

# Normand Croft Community School

## Candidate Information Pack



### KS1 Primary Teacher



# Welcome to Normand Croft

Dear candidate,

To join Normand Croft is to join an international family of learners who believes in empowering everyone to shine. We are passionate about children's education and determined to go that extra mile to ensure that the children in our care have the very best opportunities to grow, learn and achieve. We expect every child to be safe, be kind and be the best that they can be.

We believe that children learn best when they feel safe, happy, and are valued. We prioritise their social and emotional education through developing self-esteem, respect and tolerance for all. We aim to provide our children with the skills to live in modern Britain as responsible citizens who understand themselves, their world and their place in it.

We think deeply about what we do, we strive to give the children the most challenging curriculum possible. Our curriculum is engaging and stimulating. Our talented staff generate a wealth of positive learning opportunities for all. Our children thrive through quality interactions which extend their knowledge. They make links between areas of learning and travel beyond the classroom to extend their experience, perspectives and understanding. We aim for them to acquire an intellectual curiosity that supports their journey into becoming lifelong learners.

Our school is built on a foundation of shared values - excellence, responsibility & respect, determination, independence, unity and trust. They inform every aspect of school life and enable us to be safe, be kind and be the best that we can be.

**We put children at the heart of everything we do** achieving their safety, happiness and progress as learners underpins every aspect of our work.

**We set high standards** with high expectations of, and aspirations for, all children.

**We support and challenge every child** ensuring high quality teaching helps to overcome barriers to learning, and through building (and re-building) children's self-belief enable them to achieve their potential.

**We value individuals** ensuring that every child receives an education that's tailored to their needs, and where enjoyment and achievement walk hand-in-hand.

**We enable children to shine** giving them the opportunities, responsibility and trust needed to learn for themselves, and explore/use their talents.

**We build bridges** between children, parents, families and communities and work in partnership with others for the benefit of children.

**We celebrate core values** such as excellence, responsibility, respect, determination, independence, unity and trust as expressions of our school ethos.

We are looking for inspiring teachers, with a love for teaching and learning, to join our team.

To help you decide if this is the school for you here are a few things that we can offer:

- families who work in partnership with us
- collaborative professional development based on best practice and current educational research, that gives you the chance to embed new skills and approaches into your practice
- collaborative partnerships and shared teaching opportunities with experienced colleagues.
- specialists for PE and music teaching
- amazing outside grounds
- an annual dedicated wellbeing day
- excellent transport links.

We believe in teaching the whole child, but also in developing your potential. Through demonstrating energy, resilience, enthusiasm, a sense of humour and commitment you'll find we can offer you a springboard to career development both in school and beyond.

We would love you to visit and see the school in action, or call to talk things through.

Normand Croft is a rewarding school to work in and we are looking for people to join us who are committed to ensuring that every child is able to shine.

With best wishes,

*Emma Bird and Katrine Bulley*

Head Teachers



## About Our School

Normand Croft is a 2-11 community nursery and primary school in West Kensington, London. We have up to 30 children in a year group. Children come with a wide variety of starting points and backgrounds to create a rich and diverse multi-cultural community. English language is at the heart of everything we do, with children given the chance to develop a love of reading and writing skills every day.

We all strive to make a real impact on these children's lives and learning. We have a strong sense of purpose which comes from serving children who, despite often living in socially disadvantaged and, at times, challenging environments, all have huge potential.

Our values guide everything that we do. We are known for creating a safe, warm and welcoming atmosphere where every child has the chance to find their voice, be supported and be given a rich range of opportunities and experiences that will inspire them to enjoy school and make rapid progress.

We believe in a child-centred focus on learning and this is captured in our vision statement which defines our common ground as a school community as:

- We put children at the heart of everything we do achieving their safety, happiness and progress as learners underpins every aspect of our work
- We set high standards with high expectations of, and aspirations for, ourselves and all children
- We support and challenge every child ensuring high quality teaching helps to overcome barriers to learning, and through building (and re-building) children's self-belief enable them to achieve their potential
- We value individuals ensuring that every child receives an education that's tailored to their needs, and where enjoyment and achievement walk hand-in-hand
- We enable children to shine giving them the opportunities, responsibility and trust needed to learn for themselves, and explore/use their talents
- We build bridges between children, parents, families and communities and work in partnership with others for the benefit of children
- We celebrate core values such as excellence, responsibility, respect, determination, independence, tolerance and trust as expressions of our school ethos

Our school is a rich learning environment for both children and staff. It's a special place to be.

Professional development is central to our school. Each member of staff collaborates with colleagues from across the school to improve their practice and develop new ways of supporting children.

Our class sizes and staffing structure numbers mean that more time can be spent on really understanding the needs of each child. All children are supported to make the best progress possible.

The way we teach and the way our children learn doesn't happen by accident. We make sure our teachers keep up to date with the latest developments in teaching and learning and we're very

proud of the fact that our approach to teaching and learning has evolved over time to meet the specific needs of our children. It's an approach based on best practice drawn from the work of colleagues, academics and schools all over the world.

At Normand Croft teachers have a chance to develop high quality skills in phonics, literacy and maths ensuring that all children are not just good at the basics but become avid readers, fluent writers, confident speakers and thoughtful problem solvers.

Inspired by the work of Carol Dweck and her colleagues, we instil in children, teachers and families the belief that the brain is like a muscle. It grows, develops and indeed becomes more intelligent when mistakes are made and then corrected through feedback. We believe that intelligence and abilities can be significantly developed through deliberate practice; that an individual's end point is not pre-determined and that there is limitless potential for growth.

In an ever - changing world, we believe that our school should be a microcosm of the best of the world around us. Our approach to teaching helps us to achieve this by actively developing children's social and emotional skills and promoting a positive learning environment where children feel safe, valued and respected.



# Job profile

**Title:** Primary Teacher – KS1

**Salary:** Qualified Teacher Main Scale 1-6

**ECTs welcome to apply**

**Start Date:** September 2026

**Contract:** Full-time, permanent, subject to enhanced DBS check and references

**You will undertake all duties in accordance with the local authority's and school's policies and guidance; Health & Safety advice; and the Children's Act. The conditions of service of our teachers are contained in the latest School Teachers' Pay and Condition Document, which is published annually. The document derives its legal authority from section two of the School Teachers' Pay and Conditions Act 1991. The following description of accountabilities and tasks should be viewed in conjunction with the aforementioned document.**

**Purpose: To deliver consistently good or better teaching to ensure that children learn well and achieve excellent outcomes.**

## **Key responsibilities:**

- establish positive, professional relationships with children, families and colleagues
- have high expectations of every child whatever their background or starting point
- plan, resource and deliver sequences of lessons to a high standard that ensures real learning takes place and pupils make excellent progress.
- provide a classroom and school environment that is safe and supportive and helps all pupils to develop as effective learners.
- maintain good or better behaviour for learning in own classroom and across the whole school, supporting all children to demonstrate the school's expectations.

## **Safeguarding:**

- value & respect the views and needs of children and young people
- have an up-to-date knowledge of relevant legislation and guidance in relation to working with, and the safeguarding and protection of, children and young people
- display commitment to the protection and safeguarding of children and young people
- maintain awareness of statutory and organisational child protection and safeguarding policies and review as needed to ensure own understanding, familiarity, and ability to work within policy and practice at Normand Croft
- share the school's commitment to safeguard, and promote the welfare of, the children in our care
- be fully aware of and understand the duties and responsibilities arising from the Children's Act 2004 and Keeping Children Safe in Education (part One) in relation to child protection and safeguarding children and young people as this applies to the worker's role within the organisation
- be fully aware of the school's principles of safeguarding as they apply to vulnerable children

- ensure that school's procedures regarding the sharing and reporting of child protection and safeguarding concerns are always adhered to robustly.

### **Teaching & Learning:**

- have high expectations for all children's achievement
- take responsibility for the progress of a class and ensuring their safety and wellbeing
- ensure that all pupils reach age related expectations or if below ARE ensure that individual pupil's progress is rapid and sustained
- teach engaging & effective lessons that motivate and inspire and improve pupil learning outcomes & support strong progress
- use responsive teaching and summative assessments to monitor individual pupil progress.
- respond to the outcomes of above (assessments) and action further support or challenge for individual pupils
- ensure the learning needs of pupils with SEND are met, and that they are adequately supported to access all parts of the learning with lessons
- organise your classroom and learning resources in such a way as to create an appropriately attractive, motivating, engaging and informative learning environment
- challenge and inspire children to deepen their knowledge and understanding of the world
- motivate children through sharing an enthusiasm for learning, creativity and imagination
- celebrate and value achievement through displaying children's work in designated areas of the school, and contribute to whole school projects and displays
- maintain regular and productive communication with parents, to report on progress, share successes and any concerns (in line with school policies)
- maintain awareness of relevant school policies and review as needed to ensure to ensure own understanding, familiarity, and ability to work within policy and practice at Normand Croft.

### **Responsive teaching and pupil progress:**

- evaluate your teaching, and children's progress, and use this analysis to inform your planning, preparation and presentation of lessons to ensure the needs of all children are being met
- maintain, in line with school policy, evidence of appropriate planning, assessment and record keeping to enable you to monitor the progress of 'the whole child'
- give feedback in line with school policy, and facilitate children's involvement in assessing their own learning and knowing what they can do next to improve their work
- ensure curriculum coverage, continuity and progression for all children through the planning and delivery of a sequenced curriculum
- provide the necessary data, and use that data effectively, to identify children's learning needs, including those who are underachieving and, where necessary, implement strategies to support them
- participate in progress reviews

## **Other professional requirements:**

- work closely with other members of the teaching team and with the support team to plan and co-ordinate all children's work
  - foster supportive relationships with families and communicate and consult with them as required
  - provide feedback to families on their children's progress at parents' evenings and other [often less formal] meetings or events
  - take responsibility for your own professional development, participate in the school's appraisal systems, and work closely with senior colleagues or other professional agencies, as required
  - engage in coaching, professional development and training opportunities
  - stay up-to-date with changes and developments in relation to pedagogy and practice
  - work with colleagues on issues of curriculum development
  - participate in staff meetings
  - assist in the development and implementation of policies, practices and the curriculum schemes of work, all of which reflect the school's commitment to high achievement and effective teaching and learning
  - contribute to the creation of a climate which encourages positive attitudes towards teaching and children's learning
  - contribute to the school's process of self-evaluation and to the development of the School Development Plan
  - take on lead responsibility for a subject or aspect of the school's work.
- **Accountability**
  - To the Head Teachers, for effectively fulfilling the roles, responsibilities and actions outlined above and, discharging any other duties, as required by the Head Teachers, that are consistent with the level of responsibility of the post.

**Please note that duties may be varied to meet the changing demands of the school, but will always be agreed in discussion with, and at the reasonable discretion of, the Head Teachers.**

- *This job description is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.*