

A picture containing text, clipart, vector graphics, sign

Description automatically generated

**KS2 Teacher**

**Application Pack**

***Limitless learning; infinite possibilities***

Contents

[Letter from Catherine Paine, Chief Executive Officer 3](#_Toc151460594)

[Letter from Aaron Wanford, Headteacher, Green Ridge Primary Academy 4](#_Toc151460595)

[Our Cornerstones and Touchstones 5](#_Toc151460596)

[The role 6](#_Toc151460597)

[The application 9](#_Toc151460598)

[The application process and timetable 9](#_Toc151460599)

[Safeguarding, Safer Recruitment and Data Protection 10](#_Toc151460600)

[Job Description 11](#_Toc151460601)

[Person Specification 13](#_Toc151460602)

**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**

# A person in a suit and tie Description automatically generatedLetter from Aaron Wanford, Headteacher, Green Ridge Primary Academy

Dear Candidate,

I am delighted that you have expressed interest in the post of KS2 Class Teacher at our new academy.

**Overview**

Are you teacher who believes in learning without limits? Do you want the opportunity to be part of a unique team? Are you passionate that all children deserve the very best learning opportunities? If so, we would love to hear from you! At Green Ridge Primary Academy, we are looking for a KS2 Class Teacher to join us for September 2024, or earlier if available. 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! As our school continues to expand to three-form entry, we’re looking to expand out KS2 team, and ideally find a teacher for Year Five or Year Six, although we may be able to be flexible for the right candidate.

**About us**

Green Ridge Academy is a new primary school built on Berryfields. From September 2024, the academy will be three-form entry from Nursery through to Year Two, taking children from aged 2-11, and two-form entry in Key Stage 2 as we continue our preparations to become fully three-form. Whilst the school currently has the capacity for over 500 children, this is an exciting time at Green Ridge, as we continue to grow our site is being expanded with the additional capacity so that by September 2024, our building will be able to accommodate over near 700. Exciting!

The academy is now looking to appoint an additional class teacher to join us from September 2024 as we continue to expand and to be part of the unique opportunity to build and grow the school from its infancy. There is no doubt about it, setting up the academy from scratch takes vision, dedication and hard work, but being part of that exciting and rare journey will be very rewarding to see the academy take shape over the next few years. To see more information about the school, please visit our website [www.greenridgeacademy.co.uk](http://www.greenridgeacademy.co.uk).

**Aaron Wanford**

**Headteacher, Green Ridge Primary Academy**

# 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

**KS2 Class Teacher at Green Ridge Primary Academy**

Ideally, we are looking to appoint an inspirational, ambitious and talented Upper Key Key Stage Two (Year Five/Six) Class Teacher to join our dedicated and enthusiastic team on a permanent contract starting September 2024 – or earlier by mutual negotiation. However, we do have some flexibility to make this a teacher elsewhere within the school, if this is mutually beneficial with the appointed candidate and the school. However, our preference and need is for Year Five or Six.

The role of the Class Teacher is central to the success of Green Ridge and is a position which has a direct impact on the outstanding learning opportunities provided to the pupils.

All the Class Teachers at Green Ridge are line-managed by the Assistant Headteacher for their phase. Class Teachers are responsible for the day-to-day teaching and learning provision for all children in their class, including those with Special Educational Needs, English as an Additional Language, those more-able learners and those eligible for the Pupil Premium Grant. You will receive coaching and mentoring from experienced leaders in the academy to ensure that you are supported in all aspects of what you do.

Therefore, we welcome applications from experienced teachers as well as those Early Careers Teachers (ECTs). We have various opportunities for leadership development within the curriculum and across the whole-school, which we would be excited to share with you if you are looking to take the next step in your development!

All teachers will receive 10% Planning, Preparation and Assessment (PPA) time each week, in addition to release time for ECTs or Subject Leadership. Whatever your teaching background, we would love to hear from you!

At Green Ridge, we rightly pride ourselves on the high expectations we place on the academic achievements and behaviour of all children, whatever their need, as well as a broad, diverse and engaging creative curriculum which underpins all that we do.  Green Ridge is an inclusive setting, valuing all children’s achievements, ensuring that each child is given every opportunity to meet their full potential.  There is no doubt that Green Ridge is an exciting place to be – for children, staff, parents and the local community!

As a Class Teacher, you will be passionate about ensuring the best outcomes for children and giving them every opportunity to succeed, whatever their barriers may be.  Green Ridge is an academy where every child is respected and treated as an individual, with no limits placed on their learning – just opportunities to continually improve with a Growth Mindset approach.  We do not ‘label’ children or group them by perceived ‘ability’; we will instead give all children equal opportunities to challenge themselves through the range of tasks and activities presented to them – empowering children to take ownership and responsibility for their own learning.

**We are looking for a candidate who is:**

* A KS2 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 creativity 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.

**We can offer you:**

* Enthusiastic and well-behaved pupils.
* A Leadership Team dedicated to helping you develop an outstanding career and balanced life.
* Exciting, accelerated leadership development and early promotion opportunities for the right candidates across the Trust.
* The chance to work with a fantastic team, with the best possible opportunities to share ideas, planning, assessment etc.
* The opportunity to work alongside excellent teachers, to observe and share practice on a regular basis.
* The chance to develop personal curriculum strengths.
* An excellent CPD training programme
* A dynamic, creative staff, dedicated to achieving whole-school improvement and building lifelong friendships.
* Enthusiastic and proactive parents.

**Background about the School**

Green Ridge Academy is a new primary school built on Berryfields, which opened in September 2017 in temporary accommodation on the site of the permanent building. The permanent school building opened in September 2018. In September 2023, the academy became two-form entry from Nursery through to Year Six, taking children from aged 2-11, with two bulge classes in YR and Y1 as we continue our preparations to become a 3-form entry school. Whilst the school currently has the capacity for over 450 children, this is an exciting time at Green Ridge, as we continue to grow our site is being expanded with the additional capacity so that by September 2024, our building will be able to accommodate over 650 children. Exciting!

We are a caring employer who invests in the future of our employees, as only through their excellence can we deliver excellence for the children and families whom we serve. To see more information about the school, please visit our website [Green Ridge Primary Academy](https://www.greenridgeacademy.co.uk/) or [the REAch2 Website](https://www.reach2.org/).

As a member of the REAch2 Trust, a national family of primary academies, Green Ridge Primary Academy is committed to raising standards and achieving excellent for all pupils whatever their background or circumstance. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike. Green Ridge Primary Academy 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. This position is subject to an enhanced DBS check and satisfactory written references

# The application

You are invited to submit an application form to **Aaron Wanford, Headteacher** by email [recruitment@reach2.org](mailto: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](https://forms.office.com/Pages/ResponsePage.aspx?id=EGorfMwEtEi30d9QFOXXNJ4DEcgd411KhzIQrNunT_hUMlJXTkhNVlE0SlhKV0FWTEk2Wkw1TTUwRS4u) 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 **Lauren Curtis-Cross, Office Co-Ordinator** at [office@greenridgeacademy.co.uk](mailto:office@greenridgeacademy.co.uk) or telephone 01296 326320 option 2.

## The application process and timetable

|  |  |
| --- | --- |
| **Application deadline:** | Wednesday, 21st February, 12.00pm  *Please be aware that we reserve the right to interview ahead of the closing date if suitable applications are received, and so we strongly advise all candidates to contact the school and visit before making an application.* |
| **School viists:** | Via pre-arranged negotiation |
| **Interviews:** | Shortlisted candidates will be invited to participate in a teaching observation and panel interview w/c 19th February (or sooner by mutual agreement and dependent on applications received) |
| **Contract details:** | Permanent |
| **Working hours** | Full-time |
| **Salary:** | Main or Upper Pay Scale (depending on experience/skills) |
| **Start date:** | September 2024 (or earlier by negotiation) |

If you have not heard from us within one week of the deadline, please assume that you have not been successful on this occasion.

For candidates selected for formal interview, you 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](https://reach2.org/wp-content/uploads/2020/01/Privacy-Notice-Job-Applications.pdf).

# Job Description

**Post:** Class Teacher

**Responsible to:** The Headteacher

**REAch2 is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS disclosure will be requested where required.**

**Scope:** Classroom Teacher

**Duties:** The Conditions of Employment for School Teachers (Document on Pay and Conditions) specify the general professional duties of all teachers. In addition, certain particular duties are reasonably required to be exercised and completed in a satisfactory manner.

**Responsible for:**

* Supporting the vision, ethos and policies of the school and promoting high levels of achievement.
* Supporting the creation and implementation of the school improvement plan.
* Organising and managing teaching and learning.
* The development and monitoring of the curriculum provision.
* Supporting the Headteacher in the monitoring of the quality of teaching and children’s achievements.
* The pastoral care of children, promoting independence and good behaviour, in accordance with school policies
* Ensuring that parents are fully involved in their child’s learning and development and well-informed about the curriculum, their child’s individual targets, progress and achievement
* Developing the use of new and emerging technologies and techniques within the classroom

**Teaching and Learning**

* Identifying clear teaching objectives and specifying how they will be taught and assessed.
* Setting tasks which challenge pupils and ensure high levels of interest
* Setting appropriate and demanding expectations
* Setting clear targets, building on prior attainment
* Identifying SEN or very able pupils
* Providing clear structures for lessons maintaining pace, motivation and challenge
* Making effective teaching and best use of available time
* Maintaining good conduct and learning behaviours in accordance with the school’s procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework
* Ensuring effective teaching and best use of available time
* Using a variety of teaching methods to match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
* Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
* Select appropriate learning resource’s and develop study skills through library, I.C.T. and other sources
* Ensuring pupils acquire and consolidate knowledge skills and understanding appropriate to the subject taught
* Evaluating own teaching critically to improve effectiveness
* Ensuring the effective and efficient deployment of classroom support
* Taking account of pupils’ needs by providing structured learning opportunities which develop the areas of learning identified in national and local policies and particularly the foundations for English and Mathematics
* Encouraging pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere and listen attentively
* Using a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.

**Monitoring, Assessment, Recording, Reporting**

* Assess how well learning objectives have been achieved and us them to improve specific aspects of teaching
* Provide feedback for pupils and set targets together for progress
* Assess and record pupils’ progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognize the level at which the pupil is achieving
* Prepare and present informative reports to parents.

**Curriculum Development**

* Contribute to team responsibility for a subject or aspect of the school’s work and develop plans which identify clear targets and success criteria for its development and/or maintenance
* Contribute to the whole school’s development activities

**These duties 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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Measured by** |
| Right to work in the UK | **\*** |  |  |
| **Knowledge/Qualifications and experience** | | |  |
| Qualified Teacher status | \* |  | A |
| Relevant degree | \* |  | A |
| Clear communication/questioning skills – precise approach to written communication | \* |  | A O I |
| ICT competent | \* |  | O |
| Able to inspire children’s interest in learning | \* |  | O |
| A full Enhanced Disclosure from the Disclosure and Barring Service | \* |  | A I |
| **Skills , abilities and personal attributes** | | |  |
| Evidence of a commitment to safeguarding and promoting the welfare of children and young people | \* |  | A R I |
| Commitment to promote and support the aims of REAch2 | \* |  | R I |
| Knowledge of strategies to support learning, progress and standards across the curriculum – evidence of impact on progress | \* |  | A R O I |
| Knowledge of how ICT can be used to support/ enrich learning | \* |  | A |
| Effective classroom management skills – able to provide an effective environment for learning | \* |  | O |
| Clear understanding of the role of assessment in the development of learning | \* |  | A O I |
| Successful record of teaching within primary | \* |  | A O I R |
| Awareness of national trends and developments | \* |  | A I |
| Evidence of commitment to personal and professional development | \* |  | A I |
| **Personal Qualities** | | | |
| Flexibility of approach | \* |  | R |
| Excellent organizational skills | \* |  | O R I |
| Supportive – able to work as part of a team | \* |  | R |
| Able to respond to and seek advice | \* |  | R |
| Ability to work under pressure while maintaining a cheerful disposition | \* |  | A O I |
| Flexibility of approach | \* |  | R |
| **Interest & Motivation in the job** | | | |
| Enthusiasm for children’s learning | \* |  | O I R A |
| A commitment to the integration of children with SEN in mainstream school environment | \* |  | O I A |
| A willingness to contribute to all areas of school life | \* |  | A R I |
| **\*Key: A=Application, R=Reference, O=Observation, I=Interview** | | | |

All staff are expected to understand and be committed and to contribute to Trust’s commitment to Equal Opportunities for all.