children who enjoy learning and behave well;
- A commitment to your professional development.

We warmly encourage you to visit school before you apply. For further details about the role, to arrange an informal conversation with Lee Swift, Headteacher, or to arrange a visit to our wonderful school, please contact [lee.swift@st-helens.wakefield.sch.uk](mailto:lee.swift@st-helens.wakefield.sch.uk) or telephone on 01977 617955.

Enhance Academy Trust has an absolute commitment to safeguarding and promoting the welfare of children. The successful applicant will be required to undertake an enhanced criminal record check via the DBS. The Trust values the diversity of our workforce and welcomes applications from all.

Completed applications are to be returned to [lee.swift@st-helens.wakefield.sch.uk](mailto:lee.swift@st-helens.wakefield.sch.uk) by the closing date below.

## Selection Timeline

**Closing Date:** Friday 26<sup>th</sup> April at 12pm

**Shortlisting:** Afternoon of Friday 26<sup>th</sup> April

**Interviews:** Likely to be Wednesday 8<sup>th</sup> May

# Enhance Academy Trust

Enhance Academy Trust is a Church of England Multi-Academy Trust comprising of thirteen primary schools located across Wakefield and Kirklees and a post 16 performing arts free school. The Trust was established in 2012 as a sponsor of Church of England and Community Schools.

The Trust works very closely with its academies and encourages them to help each other whilst at the same time allowing them a reasonable amount of earned autonomy. We have kept to this model whilst expanding and want to continue to follow similar principles in the future.

***Our vision is to deliver improved educational outcomes and learning skills to enable our young people to live well in the world around them. We also aim to allow our academy leaders and staff to develop the individual character of our academies so they can best serve their local communities.***

[Enhance Academy Trust - Home](#)

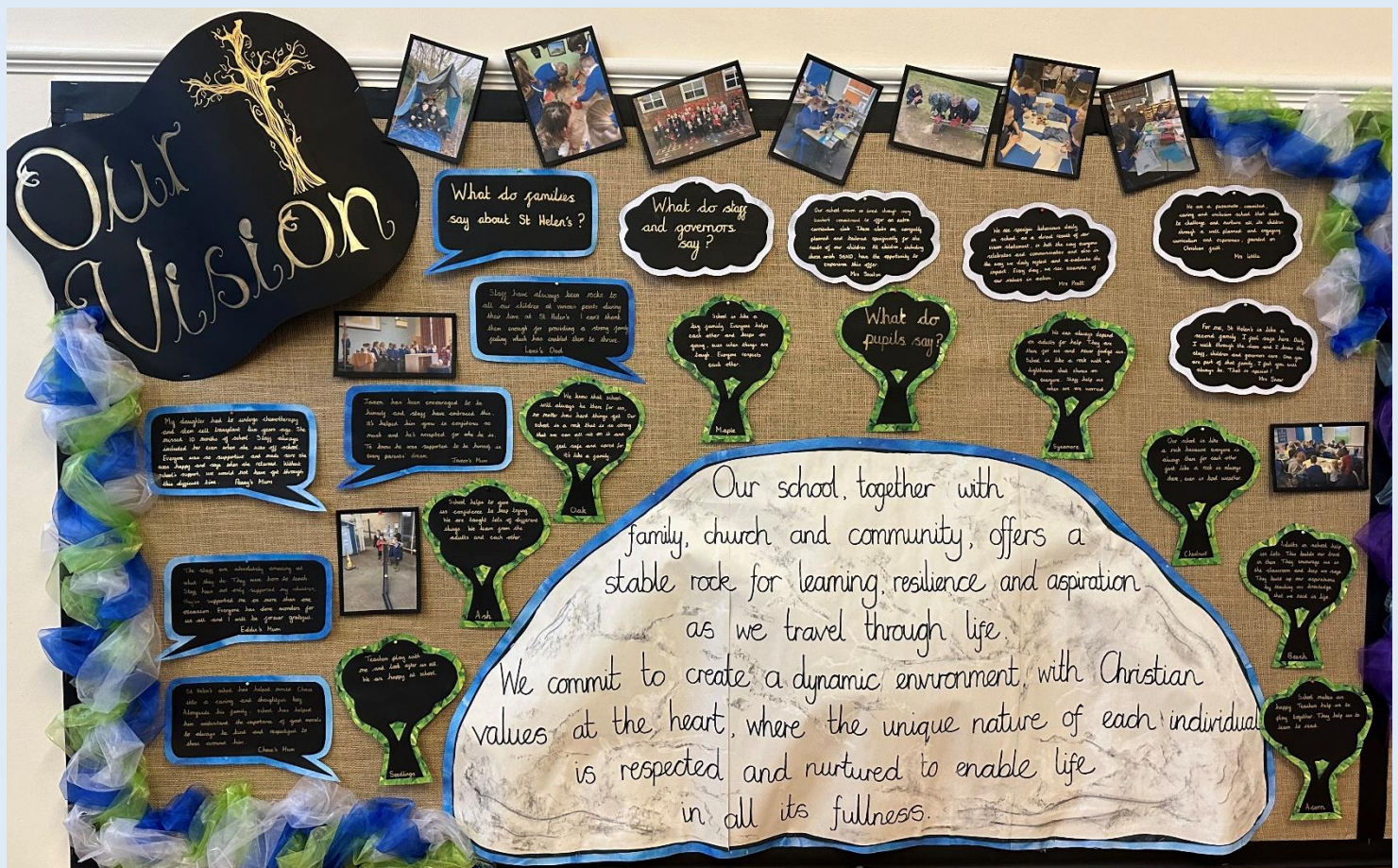


# Our School Vision

Our school, together with family, church and community, offers a stable rock for learning, resilience and aspiration as we travel through life.

We commit to create a dynamic environment, with Christian values at the heart, where the unique nature of each individual is respected and nurtured to enable life in all its fullness.

***"The rain came down, the streams rose, and the winds blew and beat against that house; yet it did not fall, because it had its foundation on the rock." Matthew 7: 25-27***



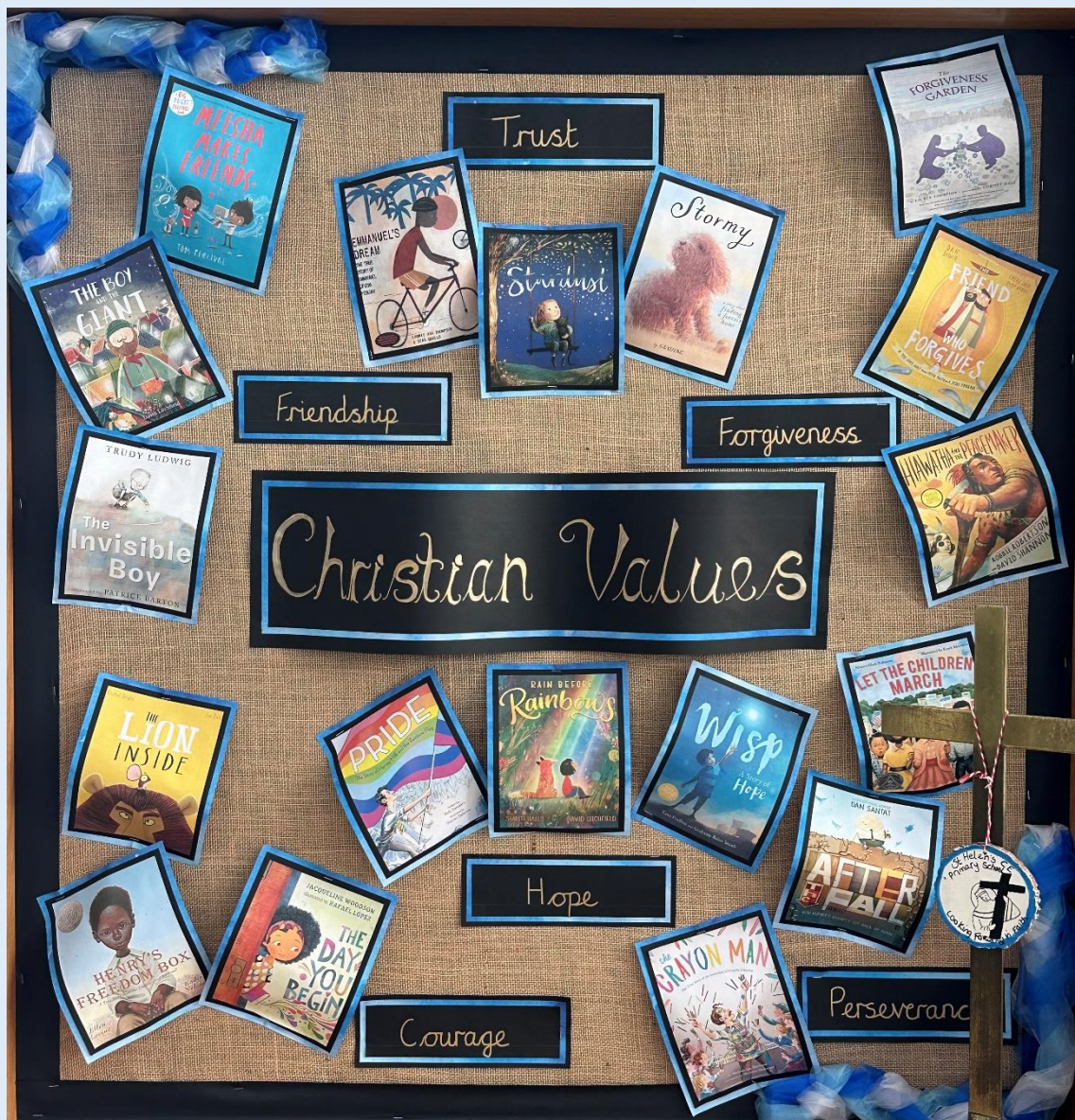


# Our Christian Values

We have 6 Christian Values that support our school vision. We explore these during daily acts of Collective Worship.

Our 6 values are:

- Hope
- Friendship
- Trust
- Perseverance
- Courage
- Forgiveness





# Our School

St Helen's is an average-sized school with 213 children on roll. We have become an increasingly popular choice for families in the local area and our reputation is constantly improving. The majority of our children continue their education at the nearby Outwood Academy, Hemsworth.

In order for children to achieve high standards and make good progress throughout their school journey at St Helen's, we are committed to providing a stimulating and engaging curriculum which extends far beyond the limitations of the classroom:

- We have extensive outdoor areas which include an extensive playing field, forest school area and a continually developing playground.
- We plan many opportunities for learning beyond the classroom including field trips, class trips and residentials.
- We pride ourselves on the large range of activities that our staff provide as part of our wider after school club offer. This enables children to find their passion and to continue to grow and develop as individuals.

We work in partnership with parents to ensure that our children develop essential skills and are well prepared for Secondary School. We aim for children to be aware of what they enjoy, to find their passion and their interests and to be kind, well-rounded individuals. Ultimately, we strive for our children to be compassionate, independent and responsible people who are prepared in every sense to embrace the next stage of their education.

We are very lucky to have lots of indoor space. We have spare classrooms, a large library, a phonics intervention room and a large classroom where our Pastoral Care Leader is based.



# Our Classrooms





# Our Curriculum

## Intent

At St Helen's we offer an engaging curriculum which is broad, balanced and progressive. Our curriculum is ambitious. It distils the requirements of the National Curriculum which is, in itself, ambitious and wide-ranging. The curriculum reflects and takes into account the needs of our community. Opportunities in the curriculum have been identified to build Cultural Capital through knowledge, skills and understanding. Children enter school with skills and abilities broadly typical for their age; however, within each cohort, an increasing number of children are entering with limited speech and language skills. Our curriculum has oracy and literacy at its heart. We methodically build the knowledge that pupils need to read fluently and with understanding, building generic and specific vocabulary. In every unit of work, Alex Quigley's principles of vocabulary development feed into the planning of schema of vocabulary development. This allows pupils to access the whole curriculum and achieve well across the full range of subjects.

Our bespoke and progressive curriculum has been designed, planned and organised to ensure breadth, balance and depth for every learner in our school. We ensure that children are not merely covering content but achieving a depth to their learning which enables them to use their skills and understanding in all areas of the curriculum and produce high-quality outcomes. All subject lessons are planned discretely. Our careful curriculum design and planning ensures that content is progressive and builds upon prior knowledge, weaving British and Christian values across all subjects. Our Curriculum Documents for each subject area articulate exactly how progression is planned and sequenced.

Curriculum intent has been influenced by current research, including Christine Counsell, the work of Mary Myatt and also the work of Tom Sherrington and Oliver Caviglioli. We stay abreast of new research and use evidence as a base for planning our journey through the curriculum. Research also runs through school practice which is reviewed regularly as new evidence becomes available.

As a church school, we consider RE to be our fourth core subject. Strong leadership and teaching in this area ensures that our children make very strong progress. We use our links within the Diocese of Leeds to ensure that all staff are highly trained in this area.

## Implementation

In line with Rosenshine's Principles of Instruction, Teachers routinely activate prior learning through daily review which builds and strengthens pupils' knowledge through progressive activities. Using the development of schema, explicit teaching of subject specific vocabulary enables children to understand deeply and articulate their learning. Teachers use modelling and worked examples to demonstrate methodology, scaffolding learning appropriately to support all pupils effectively. Guided and independent practice is used to lead children through the learning process to success. Purposeful questioning engages all learners and allows assessment 'in the moment' for Teachers to address misconceptions and gauge depth of understanding.

## Impact

Pupil voice and work show that children know more and remember more. Work by subject leaders to develop and monitor their curriculum area, in collaboration with their colleagues, shows the development of cohesive and progressive understanding as children move through school, leading to outcomes for key measures that are at least in line with or above those seen nationally.

We ensure that our children acquire the knowledge, vocabulary and skills across all curriculum areas so that they are equipped to thrive in the next stage of their education.



# Our Curriculum



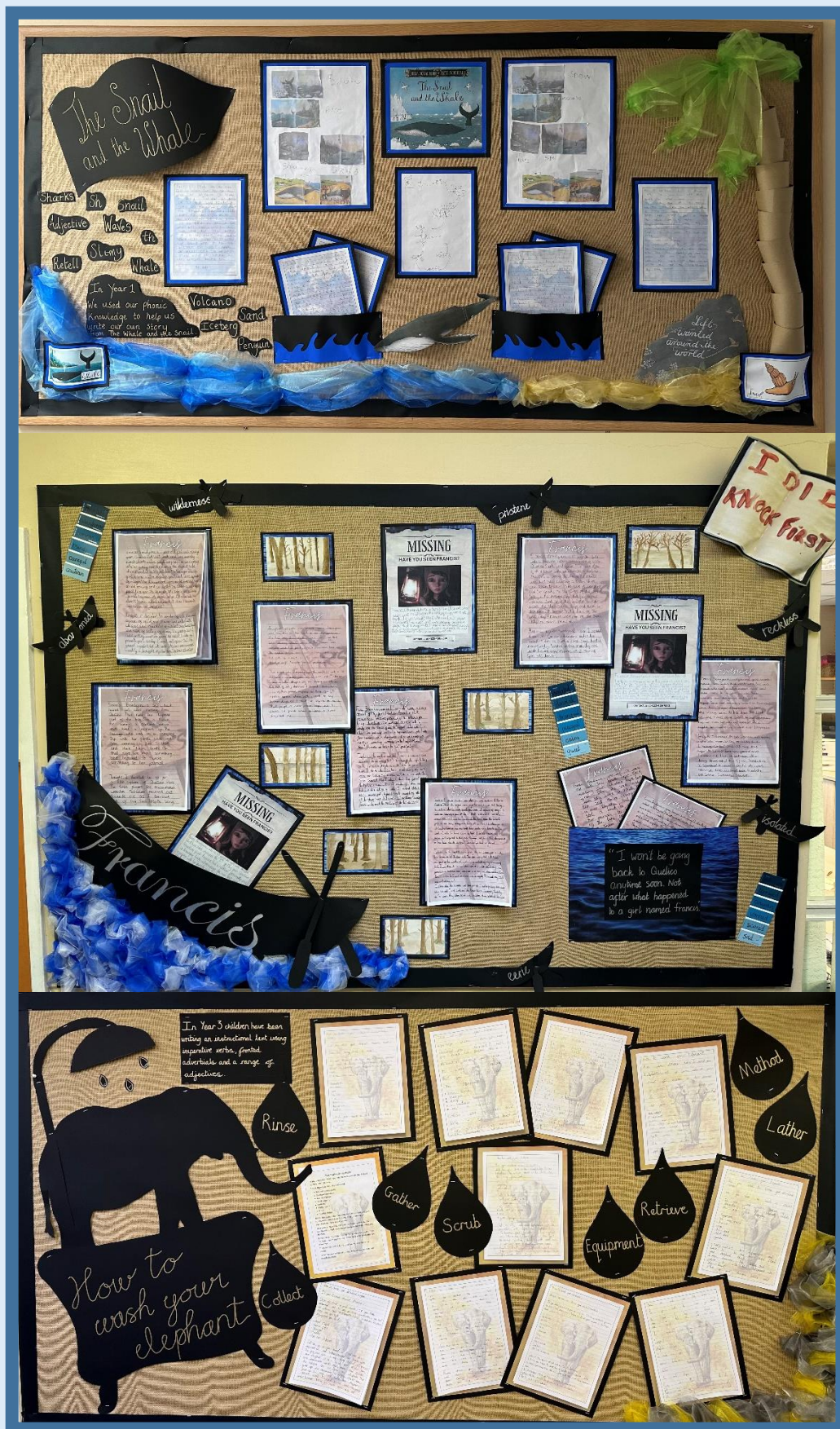


# Our Curriculum





# Our Curriculum



# Job Description

## MAIN PURPOSE

To be responsible for achieving the best possible standards in work and conduct for all pupils in the class and to promote and safeguard the welfare of all pupils within the school.

## DUTIES AND RESPONSIBILITIES

All Teachers are required to carry out the duties of a school teacher as set out in the current 'School Teachers' Pay and Conditions Document' and all Teachers job descriptions are linked to the DfE Teachers' Standards 2012. Teachers' work performance will be assessed against the Teachers' Standards as part of the performance management process.

The post holder shall:

### Set high expectations which inspire motivate and challenge pupils

- Teach pupils across the age and ability range
- Establish clear targets for achievement and evaluate progress through the use of appropriate assessments and take into account analysis of these data
- Prepare, develop and deliver teaching programmes using materials and techniques which will engage and stimulate pupils of all abilities.
- Give pupils regular feedback, both orally and through accurate marking and encourage pupils to respond to the feedback, reflect on progress and take a responsible and conscientious attitude to their own work and study.

### Promote good progress and outcomes by pupils

- Monitor the personal and social development, health and welfare of each pupil in the class
- Have a thorough knowledge of all pupils in the class through data provided, and contact with pupils, parents and staff colleagues as appropriate
- Be aware of the relevant curriculum for all pupils in the class and monitor the academic progress of pupils through their reports, studies, grades and contact with other teachers.
- Encourage and be aware of the involvement of pupils in the school's extracurricular activities.
- Be aware of pupils' capabilities and prior knowledge. Plan teaching to build on these, demonstrating knowledge and understanding of how pupils learn.
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions and to underpin good quality teaching and learning.



# Job Description

## Demonstrate good subject and curriculum knowledge

- Maintain a secure up-to-date knowledge of relevant subject areas through participation in training and development opportunities identified by the school or as an outcome of the appraisal process.
- Deliver the curriculum as relevant to the age and ability of the pupils.
- Set appropriate homework in line with school policy and the homework timetable.
- Support the development the pupils' reading, writing, mathematics and communication skills through the curriculum.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English at all times.

## Plan and teach well-structured lessons

- Contribute to the development of schemes of work.
- Engage in short, medium and long term planning of lessons and sequences of lessons.
- Demonstrate a clear understanding of appropriate teaching strategies relevant to the age and abilities within the group.
- Plan and undertake enrichment & extension activities where possible to consolidate and extend the knowledge and understanding pupils have acquired.

## Adapt teaching to respond to the strengths and needs of all pupils

- Monitor the progress of groups to close any gaps between them.
- Teach lesson which meet the needs of all learners

## Make accurate and productive use of assessment

- Use formative and summative assessment opportunities to maximise pupils' progress.
- Use relevant data to monitor progress, set targets, set homework and plan subsequent lessons.

## Manage behaviour effectively to ensure a good and safe learning environment

- Implement whole school strategies to support behaviour for learning.
- Carry out morning afternoon and break time duties as directed.
- Establish a framework for discipline with a range of strategies using praise, sanctions and rewards consistently and fairly.
- Maintain good relationships with pupils, exercise appropriate authority and act decisively as necessary.
- Be a positive role model and consistently demonstrate the positive attitudes, values and behaviour which are expected of pupils.
- Promote and safeguard the welfare of all pupils within the school, raising any concerns in accordance with the school's protocols and procedures.

# Job Description

## Fulfil wider professional responsibilities

- Support the school's Initial Teacher Training activity as appropriate.
- Take opportunities to develop professionally and share good practice to develop consistently high standards of teaching and learning.
- Work collaboratively with our partner schools to support pupils' transition.
- Facilitate the work of support staff to enhance pupils' progress.
- Work collaboratively with parents and carers to support pupils' progress.
- Support pupils to develop wider key skills.
- Uphold all school and Enhance Academy Trust policies.
- Attend and actively participate in meetings.
- Make a positive contribution to the wider life and ethos of the school.



# Person Specification

Knowledge, Experience and Skills		
	Essential (E) or Desirable (D)	How Identified
<b>Qualifications</b>		
Qualified Teacher Status	E	A
Evidence of continuous professional development	E	A
Ambition to become a middle leader	D	A
<b>Experience</b>		
Experience of teaching in Key Stage One	E	A, I, R
Experience of teaching in more than one Key Stage	D	A, I, R
Experience of leading a subject	E	A, I, R
<b>Knowledge and Understanding</b>		
Understanding of KS1 National Curriculum	E	A, I, R
Ability to deliver well planned and stimulating lessons across the curriculum and ability range	E	A, I, R
Knowledge and understanding of effective behaviour management strategies and the ability to put these into practice	E	A, I, R
Knowledge of what constitutes effective teaching and learning	E	A, I, R
Knowledge of SEN Code of Practice	E	A, I, R
Knowledge of the teaching of phonics	E	A, I, R
Ability to use strategies needed to establish consistently high standards of behaviour	E	A, I, R
Ability to lead a subject throughout school	E	A, I, R
<b>Skills</b>		
Able to play a full and active role in a team	E	A, R
Clear understanding of expectations, accountability and consistency	E	A, I, R
Aligned with the values of Enhance Academy Trust	E	A, I, R
Commitment to safeguarding and welfare of pupils	E	A, I, R
Excellent classroom practitioner	E	A, I, R
Effective and systematic behaviour management, with clear expectations and the consistent use of praise and consequences	E	A, I, R
Excellent communication, planning and organisational skills	E	A, I, R
<b>Fulfil Wider Professional Responsibilities</b>		
Understand when and how to seek advice and support	E	A
Able to develop and maintain effective relationships with pupils, staff, parents, governors and the wider community	E	A, R
Committed to own professional development	E	A, I, R
Ability to reflect on own practice and identify areas for development	E	A, I, R
<b>Personal Qualities and Attributes</b>		
Integrity	E	A, R
Warmth and humour	E	A, I, R
Self-motivated	E	A, R
Enjoys a challenge	E	A, R
Enthusiastic and optimistic	E	A, I, R
A team player with a can-do attitude	E	A, R

A = Application Form

I = Interview Process

R = Reference

# Next Steps

## Further Details

For further details about the role, to arrange an informal conversation or to arrange a visit to the school, please contact Lee Swift, Headteacher, or to arrange a visit to our wonderful school, please contact [lee.swift@st-helens.wakefield.sch.uk](mailto:lee.swift@st-helens.wakefield.sch.uk) or telephone on 01977 617955.

## To Apply

Applicants are requested to submit a completed application form that can be found on our advert on Wakefield Council Website

[https://wamdcli.webitrent.com/wamdcli\\_webrecruitment/wrd/run/ETREC105GF.open?WVID=WPst203740](https://wamdcli.webitrent.com/wamdcli_webrecruitment/wrd/run/ETREC105GF.open?WVID=WPst203740) or DfE Teaching Vacancies <https://teaching-vacancies.service.gov.uk/> or by emailing [lee.swift@st-helens.wakefield.sch.uk](mailto:lee.swift@st-helens.wakefield.sch.uk)

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