



Birchfield Community Primary School

Yeovil, Somerset



Recruitment Pack





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Dear Applicant,

Thank you for your interest in the full time Upper KS2 Teaching vacancy at Birchfield Community Primary School.

Our vision is 'to create a community of independent learners, encouraging enthusiasm, curiosity and creativity while ensuring readiness for their next stage of learning.'

We're looking for an individual who is passionate about educating young minds and creating a nurturing classroom environment. If you're dedicated to making a positive impact in students' lives, we invite you to apply and become part of our supportive school community.

We hope you will find this recruitment pack beneficial and provide you with the information you require. We welcome you to contact the school and arrange a visit, prior to interview.

We look forward to receiving your application. Should you have any queries please do not hesitate to contact us on 01935 427609 or email office@birchfieldprimaryschool.co.uk

Best Wishes

Mrs J Parker
Head Teacher



The Vacancy

We are looking to appoint a full-time KS2 Teacher. We would like the post holder to start 2nd September 2025

We are seeking a teacher with a proven record of highly successful teaching to work alongside the existing year group teacher.

The successful candidate: -

- either has the potential to be an outstanding teacher, or already is one!
- is engaging and creative, bringing learning alive,
- is friendly and approachable,
- is a team player with good social skills and great ideas,
- promotes active parental involvement and links within the community,
- is organised, dedicated and hardworking,
- has high expectations of themselves and of children,
- has an excellent knowledge of the Primary Curriculum

In return we offer you a school with huge ambitions, wonderful children, a dedicated team of staff and supportive parents and Governors.

For further information please download a recruitment pack and application form from the school website www.birchfieldprimaryschool.co.uk or telephone or e-mail for further assistance. Completed application forms should be returned to: recruitment@birchfieldprimaryschool.co.uk.

Closing date: Midday Friday 21st March 2025

Interviews to be held: Week beginning Monday 24th March 2025

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to relevant employment checks and criminal background check via the disclosure procedure.



Selection Procedure

- Advert placed on Somerset County Council jobsite and School website.
- Closing date for applications: Midday Friday 21st March 2025
- Letters sent out to successful candidates for interview (via email): Friday 21st March 2025
- Interviews take place: Week beginning Monday 24th March 2025

Please note that applications will be reviewed as received and should a suitable candidate be identified, we may close the vacancy early.



Main Duties and Responsibilities (Job Description)

The post requires you to teach pupils in the Upper KS2 primary age range.

You are required to carry out the professional duties of a schoolteacher as set out in the current Schoolteachers Pay and Conditions Act and in particular notice should be paid to the points below.

Birchfield Primary School expects all staff to have a commitment to:-

- contribute to a culture of teamwork, collaboration, collegiality and shared responsibility for high standards and performance
- have a commitment to the development of themselves and others
- develop a whole school approach to planning, delivery and monitoring of the curriculum
- teach within the framework of present school policies and the National Curriculum, paying particular attention to Child Protection, Health and Safety, Equal Opportunities, Multi-Culturalism and Anti-Racism

Further details:-

1. To take responsibility for the welfare and safety of all the children in our care, but specifically those in the teacher's own class.
2. To be an effective class teacher catering for the range of needs of all the children in the class.
3. To plan and prepare long, medium and short term work as a member of a phase group team and to attend regular planning and staff meetings.
4. To plan and resource a classroom environment which will facilitate autonomous learning and enable all children to maximise their full potential.
5. To establish and maintain good relationships with colleagues, parents and children.
6. To monitor children's progress, keep meaningful records and evaluate performance in line with school policy.
7. To report to parents on their children's levels of attainment and their progress at parents' consultation meetings, and to provide an annual written report for each child.



Main Duties and Responsibilities (Job Description) Continued...

8. To accept responsibility with other members of staff for implementing every-day school activities in accordance with school policies, paying particular attention to the Health and Safety policy and the Child Protection Policy – copies of both are on display in the staffroom.
9. To accept responsibility for a curriculum area or an area of organisation or a combination of both within a team framework.
10. To take part in the Performance Management processes of the school.
11. To participate in meetings which relate to the curriculum, to teaching and learning, the administration and the organisation of the school.
12. To keep abreast of trends and developments in education, especially those relevant to the duties and responsibilities of the post, taking responsibility for reviewing your own teaching effectiveness and addressing issues that may arise.
13. To work towards leading a curriculum subject across the school.

Safeguarding is everyone's responsibility and all employees are expected to adhere to safeguarding policies and procedures. You are therefore expected to have a clear understanding of your own role and responsibilities to ensure our children's safety.

This job description may be reviewed at the end of the academic year or earlier if necessary. In addition it may be amended at any time after consultation.



The Person

Qualifications

Qualified Teacher Status

Essential / Desirable

Essential

Evidence of further qualification and / or relevant studies
eg further degree.

Desirable

Studies and Knowledge

Essential / Desirable

An excellent teacher

Essential

Very good understanding of learning

Essential

Clear understanding of teaching methods suited to differing
learning styles

Essential

Good organisational skills

Essential

Excellent understanding of National curriculum and subject
knowledge

Essential

Good classroom control

Essential

The experience and ability to deal positively with staff,
children and parents

Essential

The ability to teach in Key Stage 2 with passion and a
commitment to high standards

Essential

A good understanding of child development and learning
processes

Essential

A commitment to curriculum development and enrichment

Essential

The ability to implement assessment for learning

Essential

The ability to plan and teach lessons, ensuring high standards
and continuity and progression

Essential

The ability and motivation to constantly improve own practice
and knowledge through self-evaluation and learning from others

Essential

Literate in ICT

Essential

Extra curricula abilities

Desirable

Expertise in ICT

Desirable



The Person Continued...

Experience

Experience of teaching primary age children
Teaching experience in Key Stage 2

Essential / Desirable

Essential
Desirable

Personal attributes

Sense of fun
Dependability
Adaptability
Drive
Communication skills
Calm under pressure
Empathy
Ability to prioritise
Determination
Sensitive to the needs of others

Essential / Desirable

Essential
Essential
Essential
Essential
Essential
Essential
Essential
Essential
Desirable

- 2 fully supporting references which cover the candidates' professional, personal and leadership qualities
- No convictions that impact on job
- No gaps in CV timeline

How to Apply

Please complete an application form (which can be found on the school website or by contacting the school office) and submit to:

recruitment@birchfieldprimaryschool.co.uk by Midday Friday 21st March 2025



Recruitment and Selection Policy

1 INTRODUCTION

- 1.1 The purpose of this policy is to set out the minimum requirements of a recruitment process that aims to:
- attract the best possible applicants to vacancies;
 - deter prospective applicants who are unsuitable for work with children or young people;
 - identify and reject applicants who are unsuitable for work with children and young people.
- 1.2 In recruiting new members of staff we do not discriminate in terms of race, gender, ethnicity, sexual orientation or disability.

2 STATUTORY REQUIREMENTS

There are some statutory requirements for the appointment of some staff in schools – notably HeadTeachers and Deputy HeadTeachers. These requirements change from time-to-time and must be met.

3 IDENTIFICATION OF RECRUITERS

Subject to the availability of training, the school will ensure that at least one recruiter has successfully received accredited training in safe recruitment procedures.

4 INVITING APPLICATIONS

- 4.1 Advertisements for posts – whether in newspapers, journals or on-line – will include the statement: “The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All successful appointments are subject to a satisfactory enhanced Criminal Records Bureau disclosure.”
- 4.2 Prospective applicants will be supplied, as a minimum, with the following:
- job description and person specification;
 - the school’s recruitment policy (this document);
 - the selection procedure for the post;
 - an application form.
 - the school’s child protection policy will be made available on request.
- 4.3 All prospective applicants must complete, in full, an application form.

5 SHORT-LISTING AND REFERENCES

- 5.1 Short-listing of candidates will be against the person specification for the post



- 5.2 Where possible, references will be taken up before the selection stage, so that any discrepancies can be probed during the selection stage.
- 5.3 References will be sought directly from the referee. References or testimonials provided by the candidate will never be accepted.
- 5.4 Where necessary, referees will be contacted by telephone or e mail in order to clarify any anomalies or discrepancies. A detailed written note will be kept of such exchanges.
- 5.5 Where necessary, previous employers who have not been named as referees will be contacted in order to clarify any anomalies or discrepancies. A detailed written note will be kept of such exchanges.
- 5.6 Referees will always be asked specific questions about:
 - the candidate's suitability for working with children and young people;
 - any disciplinary warnings, including time-expired warnings, that relate to the safeguarding of children;
 - the candidate's suitability for this post.
- 5.7 School employees are entitled to see and receive, if requested, copies of their employment references.

6 THE SELECTION PROCESS

- 6.1 Selection techniques will be determined by the nature and duties of the vacant post, but all vacancies will require an interview of short-listed candidates.
- 6.2 Interviews will always be face-to-face. Telephone interviews may be used at the short-listing stage but will not be a substitute for a face-to-face interview (which may be via visual electronic link).
- 6.3 Candidates will always be required:
 - to explain satisfactorily any gaps in employment;
 - to explain satisfactorily any anomalies or discrepancies in the information available to recruiters;
 - to declare any information that is likely to appear on a DBS disclosure;
 - to demonstrate their capacity to safeguard and protect the welfare of children and young people.

7 EMPLOYMENT CHECKS

- 7.1 All successful applicants are required:
 - to provide proof of identity
 - to complete a DBS disclosure application and receive satisfactory clearance



- to provide actual certificates of qualifications
- to complete a confidential health questionnaire
- to provide proof of eligibility to live and work in the UK

8 INDUCTION

- 8.1 All staff who are new to the school will receive induction training that will include the school's safeguarding policies and guidance on safe working practices.
- 8.2 Regular meetings will be held during the first 3 months of employment between the new employee(s) and the appropriate manager(s).