



**TEACHER MAT COVER
CANDIDATE PACK**



ABOUT US

At Naseby Church of England Primary Academy we ensure that all members of the school community feel safe, valued and cared for. The school strives for excellence, providing a challenging learning environment where all children can grow as independent learners equipped for life.

The school is situated in the centre of the historic and rural village of Naseby, children from the nearby village of Haselbech and other surrounding villages attend our school. We cater for children aged 4 to 11. The school is an important part of the village community and links are fostered between the churches, community groups and residents, parents and the wider community.

Our school was built in 1843. It consists of a school building, a schoolhouse, a modular classroom and a newly refurbished playground area. Within the school building are three classrooms, a 'Learning Zone' area for small intervention groups and a small school hall. The school house accommodates the main school office, the Head Teacher's office, a meeting room, the school kitchen, a Nurture Room and staffroom. Outside we have a large, enclosed grass paddock with a trim trail & wooden planters for each class, Forest School area and playground. We also have an astroturf 'Peace Garden' with a wooden Gazebo which the children use as part of the outside learning environment.

We are inclusive and welcome others regardless of differences, appreciating and nurturing the uniqueness of each individual. Our special Christian identity is evident in the values we share and in the relationships that all members of the school community have with one another. We respect everyone, showing them the tolerance, understanding and forgiveness that we desire for ourselves.

Our Values are; Joy, Love & Resilience.

JOY- 'I sing for joy at what your hands have done. How great are your works.' Psalm 92:5

LOVE- 'Let all that you do be done in love.' 1 Corinthians 16:14

RESILIENCE - 'And let us run with perseverance the race marked out for us.' Hebrews 12:1

OUR VISION & AIMS



Our Vision

We are inclusive, welcoming others regardless of differences, appreciating and nurturing the uniqueness of each individual. We respect everyone, showing them the tolerance, understanding and forgivenesses we desire for ourselves. Love is our cornerstone – the love of God, the love of others and the love of ourselves.

Our Aims

Naseby CE Primary Academy aims to provide every child with high quality teaching and learning. It is the school's philosophy to give our pupils a measure of independence, a high level of self-confidence and well-being, a deep sense of self-worth, and an understanding and deeper appreciation of our Christian heritage.

To achieve this, we aim to:

- a) Enable all children to achieve their full potential, both academically, socially, personally, and morally in order that children expect the best of themselves.
- b) Promote spiritual development and the ability to grow and flourish as human beings.
- c) Support children in building relationships which reflect Christian values.
- d) Deliver a broad, relevant and challenging education which is of a high standard and appropriate to an individual child's needs.
- e) Promote high standards of behaviour based on mutual trust and respect, developing responsibility and fostering self-discipline.
- f) Promote good citizenship, thus enabling individuals to make valuable contributions to wider society.
- g) Ensure equal opportunities for all.
- h) Provide a welcoming and stimulating learning environment in which everyone feels safe, happy and secure.
- i) Develop a sense of pride in belonging to Naseby CE Primary School.

To achieve these aims, staff and governors work in partnership with parents, carers and the local community for the benefit of all our pupils.



WHAT OUR STAFF APPRECIATE MOST

Great support from my senior lead teacher

Appreciation of our work and encouragement to progress professionally

It is calm and happy environment where staff work hard and enjoy their jobs

Supportive & wonderful Head Teacher

Having the opportunity to be open and honest.

We are very lucky to have high levels of good pupil behaviour

Teacher Maternity Cover

MPS/UPS



Contract type

- Fixed-Term Maternity Cover
- Full time

Salary

- MPS

Interviews

- To be confirmed

Start date

- January 2025, however a later start date could be considered

How to apply

To apply, please complete a Pathfinder Schools Teaching Staff application form, which can be downloaded from the vacancies page of the Trust website: <https://pathfinderschools.org.uk/join-us/vacancies>

Completed application forms should be accompanied by a letter of application and should be sent to:
recruitment@pfschools.org.uk

Naseby C of E Primary is an Ofsted & SIAMs rated 'Good' school, and we are proud to be part of Pathfinder Schools Multi-Academy Trust.

Standards across the school are high and we have a passion for ensuring all of our children reach their potential, academically, socially and emotionally, through the individual nurture of every child.

Our small, rural school is looking for a maternity cover teacher to support our team. Our maternity cover teacher will be supporting pupils in years three and four.

We are looking for a teacher who;

- Is an enthusiastic and motivated practitioner
- Will promote and reflect our Christian Vision & Church of England school values
- Works well within a team
- Supports the school's drive for continuous improvement
- Has experience of working with pupils with additional needs

We can offer you:

- Partnership working with a great team of staff and skilled governors in a caring Christian environment
- Opportunities to learn, be creative and develop in your role
- Fantastic children who are fun to work with and keen to learn
- A sense of family and community in our small school
- A "can do" positive ethos which allows children to build happy memories of their time at our school and fulfil their potential
- A role in the future development and shaping of the future in our fabulous school
- An OFSTED and SIAMS "Good" school

You are very welcome to visit the school and meet our team, please contact the school on 01604 740540 to make an appointment or email the Head Teacher Louise Cook via email at LCook@naseby.pfschools.org.uk

Naseby CE Primary Academy is committed to safeguarding and promoting the welfare of children. In line with safer recruitment practice, an enhanced DBS check is required for the successful applicant and references will be requested for short-listed applicants prior to interview.

Naseby Safeguarding Policies and Procedures are available on their website, which can be accessed on the following web address :

https://www.nasebyschool.co.uk/_site/data/files/safeguarding/A5B1AD79C8FE2A1D3D3665D2BF4C437E.docx

Being part of Pathfinder Schools offers a fantastic opportunity to develop yourself, as a Trust, we actively encourage collaboration and the sharing of good practice; we believe that by developing a love of learning and having the highest expectations, all members of the Pathfinder Schools community can achieve and inspire greatness.

We occasionally close vacancies early in the event that we receive a high volume of applications. Interviews may begin soon after receipt of applications for shortlisted candidates, therefore, we recommend that you apply early.

Pathfinder Schools are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. DBS, Reference, Identity, Criminal Record and Medical Checks are mandatory for all posts within Pathfinder Schools.

Pathfinder Schools is passionate about its values of collaboration, humanity and independence, we believe that when people feel respected and included they can be more creative, innovative, and successful. We are committed to an inclusive workforce that represents many different cultures, backgrounds and viewpoints. Our employee lifecycle processes are designed to prevent discrimination against our colleagues, regardless of gender identity or expression, sexual orientation, religion or belief, pregnancy and maternity, marital status, ethnicity, age, disability status, or any other aspect which makes them unique. While we have more work to do to advance diversity and inclusion, we're committed to moving our Trust and the education sector forward.

Job Description

Teacher

MPS



Purpose of the Post

Overall responsibility of the post-To ensure high quality education for all pupils for which you are responsible and accountable and improve the quality of learning and standards of achievement.

Specific Duties

- To fulfil the duties of a teacher and the relevant professional standards as outlined in the School Teachers' Pay and Conditions Document.
- To provide a secure, happy and caring environment for all children in the class.
- To plan, prepare and deliver appropriate educational experiences, which address individual needs through quality teaching and high expectations.
- To ensure that educational needs of all pupils in your class are fully met and liaise with the SENCO where necessary to support children with special needs.
- To ensure that all pupils make at least expected progress within an academic year
- To implement interventions and support measures to support children who are not on track to meet their end of Key Stage targets.
- To inform the SENCO of any concerns relating to the development of a child.
- To assess, monitor, record and report, on the progress and attainment of pupils.
- To administer national and school assessments thoroughly and to use the information to improve standards.
- To follow the school's marking policy, ensuring that children are given comprehensive feedback about the learning and how they can improve in future pieces of work.
- To communicate and consult with parents/carers, through written and oral reports. To keep a record of discussions held.
- To liaise effectively with professional agencies, e.g., Health visitor, speech therapist, educational psychologists.
- To participate fully in all staff meetings, and to be involved in appropriate staff development.
- To take an active role in the development of all School Policies and Schemes of Work.

- To maintain an attractive, stimulating and well-organised learning environment including displaying children's work effectively and directing support staff to assist with this.
- To contribute to the design and provision of an engaging curriculum as and when requested by subject leaders/senior managers.
- To reflect systematically on the effectiveness of lessons and approaches to teaching.
- To keep informed of changes in education nationally, as they impact upon the phase of education in which the teacher works, including changes to assessment and curriculum arrangements
- To take supervise and lead acts of worship in accordance with the Church of England
- To attend staff meetings and Training Days in accordance with directed time allocations and to take responsibility for improving your own teaching practice.
- To be responsible for the safeguarding and wellbeing of children by following school policy relating to safeguarding, health and safety and behaviour management.
- To take a leading role for improving, monitoring and evaluating a curriculum area across the school, presenting, supporting and reporting to SLT/Governors as appropriate.
- To make a positive contribution to the wider school life and ethos of the school.
- To develop effective, professional relationships with colleagues, knowing how and when to draw on advice and professional support.
- To have proper and professional regard for the ethos, policies and practices of the school and maintain high standards in your own attendance and punctuality.
- To act within the statutory frameworks which set out your professional duties and responsibilities.

Other Professional Requirements:

- Have a working knowledge of teachers' professional duties and legal liabilities.
- Always operate within the stated policies and practices of the academy.
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct.
- Endeavour to give every child the opportunity to reach their potential and meet high expectations.
- Cooperate with other staff to ensure a sharing and effective usage of resources to the benefit of the academy, and students.
- Take part in marketing and liaison activities such as Open Evenings and Parents' Evenings.
- Take responsibility for own professional development and duties in relation to academy policies and practices.
- Liaise effectively with parents. Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them. .

Safeguarding:

- To uphold the academy's policies in respect of Safeguarding and Child Protection and ensure the safety and wellbeing of all learners.

General:

All academy staff are expected to:

- Work towards and support the academy's vision, values, and objectives.
- Communicate effectively to all members of the team and work collaboratively with other staff.
- Support and contribute to the academy's responsibility for safeguarding students.
- Uphold the academy behaviour policy.
- Work within the academy's Health and Safety policy to ensure a safe working environment for staff, students, and visitors.

- Work within the academy's Equal Opportunities policies to promote equality of opportunity for all students and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents, and colleagues.
- Engage actively in the performance review process.
- Adhere to academy policies, procedures and core values as set out in the documentation available to all staff.
- Fully subscribe to the academy values regarding themselves, the academy, and our students.
- Ensure that the confidentiality of sensitive information and data is not compromised.
- Keep up to date with developments relating to their role.
- Develop and maximise the use of ICT.
- Meet in accordance with calendared meetings and with line managers as required.
- Other responsibilities as reasonably requested and commensurate with the grading of the post. Any such duties that may from time to time be reasonably assigned by the Headteacher

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees 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.






The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by the SLT to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Teacher

Person Specification






Qualifications	Essential	Desirable
<ul style="list-style-type: none"> • Degree • Qualified Teacher status 		
<ul style="list-style-type: none"> • Further professional qualifications relevant to the role 		
<p>Professional development</p>		
<ul style="list-style-type: none"> • Evidence of participation in CPD to develop professional skills, knowledge and understanding. • Participation in work with other schools/agencies. 		
<ul style="list-style-type: none"> • Experience of leading CPD activities for staff. • Experience of leading initiatives across a key stage, year group or whole school. MLDP or other CPD qualification. 		
<p>Teaching/experience</p>		
<ul style="list-style-type: none"> • A passion and enthusiasm for learning and teaching. • Experience of using class data to impact upon pupil progress • Ability to plan and differentiate work appropriately for all children. • A clear understanding of the use of assessment to target planning and interventions for all children. • An understanding and experience of teaching phonics. 		

Teacher

Person Specification



Teaching/experience cont	Essential	Desirable
<ul style="list-style-type: none">• Experience with working with children with a range of SEN.• Enthusiasm and ability to use ICT creatively across the curriculum.• Experience of delivering phonics and planning effectively, including planning and supporting TA's to deliver programmes.		
Teaching and learning		
<ul style="list-style-type: none">• Practical understanding of effective teaching, learning and classroom management strategies.• Knowledge and understanding of AfL to effectively support progress.• Understanding of Spiritual, Moral, Social and Cultural development.		
Special educational needs		
<ul style="list-style-type: none">• Understanding of strategies to raise attainment of children with a range of SEN and higher achievers.• Experience of working with children with a range of learning needs.• Experience of ensuring challenge for higher achievers.		



CONTACT US

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<https://www.nasebyschool.co.uk/>