



KS1 Teacher & Phase Lead Application Pack



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Letter from Catherine Paine, Chief Executive Officer

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven't previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

Catherine Paine

CEO



Letter from Louisa Sanghera, Headteacher, Ranikhet Academy

Dear Candidate

A warm welcome to Ranikhet Academy. I am delighted that you are interested in our post of KS1 Teacher & Phase Lead at our wonderful school.

Ranikhet Academy is a place where we support everyone in the community to feel Proud to Belong. We are all Ready, Respectful and Safe and Our Steps to Success help us to be our best version.

Please read on for more information about our school and the details of the role and application process.

I look forward to meeting you in the near future.

Best Wishes,

Louisa Sanghera
Headteacher, REAch2 Academy Trust

Our Cornerstones and Touchstones

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

Inspiration breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. [You can learn more about REAch2 at our website: www.reach2.org](http://www.reach2.org)



The role

KS1 Teacher & Phase Lead at Ranikhet Academy

Are you a teacher who believes in learning without limits? Do you want the opportunity to be part of a great teaching team and develop your career further? Are you passionate that all children deserve the very best learning opportunities? If so, we would love to hear from you! At Ranikhet Academy, we are looking for a **KS1 Class Teacher & Phase Lead** to join us for September 2024.

Ultimately, we are looking for someone who is up for a challenge and wants to get stuck in with all aspects of our academy life! This could be a fantastic opportunity for an experienced teacher looking for more responsibilities to support their career development.

The successful candidate will be responsible for providing leadership and management of the school's key stage curriculum, delivering high-quality teaching and effective use of resources. You will work to improve learning standards and achievement for all pupils in their subject and key stages, whilst also carrying out their duties as a classroom teacher. You will be an integral part of the Senior leadership Team, contributing to the school development plan and to whole school strategic planning. You will offer guidance and support to key stage teaching staff, modelling best practices and showing up-to-date knowledge of current theory and practice

We are looking for a candidate who is:

- A class teacher with high expectations of all pupils, who can engage and inspire the learning behaviours that will support all in achieving their best.
- An excellent practitioner, keen to work in a supportive and principle-based school.
- Driven by a strong moral purpose to enable all children to achieve and have integrity.
- Passionate about solving challenges and have a sense of humour.
- Warm in character, easy to work with and committed to teamwork, recognising that more can be achieved together than is possible as individuals.
- Keen to be challenged to become the best you can be.
- Determined to succeed with a positive attitude.
- Committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment.
- Able to collaborate with others to develop the whole team.
- Looking for a fresh challenge to develop their skills, ready for future Senior Leadership.

In return we can offer you:

- The chance to be part of a Multi-Academy Trust that genuinely cares about YOU
- The chance to work with a supportive team.
- An excellent CPD training programme with REAch2 and beyond.
- A tenacious and experienced senior leadership team who care fervently about inclusion and promote creativity and thinking outside of the box
- Fun-loving, energetic and enthusiastic pupils (and staff).
- Proactive parents who are very supportive of our school
- As part of REAch2 employee benefits we also offer an eye care scheme, access to an Employee Assistance Programme for you and your immediate family and membership of 'perks at work' – which includes discounts on holidays, shopping, family days out and much more.

Background Information about the School

Ranikhet Academy belongs to the staff, the children and the community. We are a one form entry Primary School. We have an inclusive culture where we celebrate our diverse community. We have 3 school rules – Be Ready, Be Respectful and Be Safe. All our children, staff and families follow these 3 rules so that we have an inclusive learning environment where we all feel Proud to Belong.

Our school sits in the heart of a community. We warmly welcome visits from members of our local community to build relationships, support local causes and encourage our children to have high aspirations. Parent and pupil voice is incredibly important to us and feedback we get from children, parents and community directly influences our practice.

Our children experience a rich curriculum with excellent teaching and learning. Classrooms are inclusive and we have high expectations of all children. We plan the curriculum that our children need which includes key learning experiences and collaborative projects inside and outside the classroom.

The application

You are invited to submit an application form to **Louisa Sanghera, Headteacher** at recruitment@reach2.org

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust's online [Equality & Diversity Monitoring Form](#) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check.

To arrange an informal discussion please contact Louisa Sanghera via school office on 0118 9375520

The application process and timetable

Application deadline:	Monday 13th May 2024 at 12pm (midday)
School visits:	By appointment only, please contact the school office
Interviews:	Monday 20 th May 2024
Contracts Details:	Permanent, full-time
Salary:	Main Pay Scale + TLR1
Start date:	September 2024

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that those who work in an academy are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all our pupils.

We will seek to recruit the best applicant for the job based on the abilities, qualifications, experience as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your information will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](#).

Job Description

Post:	Class Teacher (Phase Lead /Core Leader)
FTE:	Full Time
Responsible to:	Headteacher
Responsible for:	Teaching staff and support staff
Liaison with:	Teaching staff, support staff, Headteacher, Senior Leadership Team, pupils, Parents/Carers, external agencies.
Duties:	The Conditions of Employment for School Teachers (Document on Pay and Conditions) specify the general professional duties of all teachers.

Job Purpose:

The Core Leader will be responsible for providing leadership and management of the school's key stage curriculum, delivering high-quality teaching and effective use of resources. They will work to improve learning standards and achievement for all pupils in their subject and key stages, whilst also carrying out their duties as a classroom teacher. They will be an integral part of the Senior leadership Team, contributing to the school development plan and to whole school strategic planning.

As a Core Leader, they will contribute to whole-school self-evaluation and school improvement planning and be responsible for supporting and leading staff within their key stages. They will offer guidance and support to key stage teaching staff, modelling best practices and showing up-to-date knowledge of current theory and practice. They will lead a core subject across the school, ensuring pedagogy and outcomes are consistently high through coaching, training, monitoring, accountability and support.

The Core Leader will be expected to fulfil the responsibilities of a teacher, as set out in the STPCD, including planning and teaching lessons, assessing pupils' progress, and managing behaviour effectively.

Duties and responsibilities:

Strategic development:

- Contribute to strategic decision making, working with school management to share expertise and insight, and help shape the school's vision
- Set high expectations for all pupils in their key stages, and inspire and motivate staff and pupils to reach and maintain high standards
- Lead staff by setting standards through personal classroom practice, demonstrating different strategies to deliver improved pupil performance
- Provide guidance and support to staff within their key stages, working in partnership with parents and the community, keeping them informed and involved in pupils' learning

Teaching and learning:

- Model the school's current systems for recording pupil progress within their key stages
- Oversee the use of schemes of work and their delivery, and measure impact on teaching and learning
- Work with other teachers to review the curriculum and make sure there is continuity and progress
- Maintain pupil behaviour and discipline to help build an environment where high standards of learning behaviour are expected

Leading and managing staff:

- Establish short-, medium- and long-term plans for developing and resourcing the key stage curriculum
- Develop the school's approach to assessment and lead on improving the quality of teaching and learning
- Take a leading role in inducting new key stage staff and making sure they uphold expected values and teaching standards
- Monitor the quality of teaching and learning within their key stages (e.g. through observations, analysing performance data, etc.)

General duties:

- Develop own professional knowledge and skills through courses and reading, aligning with school's ethos and current strategic needs
- Attend meetings according to school policy, and lead where required
- Lead whole school and key stage assemblies
- Where required, prepare and deliver reports to relevant groups (governors, parents, etc)
- Manage and monitor budgets within your area
- To undertake any other reasonable duties deemed necessary for the smooth running of the school.

Please note that this is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out.

Additional Information

REAch2 Academy Trust is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment.

REAch2 is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This position is subject to an enhanced DBS Check and satisfactory written references.

The duties outlined in the Job Description may be varied to meet the changing demands of the school at the reasonable direction of the Headteacher.

This job description does not form part of the contract of employment. It describes the way the post holder is expected to perform and complete the particular duties as set out above.

Person Specification

	Shortlisting
Training and Qualifications <ul style="list-style-type: none"> • Qualified Teacher Status. • Evidence of continuing professional development relevant to the post. • Leadership qualifications (e.g. NPQML, NPQSL, Leading from the Middle etc) • RWI training (for lower school Core Leader) 	Essential Essential Desirable Desirable
Knowledge and Understanding <ul style="list-style-type: none"> • Expert knowledge of legislation and guidance on curriculum requirements and key stage delivery • Outstanding classroom practice, constantly showing a positive and resilient approach to pupils and staff • Excellent communication and organisational skills • Effective and competent IT skills • Ability to communicate a vision and inspire others • Ability to build effective working relationships with colleagues and all other stakeholders 	Essential Essential Essential Essential Essential Essential
Experience <ul style="list-style-type: none"> • Minimum 2 years' teaching in UK primary schools • Leading a core subject • Developing and delivering staff CPD • Team leadership, including during school development and/or improvement • Implementing teaching and learning strategies to improve quality and pupil attainment • Responsibility for key stage leadership or equivalent, providing strategic and practical oversight • Year 6 SATs teaching (for upper school Core Leader) • Year 2 SATs teaching (for lower school Core Leader) • Nursery management (for lower school Core Leader) • Year 1 phonics screening (for lower school Core Leader) 	Essential Essential Essential Essential Essential Desirable Desirable Desirable Desirable Desirable Desirable
Characteristics and Competencies <ul style="list-style-type: none"> • High expectations of self, colleagues and for all pupils • Commitment to upholding and promoting the ethos and values of the school • Ability to work under pressure and prioritise effectively • Excellent organisational skills • Commitment to maintaining confidentiality at all times • Commitment to equality 	Essential Essential Essential Essential Essential Essential

<p>Other</p> <ul style="list-style-type: none"> • Right to Work in the UK • Enhanced DBS with Child Barred List check • Works within guidelines and procedures • Evidence of a commitment to safeguarding and promoting the welfare of children and young people • Commitment to promote and support the aims of REAch2 	<p>Essential Essential Essential Essential Essential</p>
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