



Teacher - KS1 (Year 1)
Full-Time
Rossett Acre Primary School
Supporting Information





Rossett Acre Primary School

At Rossett Acre Primary, we are a friendly and vibrant school with 402 pupils. We focus on purposeful learning which encourages children to be independent, inquisitive and enterprising, preparing them for life now and in the future. We are a community where we want ***the very best education*** for all our pupils.

We are a large, successful two-form entry primary school on the south side of Harrogate. Our standards are high; we strive to continue to raise these and support every child in meeting their full potential.

The School was built in 1970 and has had extensions to the main building since then and in 2018 benefited from the removal of two temporary classrooms which were replaced with a purpose built block consisting of two classrooms. There are fourteen classes at present (two in each year group). We also benefit from two playgrounds, two halls and a playing field.

Our Vision at Rossett Acre

'Excellence and Happiness for All'

Ethos

At Rossett Acre, children are at the very heart of everything we do. Our welcoming and friendly environment is complemented by high quality teaching and learning experiences, enveloped within an inclusive and meaningful curriculum where each individual child's achievements are valued and celebrated. Our strong sense of community and commitment to nurture enables children to grow and develop to be successful, resilient lifelong learners, well-prepared for life now and in the future.

Our Ethos is driven by the Rossett Acre 3Cs of cultivating **Curiosity**, our unwavering commitment to **Challenge** at all levels and our recognition of the importance of our **Community**.

Red Kite Learning Trust



The Red Kite Learning Trust was founded to provide a supportive structure for schools working in partnership to help ensure that all their young people can achieve success. The Trust was formed in 2015 by three founding schools: Harrogate Grammar School; Oatlands Junior School and Western Primary School in Harrogate. The Trust was delighted to subsequently welcome Rossett Acre Primary School who joined in November 2016, Crawshaw Academy who joined March 2017 and Coppice Valley Primary School who joined us in August 2017. Autumn 2018 proved a busy yet exciting time for RKLТ with another seven schools joining the Trust. We welcomed Temple Moor High School, Austhorpe Primary, Colton Primary, Whitkirk Primary, Templenewsam Halton Primary, Temple Learning Academy and Meadowfield Primary Schools.

We are seeing the benefits for young people by working more closely together and have welcomed the insight and expertise that both our primary and secondary colleagues have provided. We look forward to the Trust developing further over the years, allowing extended collaborative working across all of our schools, and providing even better provision for our young people. Being part of this Multi-Academy Trust provides additional security and opportunities for our staff in particular the opportunities to share the specialist skills and knowledge with colleagues across both primary and secondary phases.

The success of our schools is dependent on the quality, talent and commitment of our staff, which is why we want to make sure we recruit the right people who can share our values and vision.

Further information

For further information about Rossett Acre Primary, the Red Kite Learning Trust, Teacher Training, the wider Red Kite Alliance, or each of our schools, please visit the following websites:

<http://www.rossettacre.n-yorks.sch.uk/>

<http://www.rklt.co.uk/>

<http://www.redkitealliance.co.uk/>





Rossett Acre Primary School, as part of the Red Kite Learning Trust, is committed to safeguarding and promoting the welfare of pupils and expects all staff and volunteers to share this commitment.

Post Title: KS1 Teacher (Year 1)
Salary Grade: Salary is in line National Pay Scales
Contract Type: Established / Permanent
Working Hours: Full-Time
Responsible to: Headteacher

General Description:

To deliver exceptional learning to all pupils and continuously improve teaching standards within our school. Promote high quality effective learning, appropriate achievement, and educational, social and personal progress of all pupils for whom the teacher is designated as being responsible. Be consistent with the aims of the school and the unique needs of each individual. To meet the Professional Standards for Teachers.

Special Conditions of Service: No smoking policy, including vapour and e-cigarettes.

1	Duties as Main Scale Teacher:
1.1	It is the duty as a teacher to maintain and build upon the standards achieved in the award for QTS as set out by the Secretary of State.
1.2	To fulfil all of the requirements and duties set out in the current Pay and Conditions Documents relating to the conditions of employment of teachers.
1.3	To fulfil all of the requirements of the school's Employees Code of Conduct, Teachers Code of Conduct and Professional Standards for Teachers.
2	Teaching & Learning
2.1	Develop and maintain an up-to-date knowledge and understanding of the areas of teaching and pupil support for which post-holder is responsible.
2.2	To manage pupil learning through effective teaching in accordance with the school's schemes of work and policies.

2.3	To inspire in pupils a love for learning, acting as a role model, and demonstrating enthusiasm in the delivery of all subject areas.
2.4	To develop pupils' literacy, numeracy, ICT capability and other key skills, including those of working with other pupils and building personal learning confidence.
2.5	Plan high quality learning experiences to meet the needs of all allocated pupils in a consistent and effective way. Use a variety of methods and approaches to match curricular objectives and the range of pupil needs, ensuring equal opportunities for all pupils.
2.6	Use appropriate, high quality teaching and classroom management strategies to inspire and motivate pupils and enable each to make, at the very least, expected progress, with many pupils making more than expected progress.
2.7	Ensure continuity, progression and cohesiveness for pupils in all teaching delivery. Monitor the progress of pupils for whom the post holder is responsible to set high expectations and give regular, timely and constructive feedback.
2.8	To set appropriate, clear, home learning work (in accordance with school policy) and ensure parents and pupils have all appropriate information required for timely completion.
2.9	Maintain appropriate records to demonstrate progress made by pupils.
3.0	Subject Leader - Key Responsibilities: <i>(will not be required of Newly Qualified Teachers/Early Career Teachers in their induction year)</i>
3.1	Establish and lead the strategic development of a responsibility area consistent with the agreed aims and policies of the school.
3.2	Secure and sustain effective learning for pupils through leading well-planned and effectively organised teaching within the responsibility area, including the professional development of staff.
3.4	Lead, manage and support staff and pupils within the responsibility area to sustain motivation and commitment to high standards of learning and care.
3.5	Plan and be accountable for the effective deployment of allocated resources to secure high quality learning experiences.
3.6	Advise the Headteacher and governors of suitable developments for the effective teaching in or management of the responsibility area.
3.7	Develop and maintain an up-to-date knowledge and understanding of your responsibility area, including being aware of current research and sharing this with colleagues as appropriate.
4	Professional Standards & Development

4.1	Participate fully in professional development activities to develop practice further, sharing the learning from these as appropriate.
4.2	Make an active contribution to the policies and aspirations of the school.
4.3	To work effectively as a member of the school to continuously improve the quality of teaching and learning.
5	General, Safeguarding & Welfare
5.1	Be responsible for promoting and safeguarding the welfare of children and young people that you are responsible for and come into contact with.
5.2	Be aware of and implement your health and safety responsibilities as an employee and where appropriate any additional specialist or managerial health and safety responsibilities as defined in the Health and Safety policy and procedure.
5.3	Ensure services are delivered in accordance with the aims of the Equality Policy Statement and develop own and team member's understanding of equality issues.
5.4	To achieve any performance criteria or targets arising from the School's Appraisal arrangements.
5.5	To be familiar with and implement the relevant requirements of the current SEN Code of Practice.
5.6	To consider the needs of all pupils within lessons (and to implement specialist advice) especially those who: <ul style="list-style-type: none"> • Have SEN • Are Pupil Premium/Disadvantaged • Are Gifted and Talented/Academically More Able • Are not yet fluent in English / language skills applicable for age
5.7	Report to the Headteacher in accordance with school procedures.
6	Pastoral
6.1	Every teacher will be expected to have pastoral responsibilities.
6.2	To follow the school policy and procedures on behaviour management – to be able to follow a restorative practice approach.

Person Specification: E Essential, D Desirable

7	Experience/Aptitudes:	
7.1	Demonstrate excellent teaching skills.	E
7.2	Be an excellent KS1 classroom practitioner.	E

7.3	Be willing to work and teach across the primary age range	D
7.4	Ability to teach at varying age and ability levels, recognise the unique needs of each individual.	E
7.4	Highly effective communication skills.	E
7.5	Ability to form good working relationships & influence others. As the lead professional in the classroom show an ability to advise and support other staff.	E
7.6	Ability to investigate, evaluate, solve problems and make decisions.	E
7.7	Ability to demonstrate a commitment to equality of opportunity for all pupils.	E
7.8	Be an advocate for and have the ability to contribute positively to teaching children, in a provision based way, and be open to new opportunities to enhance children's learning.	E
7.9	Ability to contribute to wider school life.	E
7.10	High level of skill in dealing with issues relating to pupil behaviour.	E
7.11	Management of people and resources, including planning and organisational skills. Plan, allocate, support and evaluate work undertaken by other staff in the classroom.	E
7.12	Able to use own initiative and motivate others.	E
7.13	Ability to plan effectively using a cross-curricular skills based approach	E
7.14	Competent ability in ICT, able to demonstrate high-level skills and working knowledge of school systems.	E
8	Qualifications/Training/Knowledge	
8.1	Degree level qualification in appropriate/related subject	E
8.2	PGCE or relevant experience	E
8.3	Recent experience in Key Stage 1. The provisions of National Curriculum and strategies i.e. Literacy, Numeracy and ICT.	E
8.4	Full working knowledge of relevant policies / codes of practice / legislation / SEND / G&T.	E
8.5	Detailed knowledge of pedagogical practice in relation to Teaching and Learning.	E
8.6	Thorough understanding of best practice in raising student attainment.	E

8.7	Willingness to proactively take part in training. Take responsibility for and be keen to improve upon own professional development.	E
9	Characteristics	
9.1	Passionate belief in the ability of every student to achieve. Motivation to work with children	E
9.2	Positive and optimistic attitude towards school improvement and inclusion.	E
9.3	Ability to relate to and empathise with pupils and to develop trusting and respectful relationships with them.	E
9.4	Places high priority of effective team working and works easily and comfortably in a team environment.	E
9.5	Open attitude and willingness to support ethos of the school. Open-minded and receptive to new ideas, approaches and challenges	E
9.6	A clear educational vision and sense of direction.	E
9.7	Displays loyalty & commitment to the School.	E
9.8	Good organisational skills and high levels of self-motivation.	E
9.9	Energy, self-confidence, positivity and the ability to 'give more' when the occasion demands.	E
9.10	Ability to work under pressure and to meet deadlines.	E
9.11	Good sense of humour and ability to maintain a sense of perspective in all working conditions.	E
9.12	Record of good attendance and punctuality.	E
9.13	Respect for confidentiality of information concerning individual pupils and ability to use discretion in circumstances of disclosure.	E
10	Safeguarding and Promoting the Welfare of Pupils:	
10.1	Has appropriate motivation to work with pupils.	E
10.2	Ability to maintain appropriate relationships and personal boundaries with pupils.	E
10.3	Has emotional resilience in working with challenging behaviours; and appropriate attitudes to the use of authority and maintaining discipline.	E

Staff Benefits: Pay & Reward

We offer a comprehensive package of reward including our 'Employee Benefits Programme' which provides a range of options including Salary Sacrifice our Cycle to Work scheme, allowing staff to:

- Benefit from huge savings on the cost of a new bike and/or safety equipment
- Spread the cost over a year and save on Income Tax and National Insurance contributions
- Choose from over 500 brands from over 2000 partner stores across the UK

Many more benefits are available, from an online rewards portal, in areas such as:

- Shopping
- Family
- Automotive
- Financial & Professional
- Home & Garden
- Sport, Health & Beauty & Travel

Staff and families are able to access our Employee Assistance Programme for different support needs whether work or personal related. The Trust is focussed on further enhancing the Reward offer for all our staff and we hope to deliver additional benefits during 2021 aligned to the suggestions from our whole staff team.



To Apply

Rossett Acre as part of Red Kite Learning Trust, is a fantastic place to work and learn.

If you would like further information regarding the post or to visit our school (covid-19 guidelines permitting) please contact Kirsty Macnair, School Business Manager, by email: MacnairK@rap.rklt.co.uk

Closing date: 14th April at 12 noon

Interviews will take place on 23rd April

For access to our online application form and our recruitment process guidelines, [click here](#)

For further details of our recruitment process guidelines, [click here](#)

For more details about our school, [click here](#)

We look forward to hearing from you!