DIOCESE OF COVENTRY MULTI ACADEMY TRUST

DIOCESE OF COVENTRY

THE CHURCH OF ENGLAND

Candidate Information

KS2 Teacher

Leigh Church of England Academy

About the Multi Academy Trust





The Trust

The Diocese of Coventry Multi Academy Trust Academies are:

- Transformational
- Aspirational
- Sustainable
- Motivational
- Purposeful

They are recognised for their distinctive and inclusive Christian ethos and for the impact this has on raising educational standards. An effective Church Academy will demonstrate its Christian distinctiveness by providing an aspirational and holistic education which enables all children and staff to develop and achieve to their full potential.

Our Vision

Our vision, based on John 10:10, is for every adult, every child and every academy in our trust to come together in order that we may pursue life in all its fullness. We have a vision of building a better future for all within our academies, who in turn will positively impact their communities.

Our Strategic Goals

To achieve our object, mission and vision, we will focus on the following five high-level goals:

- Deliver excellent education;
- Ensure strong and effective governance at all levels;
- Build a strong and sustainable infrastructure;
- Become an employer of choice;
- Drive sustainable growth

About the Role

The Trust is looking to appoint an inspirational and highly effective EYFS teacher for our Nursey class who is committed to supporting the Multi Academy Trust to educational excellence and further developing the distinctive Christian character of educational provision and the school community.

In return we can offer:

- A support network of professional colleagues
- A strong culture of professional development
- The opportunity to be part of an aspirational organization and contribute to its development and growth plans
- We are offering a salary of TMS 1-6
- Eligibility to join the Pension Scheme

Applications

Thank you for your interest in this post. Interested candidates are welcome to speak to us for more information about this fantastic opportunity. Please contact Lynn Lee, Head Teacher at Leigh lynn.lee@leigh.covmat.org to make arrangements.

Please note the closing date for applications is 12 noon on Sunday 22nd May 2022. Completed applications and supporting documents should be sent via email to clusterhr@covmat.org

We welcome all applications regardless of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race religion and belief, sex and sexual orientation.

Interviews will take place on Monday 26th May 2022.

Our Trust

Thank you for your interest in joining The Diocese of Coventry Multi Academy Trust, we are delighted to provide you with an application pack. It is hoped that the information provided will be of interest and will help you to begin your journey with us.



The Diocese of Coventry Multi Academy Trust was incorporated in 2013 and is one of over 2,700 Multi Academy Trusts in England. Highlighted as a leading diocesan Trust and a model of good practice by the Department for Education in 2016, the trust is now home to eighteen academies spread across the Diocese of Coventry. This scale makes us one of the top 150 largest Multi Academy Trusts in the country.

Our vision, "together, pursuing life in all its fullness", is based on John 10:10 and reflects the Church of England's vision for education. You will see this come to life in all of our academies every day. We offer a vision of human flourishing for all, one that embraces excellence and academic rigour, but sets them in a wider framework. We offer opportunities for children to realise their God given potential and flourish.

Our strategy focuses on five core aims. Among these are the desire to offer an **excellent education** and to be an **employer of choice**. To work with us, you must aspire to be an outstanding colleague, be prepared to go the extra mile and be comfortable with high levels of accountability for the progress of over 4,000 children. You must be willing to share and learn. Above all else, you must like young people and aspire to make them outstanding citizens.

In return, we offer excellent working conditions, first class professional development for ambitious people, genuine career development and opportunities for growth. All of our teachers are offered membership of the Teachers Pensions Scheme and all support staff are offered membership of the Local Government Pension Scheme. In addition, there is a superb package of employment benefits, including access to the Cycle to Work Scheme, membership offers and retail discounts.

We are proud to tell people that an academy has never dropped an Ofsted grade under our management and our most recent SIAMS inspection resulted in an "excellent" judgement. But we are not standing still and you would be joining the trust at an important stage in our development. We are on the verge of another period of growth, we are reviewing our school improvement offer and our central support structure, and our pupil numbers continue to rise.

In short, we believe our Trust has a bright future and are looking for bright people to help us get there.

Thank you once more for your interest in The Diocese of Coventry Multi Academy Trust and in the position available. I hope that this introductory letter has given you a clear sense of our vision and I hope that this pack gives you a feel for what we need. We look forward to hearing from you and exploring your future with us through our selection process.

Michael Cowland, CEO

Our Diocese

Church schools in the Coventry Diocese, work in partnership with their local Church to worship God, make new disciples and transform communities, whilst delivering excellent education. The schools' team at the Diocesan Board of Education support and equip local partnerships between schools, governors, parishes and clergy by:

- 'Championing the role of the Church in Education;
- Protecting and developing the historic Church investment in education;
- Promoting the establishment of new Church schools;
- Enabling Flourshing for all in Church School communities;
- Facilitating creative and flexible partnerships between schools;
- Encouraging collaboration to ensure excellence and distinctiveness across the family of Church schools;
- Supporting the professional development of staff, governors, clergy and church workers;
- Support the process of Academy conversions;
- Providing pastoral support to school leaders and governors

April Gold, Diocesan Director of Education

'I believe that schools are at the heart of the Church's mission to the nation and play a very important role in the life of their own parishes and communities.

The Diocese is proud of its Church of England Schools which educate about 17,000 children and young people. The headteachers, staff and governors strive to promote the highest quality in everything they do, living and working in the values of Jesus Christ every day. Our schools are a significant part of the Church family of the Diocese. Seeking to build communities of care and understanding, they witness to God's love for each person and reflect God's desire for the world to be a better place for us all to live in.'

Bishop Christopher

The distinctiveness and effectiveness as a Church of England school are good

Senior leaders, staff and governors lead by example in expounding Christian values, ensuring pupils are loved, motivated and feel respected. Distinctive Christian values including forgiveness, peace, trust and hope are absorbed into the life of this fully inclusive school. Together with the Leigh Personal Qualities the values foster very positive relationships between all members of the school community. The daily act of worship has a place of major importance in the life of the school. Pupils enjoy it because themes are relevant and help them to make meaning. In this way it supports their spiritual development. Staff value the time to gather and reflect at the start of each school day.

SIAMS Inspection, 2016, grade: Good



Our Academies

St Laurence's CofE Primary School
Old Church Road
Coventry
CV6 7ED

St Bartholomew's CofE Academy
Bredon Avenue, Coventry
CV3 2LP

Queens CofE Academy
Bentley Road
Nuneaton
CV11 5LR

Stretton CofE Academy
Stretton Avenue
Coventry
CV3 3AE

St James CofE Academy
Barbridge Road
Bulkington, Bedworth
CV12 9PF

Harris CofE Academy
Harris Drive
Overslade Lane, Rugby
CV22 6EA

St Nicolas CofE Academy
Windemere Avenue
Nuneaton
CV11 6HJ

Studley St Mary's CofE Academy
New Road, Studley
B80 7ND

St John's CofE Academy
Winsford Avenue
Coventry
CV5 9HZ

Central MAT Office
The Diocese of Coventry Multi Academy Trust
c/o St James CofE Academy
Barbridge Road
Bedworth, CV12 9PF

St Oswald's CofE Academy
Addison Road
Rugby
CV22 7DJ

St Michael's CofE Academy
Hazel Grove
Bedworth
CV12 9DA

Leamington Hastings CofE Academy, Birdingbury Road Hill,
Leamington Hastings, Rugby
CV23 8EA

Leigh CofE Academy
Plants Hill Crescent
Tile Hill, Coventry
CV4 9RQ

Salford Priors CofE Academy
School Road
Salford Priors, Evesham
WR11 8XD

All Saints CofE Academy LW
Warwick Road
Leek Wootton, Warwick
CV35 7QR

Burton Green CofE Academy
Hob Lane
Burton Green, Coventry
CV8 1QB

Long Itchington CofE Academy
Stockton Road
Long Itchington, Southam
CV47 9QP

Southam St James CofE Academy
Tollgate Road
Southam
CV47 1EE

All Saints Bedworth CofE Academy & Nursery
Off the Priors, Mitchell Road
Bedworth
CV12 9HP

KS2 Teacher- Leigh Church of England Academy

Job Description

CORE PURPOSE

- Under the direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current Schoolteachers' Pay and Conditions document.

- Teach in accordance with the ethos, organisation and policies of the school as a fully committed member of the teacher team and as detailed in the specific duties below.

PRINCIPLE RESPONSIBILITIES

SAFEGUARDING:

- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.
- Have regard for the need to safeguard pupils' well-being, in accordance with statutory provisions;
- Establish a safe and stimulating environment for pupils, rooted in mutual respect;
- Treat pupils with dignity building relationships rooted in mutual respect, and observing proper boundaries appropriate to this professional position;

PART 1: TEACHING

- Set high expectations which inspire, motivate and challenge pupils;
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions;
- Promote good progress and outcomes by pupils;
- Be accountable for pupils' attainment, progress and outcomes;
- Plan teaching to build on pupils' capabilities and prior knowledge;
- Guide pupils to reflect on the progress they have made and their emerging needs;
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching;
- Encourage pupils to take a responsible and conscientious attitude to their own work and study;
- Demonstrate good subject and curriculum knowledge;
- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings;
- Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of learning;
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject;
- If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics;
- Plan and teach well-structured lessons;
- Impart knowledge and develop understanding through effective use of lesson time;
- Promote a love of learning and children's intellectual curiosity;
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired;
- Reflect systematically on the effectiveness of lessons and approaches to teaching;
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s)
- Adapt teaching to respond to the strengths and needs of all pupils
- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively;
- Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these;

- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development;
- Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

PART 2: ASSESSMENT

- Make accurate and productive use of assessment;
- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirement;
- Make use of formative and summative assessment to secure pupils' progress;
- Use relevant data and assessment information to monitor progress, set targets, and plan subsequent lessons in line with the School's agreed procedures for Assessment and Target Setting;
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback in line with agreed School procedures.

PART 3: BEHAVIOUR

- Manage behaviour effectively to ensure a good and safe learning environment;
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils;
- Have clear rules and routines for behaviour in classroom, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

PART 4: PROFESSIONAL DEVELOPMENT

- Fulfil wider professional responsibilities;
- Make a positive contribution to the wider life and ethos of the school;
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Deploy support staff effectively;
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues;
- Engage with the annual appraisal procedure;
- Communicate effectively with parents with regard to pupils' achievements and well-being.

SUPPORTING THE WORK OF THE MULTI ACADEMY TRUST

As part of the Diocese of Coventry Multi Academy Trust the cleaner will be expected to develop and maintain strong, positive relationships with colleagues in the Multi Academy Trust, within the family of Multi Academy Trust academies and the Diocesan family of schools.

STRENGTHENING THE COMMUNITY

Schools exist in a distinctive social context, which has a direct impact on what happens inside the school. School leadership should commit to engaging with the internal and external school community to secure equity and entitlement. All staff should collaborate with other schools in order to share expertise and bring positive benefits to their own and other schools. They should work collaboratively at both strategic and operational levels with parents and carers and across multiple agencies for the well-being of all children.

This will include:

- Building a school culture and curriculum which takes account of the Church Foundation and the richness and diversity of the school's communities
- Creating and promoting positive strategies for challenging racial and other prejudice and dealing with racial harassment.
- Ensuring learning experiences for pupils are linked into and integrated with the wider community, the local church and diocesan communities.

- Ensuring a range of community-based learning experiences, including building links with local churches and Coventry Diocese.

- Collaborating with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families

- Creating and maintaining an effective partnership with parents and carers, (including those who may be described as 'hard to reach', those with learning disabilities and those for whom English is an additional language), to support and improve pupils' achievement and personal development.

- Building bridges with the school's diverse communities, seeking opportunities to invite the whole range of parents and carers, community figures (including clergy and church representatives), businesses or other organisations into the school to enhance and enrich the school and its value to the wider community.

- Contributing to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
- Co-operating and working with relevant agencies to protect children.

SAFEGUARDING CHILDREN AND SAFER RECRUITMENT

This school is committed to safeguarding and promoting the welfare of children and young people as required under the Education Act 2002 and expects all staff and volunteers to share this commitment. The teacher plays a role in this within the school and the post is subject to enhanced DBS disclosure, prohibition and disqualification checks.

The school will ensure that:

- The policies and procedures relating to safeguarding and safer recruitment and adopted by the governing body are fully implemented and followed by all staff.

- Sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities in relation to safeguarding, including taking part in strategy discussions and other inter-agency meetings and contributing to the assessment of children.

- All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle blowing practices.

ADDITIONAL DETAILS

Whilst every effort has been made to explain the main duties and responsibilities or the post, each individual task undertaken may not be identified. Staff will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. This job description will be reviewed annually and the Executive Headteacher reserves the right to alter the content of this job description, after consultation with the post-holder, to reflect changes to the job or services provided, without altering the general character or level of responsibility.

Person Specification- KS2 Teacher

	Personal Qualities, Qualifications and Experience	Measured By				
		Essential	Desirable	Application	Interview Process	References
	Qualifications and Training					
1	Qualified Teacher Status	x		x		
2	Evidence of continued professional development and commitment to further professional development.	x		x		x
3	Further professional qualifications which support the work of the school		x	x	x	
	Professional Experience and Knowledge					
1	Current or recent experience of teaching in Key Stage 2	x		x	x	x
2	Working effectively as a member of a team	x		x	x	x
3	Working in partnership with parents	x		x	x	x
4	Knowledge and experience of working with a range of professionals		x	x		
5	Providing extra-curricular activity for children		x	x		
6	Evidence of high standards in teaching and learning	x		x	x	x
7	Providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies)	x		x	x	
8	Demonstrate effective and accurate monitoring, assessment, recording and reporting of pupils' progress	x		x	x	
9	Knowledge of statutory requirements of legislation and own requirements to adhere to Equal Opportunities, Health & Safety, SEN and safeguarding	x		x	x	x
10	Creative planning to include a range of cross curricular opportunities for learning.		x	x	x	
	Skills and Abilities					
1	Clear evidence of teaching consistently to a 'good' or 'outstanding' standard	x		x	x	x

2	Promote the school's aims positively, and use effective strategies to motivate and inspire the children	x		x	x	
3	Develop good personal relationships within a team;	x		x	x	x
4	Establish and develop close working relationships with parents, governors and the community;	x		x	x	x
5	Create a happy but challenging and effective learning environment.	x		x	x	x
6	Effective organisational skills	x		x	x	x
7	Confident and competent user of ICT	x		x	x	x
8	Ability to promote excellent learning behaviours	x		x	x	x
9	Deliver presentations to parents in order to develop support for children		x	x		
Personal Qualities						
1	Have high expectations of yourself and others	x			x	x
2	Be approachable	x			x	x
3	Be enthusiastic and motivational	x		x	x	x
4	Willing to contribute to the wider life of the school by contributing and organising extra-curricular activities and attending PTA events.		x	x		

I **(name)** hereby confirm that I have received a copy of the Job Description for the post of KS2 Class Teacher.

Signed …… Date ……