

Every child, every chance, every day.

Every child deserves the best possible start in life



Recruitment Pack

Teacher

Willow Primary School



Exceed Learning Partnership
• EVERY CHILD • EVERY CHANCE • EVERY DAY •

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A message from the CEO

Dear Applicant,

Thank you for taking an interest in developing your career with Exceed Learning Partnership. We are a Multi-Academy Trust currently serving 8 primary academies in Doncaster with ambitions to grow over the forthcoming year.

As a trust we are passionate about improving the life chances of the children and families we are serve. When any of us choose to work in education, I think we do so for three major reasons; we want to make a difference and inspire others; we want to pass on our enthusiasm for learning to the next generation; and we believe that a good education is the greatest means of helping establish a fairer society where everyone has the opportunity to make the most of their lives.

When we created Exceed Learning Partnership in April 2017, we did so in order to improve the life chances of pupils in and around Doncaster, particularly the most disadvantaged pupils. Having grown out of Edlington, the academies within the Trust have demonstrated that with the right provision, support and highest aspirations, all pupils can and will succeed. This is our

ultimately goal within our Trust – making sure all our academies are exceptional places of learning where everyone thrives.

In our Trust we believe that colleagues need the freedom to develop and perform to the highest standards, dovetailed with leadership and support that comes from an organisation that is passionate about removing any barriers to outstanding teaching and learning.

In our Trust we are delighted to welcome colleagues who share in our vision to help our academies to thrive. We support our staff in their learning, with the latest research and innovation, as well as contribute to their growth by sharing our experiences. All of us within Exceed Learning Partnership continue to grow our expertise so that we can make a difference to the lives of our pupils.

We look forward to meeting with you and warmly welcome you to visit our Trust and all our academies to find out more about the role and the difference you can make!



Beryce Nixon

Chief Executive Officer
and National Leader
of Education

Our Ethos



Children within our Trust will always be our main priority, with personalised learning as our starting point, making the challenges of 'Helping Children Achieve More' a reality.



Every child will have the opportunities to expand their horizons, and build the confidence, talents, interests, skills and qualifications to succeed as they make their way towards a fulfilling and prosperous adulthood.



The amount of time children spend in education is finite. We have a responsibility to ensure every moment a child is in an Exceed Learning Partnership School, must be spent productively. Once wasted, it is gone forever and cannot be given back.

Every Child | Every Chance | Every Day



Our Vision

To equip young people with the knowledge, skills and mind-set to thrive and then take on the world!

We will achieve our vision by:

Every child developing:

- a greater understanding of themselves as a learner
- recognise what their strengths are
- how they can share their strengths with others
- understand what steps they need to undertake for their continual learning journey

Pupils will be encouraged and inspired to believe in themselves, build dreams and aspirations and strive to achieve these.

At Exceed Learning Partnership we believe in social justice through exceptional schools, creating and sustaining the best schools in which to learn and work by pursuing social justice for all.

Every child will be given the same opportunity to succeed, whatever his or her prior attainment. A key feature of the Exceed Learning Partnership will be a learning curriculum which builds the characteristics of Learning across all schools within the trust. This will focus on our learning philosophy skills:

Resilience, Motivation, Collaboration, Creativity, Investigation, Teamwork and Evaluation.



Our Values

Inspire

Embodied in the Trust motto, "Every Child, Every Chance, Every Day", all members of our organisation aim for excellence in their individual professional roles, in our innovative, evidenced-based practice and in our pupils so that we can all fulfil our potential in whatever we aspire to do or be!

Include

At Exceed Learning partnership we are concerned with achieving equitable, diverse and quality education for all pupils. Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure.

Integrity

We respect the individuality of our academies and their communities and always act with integrity. By allowing high levels of autonomy wherever possible, we are able to nurture personalised learning approaches and focus on developing holistic people.

Exceed

Excellence and enjoyment should be an entitlement for all children and adults working in our Trust. We are developing cutting-edge, research-informed and highly engaging pedagogies that ensure high levels of progress and rapid development of staff; leading to the highest levels of achievement for all!

Our Aims and Strategic Objectives



SO1. Outstanding Professionals

- To develop winning teams of Governors, leaders, staff and other stakeholders who are forward thinking, highly skilled, open, hardworking and determined to enable success for others



SO2. Innovative Systems Enabling Creative Schools

- To create innovative and sustainable schools that are creative, vibrant, safe, compliant, financially healthy, well resourced and exceptionally well governed and led



SO3. Strong Partnerships and Communities

- To work closely with our local communities and parents to secure the best outcomes and opportunities for our learners.
- To develop a network of partnerships across all our academies, our local area and across the country which are powerful in supporting the development of all.



SO4. Exceptional Learners

- To develop learners who are highly successful with attributes, skills and qualifications for a fulfilling life.
- To ensure all our learners have a high quality school experience and enjoy an abundance of opportunities.

People Vision



We create exceptional, inclusive and enjoyable places to work

We are passionate about our purpose and inspire each other to deliver high performance

We act with integrity and our Values drive our behaviours and decision-making

We strive to exceed in all we do and learn from every opportunity

...to deliver on our motto



Every Child.
Every Chance.
Every Day.





A Message for the Candidate

Dear Applicant,

Thank you for your interest in the position of Teacher at Willow Primary School.

Willow Primary school is a vibrant two form entry school that sits at the heart of the community, with 400 pupils. You will be joining our school at an exciting time, as we have just had the privilege of joining Exceed Learning Partnership.

This will provide further opportunities for our school, as we continue our journey for excellence within a supportive and highly skilled community.

At Willow Primary School, we look to appoint ambitious individuals with a passion for teaching and learning. Our vision and ethos are integral to the success of our academy as we strive to ensure that every child, is given the best chance, every day.

Our commitment to strong leadership, staff development and high pedagogical standards, means that the successful applicant will be joining an inclusive academy that puts people and pupils first.

We are seeking applicants who are innovative and proactive and who would relish the opportunity to make the next step in their journey. We place great emphasis on creating a supportive culture.

I hope this will inspire you to apply for this opportunity and I look forward to receiving your application. If you wish to find out more information about our school, please take a look at our website www.willowprimaryschool.co.uk

Once again thank you for your interest in this position.

Yours Sincerely

Davina Sumner
Principal



Job Description

Exceed Learning Partnership - ELP is a multi-academy sponsor, specialising in the development of Innovative Education which sets high standards and gives pupils access to opportunities through excellent teaching and inspirational leadership. ELP academies are at the heart of their communities and community learning, and work with local authorities, employers and high performing educational institutions.

JOB TITLE: Teacher
GRADE/SALARY: MPS 1-6

RESPONSIBLE TO: Principal/Vice Principal/Phase Leader

JOB PURPOSE: To carry out the professional duties as a teacher as circumstances may require and in accordance with the academy's policies under the direction of the Principal.

KEY RESPONSIBILITIES

Planning, Teaching and Class Management

Teach allocated pupils by planning their teaching to achieve progression of learning through:

- 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 use of assessment and ensure coverage of programmes of study
 - ensuring effective teaching and best use of available time
 - maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of learning and home-learning
 - 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 resources 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 literacy and numeracy
-
- 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 and Reporting

- assess how well learning objectives have been achieved and use them to improve specific aspects of teaching
- mark and monitor pupils' work and set targets 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 recognise the level at which the pupil is achieving
- prepare and present informative reports to parents

Curriculum Development

Have lead responsibility for a subject or aspect of the academy's work and develop plans which identify clear targets and success criteria for its development and/or maintenance; contribute to the whole academy's planning activities.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the National Teachers Standards and the required standards for Qualified Teacher Status and other current legislation.

Exemplification of Terms and Expectations

Performance Appraisal

- Performance appraisal assessment will be based on the responsibilities listed above and judgements will be made against these as part of the schools performance appraisal cycle. In addition, the following standards, in conjunction with the school's exemplification of these standards, will be considered where there is an application to progress through the threshold and onto UPS2 and UPS3:

Knowledge and Understanding

- demonstrate a thorough and up-to-date knowledge of the teaching of your subject and take account of wider curriculum developments which are relevant to your work

Teaching and Assessment

- demonstrate that you consistently and effectively plan lessons and sequences of lessons to meet pupils' individual learning needs
- demonstrate that you consistently and effectively use a range of appropriate strategies for teaching and classroom management and, at UPS2 level: *with the majority of your lessons at least "good" in OfSTED terms.*
- demonstrate that you consistently and effectively use information about prior attainment to set well-grounded expectations for pupils and monitor progress to give clear and constructive feedback
- Make a distinctive contribution to raising pupil standards

Pupil progress

- demonstrate that, as a result of your teaching, your pupils achieve well relative to the pupils' prior attainment, making progress as good or better (at UPS2 level "*better*") than similar pupils nationally. (This should be shown in marks or grades in any relevant national tests or examinations, or school-based assessment for pupils where national tests and examinations are not taken.)

Wider Professional Effectiveness

- take responsibility for your professional development and use the outcomes to improve your teaching and pupils' learning
- make an active contribution to the policies and aspirations of the school
- and at UPS2 level: *seek to share your expertise with colleagues*
and at UPS3 level:
 - **Take advantage of appropriate opportunities for professional development and**
 - **Use professional development effectively to improve pupils' learning**
 - **Contribute effectively to the work of the wider team**
 - **Play a critical role in the life of the school**

Professional Characteristics

- demonstrate that you are an effective professional who challenges and supports all pupils to do their best through:
 - inspiring trust and confidence,
 - building team commitment,
 - engaging and motivating pupils,
 - analytical thinking,
 - taking positive action to improve the quality of pupils' learning.

Safeguarding Procedures:

It is the responsibility all members of staff to follow the correct safeguarding procedures in academy.

1. All staff have a duty to attend child protection training every three years
2. All staff have a duty to read and follow the safeguarding policies in school

All staff have a duty to report any concerns about a child or potential breach of safeguarding procedures by an adult to the designated person for Child Protection which is the Pastoral and Intervention Manager.

Health & Safety

1. Be trained in procedures for Health & Safety & First Aid,
2. To administer first-aid as agreed in the procedures within the Policy

To Be trained in Procedures for Safeguarding & Child Protection and ensure that the procedures are applied in all aspects of the role.

Equal Opportunities

1. To ensure that all pupils are respected and treated equally at all times
2. Being aware of cultural differences between pupils, dealing with any incidents of racism or sexism in accordance with agreed procedures.

This job description may be amended at any time following discussion between the Principal and member of staff, and will be reviewed annually.

PrincipalDate:.....

Post Holder.....Date:.....

This post will be subject to an enhanced disclosure from the Criminal Records Bureau.

Person Specification

	CRITERIA	ESSENTIAL OR DESIRABLE	APP FORM	DOCS	INT
Application	1.1 Letter of application containing supporting statement	E	✓		
Qualifications	2.1 Qualified Teacher Status and experience	E	✓	✓	
	2.2 Further in-depth study	D	✓	✓	
Learning and Teaching	3.1 Proven ability as an outstanding classroom teacher	E	✓		✓
	3.2 Effective delivery of positive behaviour management strategies	E	✓		✓
	3.3 Ability to relate well to children and share their interests and enthusiasms	E	✓		✓
	3.4 Ability to lead on learning through a range of engaging and interactive teaching strategies	E	✓		✓
Standards and Progress	4.1 Experience of using data for monitoring, planning, target setting and improving learning across the academy	E	✓		✓
	4.2 Understanding of the New National Curriculum	E	✓		✓
	4.3 High proficiency in assessment for learning and effectiveness in analysis to improve pupil outcomes	E	✓		✓
	4.4 The ability to differentiate and be creative and innovative with the curriculum	E	✓		✓
	4.5 Evidence of a proven track record of accelerated pupil progress and raised standards or strong indications from Initial Teaching training of effective practice	E	✓		✓
Knowledge, Skills and Attributes	5.1 The ability to build positive and successful relationships with all stakeholders	E	✓		✓
	5.2 A good understanding of safeguarding	E	✓		✓
	5.3 Value all children and be committed to the development of the whole child	E	✓		✓
	5.4 Ability to organise work and to prioritise	E	✓		✓
	5.5 Excellent verbal and written communication skills and numeracy skills	E	✓		✓
	5.6 A willingness to become involved in the life of the academy within the community	E	✓		✓
	5.7 Ability to investigate, make decisions and solve problems	E	✓		✓
	5.8 Ability to remain positive and enthusiastic under pressure	E	✓		✓
	5.9 Understanding and proven commitment to equality of opportunity, diversity and inclusion	E	✓		✓
	6.0 The ability to be reflective and accurately self-evaluate, adapting as required	E	✓		✓
	6.1 Show high standards of self and others	E	✓		✓
	6.2 Ability to work positively and co-operatively with colleagues across the academy	E	✓		✓
	6.3 Excellent knowledge of the New National Curriculum and strong subject knowledge in Maths & English	E	✓		✓
	6.4 Excellent interpersonal skills	E	✓		✓

How to apply

Prior to applying:

If you are unclear about any aspect of the application process or you would like any additional information about Exceed Learning required Partnership or the role, then please contact:

d.morley@willow.doncaster.sch.uk

Informal Communication and visits to the Trust and Academies are strongly advised

If you think you have the qualities and want to be part of a high-performing team, dedicated to providing the best possible educational opportunities for the young people of Doncaster, then please send your completed application form to:

Email: d.morley@willow.doncaster.sch.uk

Post: Willow Primary School. Alston Road, Bessacarr. DN4 7EZ

Appointment Process

Informal meetings can be organised by contacting d.morley@willow.doncaster.sch.uk or calling the school on 01302 539249

Closing Date for Applications: Sunday 4th December

Shortlisting for Candidates: Monday 5th December

Interview Date for Candidates: Wednesday 7th December 2022

Should you decide to apply, please confirm your availability for these dates when submitting your application.

References will only be taken up for shortlisted candidates who will be notified beforehand. Please contact each of your named referees to inform them that, if you are shortlisted, we will request a reference prior to the interview.

Please note that providing false information as part of your application may lead to a withdrawal of any conditional offer of employment, or disciplinary procedures potentially leading to dismissal without notice if you have already.

The Exceed Learning Partnership



Exceed Learning Partnership
• EVERY CHILD • EVERY CHANCE • EVERY DAY •

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