



**THE HARMONY TRUST**

BELIEVE • ACHIEVE • SUCCEED

Teacher

Derby Hub

Application Pack

# CEO WELCOME

Dear Applicant

Thank you for your interest in the vacancy for Teaching roles across our Derby Hub.

The Harmony Trust has the highest aspirations for its pupils, parents and staff members. Our vision is to provide an excellent primary education so that every academy is a 'GreatPlace2Learn.'

Our aim is to ensure that children at our academies enjoy the best education from the early years to the end of the primary stage. Parents are very important to achieving this vision and we aim to work in partnership with them to ensure that all our children achieve our motto: 'Believe Achieve Succeed'. We believe that school should be a place where every child makes progress in a safe and supportive environment. We believe in the importance of children developing well-being and high self-esteem if they are to learn and do well.

We also believe in The Harmony Trust being a 'GreatPlace2Work' where staff are supported to thrive by a trust that is committed to learning and education. We have a great team of people working in our Academies. We aim to retain them by investing in professional development, offering opportunities to work across the Trust ensuring Harmony is a great place to work.

As part of this strategy we:

- Engage staff so they feel valued and listened to.
- Communicate so staff feel involved and connected to Trust & Academy priorities.



- Provide a staff benefits scheme to make use of and enjoy discounts and savings in their everyday life.
- Provide wellbeing services and policies to support both staff and their family's mental health.
- Offer competitive and progressive salary packages.
- Provide development opportunities, both in access to training and career progression.
- Provide regular opportunities to collaborate, share and shape working practices.

**Mr. A Hughes, Chief Executive Officer**

# Ethos & Values

Ethos and values are the elements that create a united organisation and underpin Harmony's success. The Trust has a commitment to:

- Putting its pupils and staff first.
- Raising pupil outcomes.
- Helping children from deprived backgrounds to become the best they can be.
- Implementing the Harmony Pledge for its children alongside the Great Place to Work Strategy in order to enable all to believe, achieve and succeed.

The Harmony Trust has a core set of values:

- Provide excellent primary education that provides breadth and rigour – every child, every subject, every year group, every day.



- Committed to growth, but only when we are confident of success for our children, parents and staff.
- Prepare children for the next stage phase of education and for later life.
- Address challenges facing children and communities around disadvantage and social mobility.
- Ensure that parents are partners in learning and in the life of the Academy and the Trust.
- An organisation where Learning Matters – learning with, from and on behalf of others.
- Believing that outcomes improve when schools invest in their staff and collaboration.

# Great Place to Work

From the inception of Harmony Trust, the Trustees have been totally committed to being an employer of choice within the sector.

This commitment has given rise to the "Great Place 2 Work" strategy which is being continuously developed in response to our context and the views of staff.

A key feature of GP2W is to create the optimum conditions for all staff to work so that they experience both job satisfaction and high levels of well-being. Examples of this are:

- The approaches that will provide the Trust with the greatest ability to attract and retain the highest quality teaching and support staff in the academies and a commitment to ensure workforce organisation maximises impact and is sustainable.
- To establish effective professional development opportunities and optimum working conditions for infrastructure staff.
- The Trust's commitment to its employees in terms of their wellbeing and opportunities for professional development and career progression as well as opportunities to work across the Trust



- The Trust's commitment to be locally, regionally, and nationally recognised for the extent and quality of the CPD opportunities and its commitment to continuous improvement in practice for all staff at every level of the organization.
- Supporting high quality leadership development across the Trust, at both senior and middle leader level, including through the Harmony Teaching School Alliance.
- A whole range of HR policies to support employee well-being.
- The opportunity to contribute policy and decision making through termly staff forums with the CEO and/or his representative.
- Growing use of staff surveys to collect feedback in relation to well-being and other staff policies.
- The CEO has an open-door policy.

# Job Description

<b>Job Title:</b> Class Teacher in KS2	
<b>Grade/Salary:</b> MPS/UPS	
<b>Location:</b> Village Primary Academy	
<b>Responsible to:</b> Principal	<b>Responsible for:</b> N/A

## Job Purpose:

- To offer all pupils an effective education in a stimulating environment, providing equality of opportunity to all, in line with Academy / Trust policies.
- To deliver the National / Foundation Stage Curriculum where appropriate.
- To offer a safe and caring environment.
- To work in partnership with pupils, parents, Governors, Directors, other staff and support agencies.

## Main Responsibilities:

The teacher will be expected to plan and deliver a rich, balanced curriculum which:

- Offers pupils equality of opportunity in line with the policies of the borough and the school.
- Ensures continuity and progression within the work of their own class and with the classes to and from which the children transfer.
- Exploits, in all their teaching, opportunities to develop children's language, reading, writing, numeracy, ICT and other skills.
- Covers subjects of the curriculum which are delivered at an appropriate level to meet the needs of all the children in the class.

## The teacher needs to know the children in their care well and to:

- Plan lessons, teach and assess pupils in all subjects.
- Observe, assess and record systematically the progress of each child.

- Use observations, assessments and data to inform planning, teaching and record keeping.
- Provide regular oral and written feedback to pupils on the outcomes of their learning.
- Prepare and present reports on pupils' progress to parents.
- Identify and respond appropriately to the individual needs of each pupil.

**The teacher will use a wide range of learning and teaching strategies to:**

- Support pupils' learning and be aware of the various factors which affect the process.
- Set appropriate and challenging expectations / targets for the pupils.
- Establish clear expectations of pupils' behaviour, both in and out of the classroom.
- Create and maintain a purposeful, ordered and supportive environment.
- Ensure that the pupils are engaged, interested and motivated.
- Present learning tasks and curriculum content in an appropriate and stimulating way.
- Teach whole classes, groups and individuals where appropriate in order to achieve the best outcomes from the pupils.
- Communicate clearly and effectively with pupils through questioning, instructing, explaining and giving feedback.
- Manage effectively and economically their own and pupils time.
- Make constructive and innovative use of ICT and other high quality resources for learning.
- Organise events and trips to enhance the children's experiences and opportunities for learning.
- Ensure that the pupils are offered equality of opportunity.

**The teacher will develop through the provision of appropriate training and support:**

- Effective working relationships with professional colleagues, support staff and parents.
- The ability to recognise diversity of talent including that of able, gifted and talented pupils.
- The ability to identify and provide for pupils with SEND, EAL and specific learning difficulties.
- The ability to evaluate pupils learning and recognise how their intervention enables the pupils to make good progress.
- A readiness to promote the spiritual, moral, social and cultural development of pupils.
- Their professional knowledge, skill and understanding through their continued CPD.

# Person Specification

Category	Essential	Desirable	How identified
<b>Qualifications</b> Qualified Teacher Degree or good professional qualification Evidence of professional development	✓ ✓ ✓		A
<b>Knowledge</b> Sound understanding of the National Curriculum, and primary practice Knowledge and experience of statutory assessments Knowledge of current educational developments Understanding of the nature of inclusive practice	✓ ✓ ✓ ✓		A/I
<b>Experience of</b> Class teaching in KS1/KS2 Working in a school with a high number of Pupil Premium children Experience of working with children with SEND	✓ ✓	✓	A/I
<b>Skills</b> Good communication and interpersonal skills Ability to set, monitor and evaluate clear targets for pupils Ability to plan logically with clear objectives related to the National Curriculum Good classroom practitioner Skills in the use of ICT as a teaching tool	✓ ✓ ✓ ✓ ✓		A/I
<b>Qualities</b> Ability to teach with enthusiasm and motivate pupils Communicate and disseminate information at a child's level of understanding Ability to work collaboratively in teams To be diplomatic and professional at all times	✓ ✓ ✓ ✓		A/I/R

# Employment Details

## Contract Type

The roles will be on a permanent basis, full-time role in KS2.

## Flexible Working

There are many different types of Flexible Working and The Harmony Trust is open to considering all requests to achieve a good work-life balance - wherever we reasonably can.

## Location

These roles are Trust appointments to the Derby Hub. Postholders will be deployed into Harmony Academies on short-, medium- or long-term placements. Placement in academies will be based on pupil and staff needs and through the direction of the Harmony Inclusion Team.

## Pension

Members of Teaching Staff are automatically enrolled into the Teachers' Pension which has an employer contribution rate of 23.68%.

## Family Friendly Policies

Our Family Friendly Policies include maternity, partner / paternity, adoption and shared parental leave all with enhanced pay entitlements.

## Lifestyle Savings

There are hundreds of offers and discounts ready to be used on the Lifestyle Savings section of our staff benefits platform in addition to discounted Health Cash Plans, Life Insurance Cover and Cancer Cover.

## Cycle to Work Scheme

Join Cycle2work to make big savings on a new bike and benefit from regular exercise and a greener and cheaper commute. Save at least 32% on the cost of thousands of bikes and accessories.

## Employee Assistant Programme

Our EAP is free and confidential, offering independent help, information and guidance to you and your immediate family 24/7.

## Flu Vaccination

We offer an annual flu vaccination to all staff.

## Gym Membership

Corporate gym memberships are available at selected gyms.

## Contractual Status of our Benefits



Benefits do not form part of the contract of employment and are subject to change at the discretion of the organization.

# How to Apply

The Harmony Trust is committed to safeguarding and promoting the welfare of children and young people and expects all our staff to share this commitment. The successful candidate will be subject to an enhanced DBS and pre-employment checks. This role is exempt from the Rehabilitation of Offenders Act (1974)

Full details of the Trust's recruitment and selection processes can be found in our Safer Recruitment policy: [Safer Recruitment Policy Final \(1\).pdf \(schoolspider.co.uk\)lak](#) and a copy of the school's Child Protection and Safeguarding Policy can be found here <https://www.theharmonytrust.org/page/policies/62835>

The Harmony Trust values the differences that a diverse workforce brings and is committed to inclusivity, and to employing and supporting a diverse workforce. A diverse workforce is important to us, and for this reason, we request that you complete our [diversity monitoring form](#), which is kept entirely separate from the recruitment process.

**Closing Date: 12 noon Monday November 25<sup>th</sup> 2024**