

Desford Community Primary School

Desford Community Primary School, Kirby Road, Desford, Leicestershire, LE9 9JH



In partnership with



University of
Leicester



Candidate Information Pack

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Welcome to our school...



On behalf of Desford Community Primary School, thank you for your interest in applying for the role of Class Teacher at our school. The successful candidate will be required to commence employment at the start of the 2024-2025 academic year.

We have put together this pack to give you some key information about our school and priorities, as well as to provide the job description and person specification. We hope that after reading it you will be inspired to apply for the role.

Desford is a happy, friendly and hard-working school with a dedicated team of staff. Our pupils behave well, are keen to learn and they take great pride in respecting our school and wider village community. This is an exciting time to be joining our school. We have joined the LIFE Multi-Academy Trust and have a recently established leadership structure with an energy for driving change and improvement. We are in the process of embedding our curriculum that is bespoke to our children at Desford using our four main curriculum drivers: community and diversity, relationships and well-being, planet and sustainability, and safety and risk. This is a fantastic opportunity to join our school, if you have the desire to make a positive difference by confidently teaching high quality lessons, demonstrating excellent classroom practice to raise standards and achieve good outcomes and a commitment to promoting equality and diversity, then this could be the job for you!

We strongly encourage visits to the school prior to submitting an application. Please contact the office to arrange this. This can be done by contacting the school office on office@desford.leics.sch.uk.

I look forward to meeting you soon,

Colin Wilson
Head Teacher



About Desford Community Primary School

Our Location

The village of Desford is situated 7 miles west of Leicester. Our school serves not only Desford but also the surrounding villages of Peckleton, Kirkby Mallory and Botcheston. There are a number of large employers on the periphery of the village including Caterpillar, Neovia and Crown Crest. The village is fortunate to have a wide variety of community run facilities and groups including a library, sports centre, scout groups, tennis and football clubs and a secondary school with a swimming pool open to the public. There is a strong community spirit in the village. Parents particularly value the links the school has developed with the wider community. Friends of Desford Community Primary School (FODCPS) is also very active in raising funds for the school.

There has been significant recent house building in Desford and further potential developments are in the planning pipeline. Pupil numbers have increased over this time to 380 children currently on roll. This rapid expansion has been successfully managed.

Our School Premises

As a result of the growth in pupil numbers, the school gained a new exceptional purpose-built 60-place Foundation Stage unit for Reception children which opened in September 2015 and a two classroom Upper Junior unit which opened in May 2018. During the summer of 2019, we built an attractive new library that provides a calm environment for enjoying and promoting a love of reading. We currently have 13 classes, 2 in each year group other than three classes in what will be year 3/4 from next year.

The premises are modern and well maintained. Classrooms are spacious and well equipped. The grounds of the school are attractive and there are two playgrounds, as well as a regional award-winning community garden. The large playing field easily accommodates football and rounders pitches, plus a running track and wildlife areas. There is a newly established Be Kind allotment and outdoor classroom where the children are taught bushcraft and forest skills.



Our Staffing Structure

Our Senior Leadership Team consists of a **Headteacher**, a **Deputy Headteacher**, **two Assistant Headteachers**, a further **Phase Lead** and a **SEND team**. Core subject leads also attend SLT on occasions, as do other staff depending upon the school focus at that time.

Currently there are **16 teachers** (both full and part-time), including the leadership team. We have **23 members of support staff** working across the school.

We also employ a full-time office manager, 2 office assistants, a site manager, four kitchen staff, five midday supervisors and a small team of cleaners plus staff for our popular Extra Time Club.

Our Pupils

Pupils at Desford Primary enjoy school and their standards of behaviour is high. Our latest Ofsted report noted that *"pupils are proud of their school and they show respect and consideration for each other and their teachers. Relationships are very strong"*,

"Pupils have very positive attitudes to learning" and "They conduct themselves impeccably around the school and in classrooms where they concentrate, apply themselves to their work and confidently offer contributions to class discussions".

| Pupil Statistics – May 2025 | |
|---------------------------------------|------------|
| Category | Percentage |
| Pupils eligible for Free School Meals | 12.8% |
| Pupils eligible for Pupil Premium | 15.1% |
| Pupils with EAL | % |
| Pupils with SEND | 12% |
| Pupils with an EHCP | 3% |



Our Parent Community

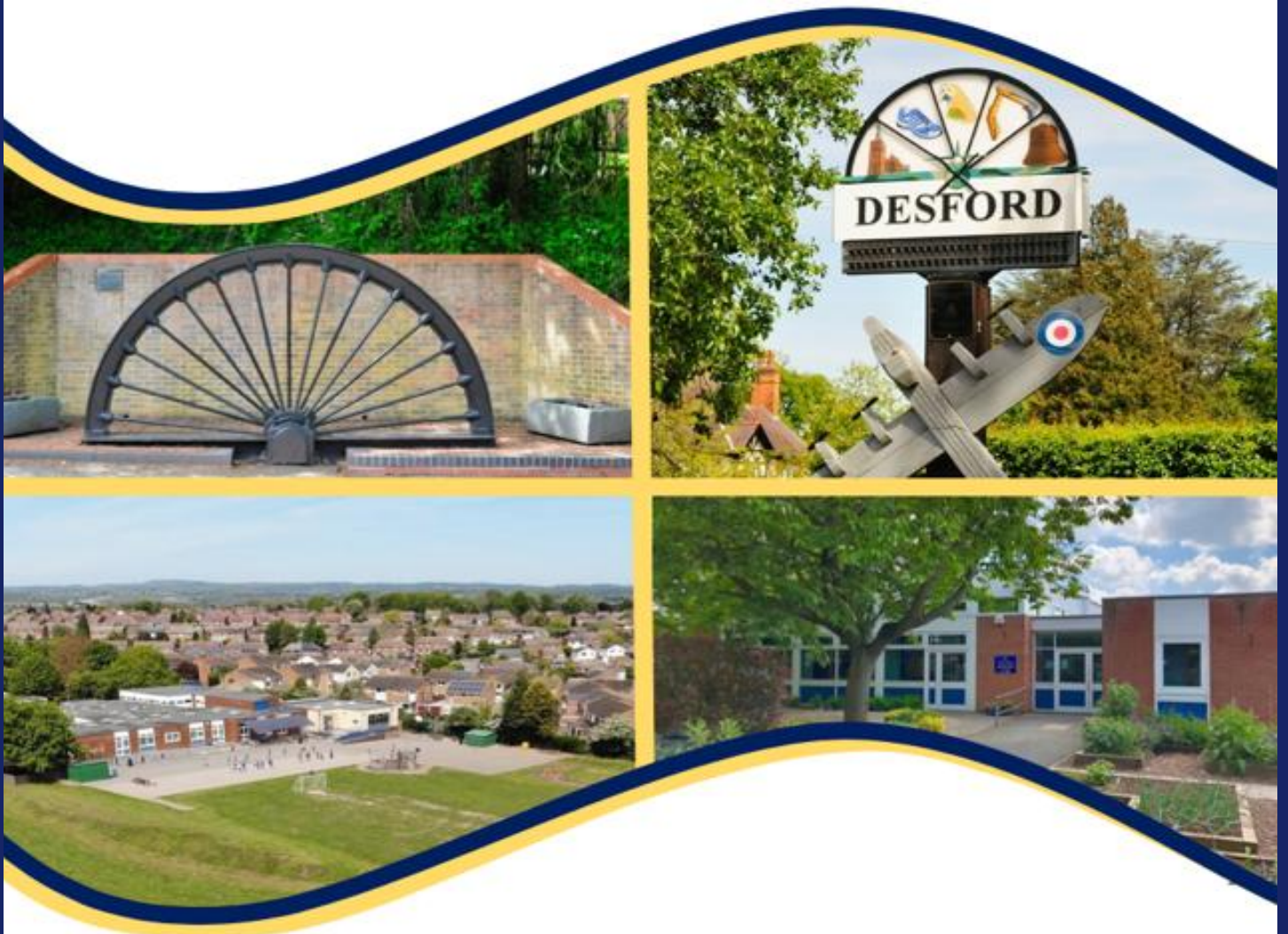
Governors recently conducted a parent survey that was answered by 194 parents/carers. From this we know that parents feel the following to be particular strengths of the school:

- The caring, nurturing relationships staff have with pupils
- Happy children/their children enjoy going to school
- The welcoming, friendly atmosphere, approachable staff

As stated in their report, many parents told Ofsted “how pupils flourish both academically and holistically” at the school. We are very proud of the links we have with parents and how well they support and contribute to our school community that goes from strength to strength.

Our Wider Links

A further theme of our survey results was how much parents value the links the school has with the wider community. These include strong relationships with the local churches, pre-school providers and community groups such as Desford in Bloom. The school has a very active fund-raising group in the Friends of Desford Primary School (FODPS). Over recent years, we have worked closely with schools within our trust on projects such as our Anti-Racism Pledge as well as the Stephen Lawrence Foundation which is based at De Montfort University. We are also entering our sixth year of collaboration with the Rethink Your mind charity and being part of their Yellow Book Project, which focuses on wellbeing and mental health.



Our Culture, Values and Development Priorities

Central to everything that we do at Desford is our school rule ***Be Kind to Yourself, Others and the Environment.*** This Principle forms the spine of our school values and ethos that have been developed in collaboration with all pupils and staff, whilst also driving the core values of our school curriculum. It also links closely with the promotion of the British Values, something that we believe are crucial for promoting an understanding of equality, diversity and the importance of respecting the values and beliefs of others.



Love of Reading

We believe that fostering a love of reading is crucial for children to be able to access all areas of the curriculum whilst also helping them to develop the knowledge, skills and confidence they need for the next stage of their education and in later life. Children at Desford show an enthusiasm for and a love of all sorts of reading. We are very proud of this and we want to develop this positive energy further and use it as a spark for securing a long-term love of learning for all pupils. Parents are invited to join us for reading mornings throughout the year so we can share our enthusiasm for reading wider than the classroom.



Physical Activity, Health and Wellbeing

The importance of sport, physical activity and engendering a self-awareness and appreciation of mental health and wellbeing is something we place a high emphasis on at Desford. For the past three years we have been involved with the www.rethinkyourmind.co.uk national initiative for empowering wellbeing through creative expression and mindful practice. The '*I feel better when*' theme celebrates and encourages individual choice of activities that make you feel good. This is something we actively promote in our curriculum and our extra-curricular activities. Throughout the school year, all children take part in Forest School sessions in our newly developed forest area. We are also in the process of developing an allotment area to grow our own vegetables!

Many of our pupils learn to play a musical Instrument and we believe in giving these children



the opportunity to perform and showcase their talents whilst also encouraging all children to develop an appreciation for this and other activities that make them feel good about themselves.

We have excellent foundations on which to build further enhancements to our curriculum in terms of wellbeing. This is something that we want all staff and children to contribute to so that it is ensuring our children develop into independent and confident citizens.

Inclusion and SEND

Our Inclusion philosophy encapsulates valuing each child as an individual, as well as part of a wider community. Unlocking potential and facilitating personal progress is at the forefront of all that we do. We believe that if children's barriers to learning are broken down then they will be better prepared for future life and achieve greater progress in all areas. It is our intention that children with special educational needs and/or disabilities (SEND) are supported to achieve their potential through access to quality first class teaching and appropriately differentiated learning activities and approaches.



Our long-term goal is to help equip our children with the knowledge and skills they need to live fulfilling and independent lives, achieving the goals and aspirations that our children set for themselves, with the support of all those around them



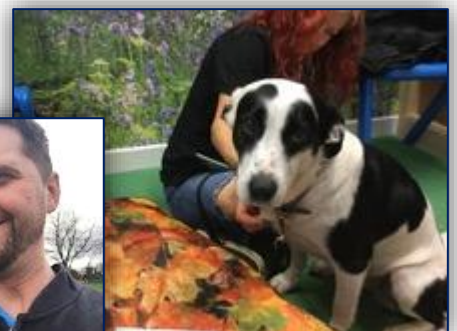
Pupil Premium

Pupil Premium provides us with additional funding for disadvantaged pupils to ensure they benefit from the same educational opportunities as all other children. It is for schools to decide how the Pupil Premium allocated to each pupil is spent, and we are currently exploring new and innovative ways of doing this that further enhance the support in the classroom and access to opportunities for all children at our school.

Our Environment and the Importance of Community

Ensuring that all of our pupils grow up in a school and community that places a high level of importance on caring for our environment, is core to much of what we do and something that we want to further embed in our developing curriculum. A fantastic group of parent volunteers run a gardening club and community garden at the front of the school, with plans to develop an allotment plot to teach the children about the importance of sustainability already underway. Previously, children and parents have planted over 200 trees across the school grounds for our current pupils to nurture and grow for the benefit of our future generations.

Pupils at Desford experience many other examples of being kind to themselves, others and the environment. The Sports Relief mile, Halloween Harvest Soup Giveaway, Bonnie the Reading Dog and many more examples help to foster an appreciation of community spirit and what it means to be a good citizen. We are incredibly proud of all that our pupils, families and staff contribute towards this.



The Desford Curriculum

At Desford Community Primary School, we place a lot of importance on understanding the context of the community in which our children live, grow and develop. Children in Desford deserve to learn from a curriculum that has been designed to give them the knowledge, understanding and experience that enables them to think critically about the world around them and grow into **KIND, RESPECTFUL CITIZENS** that make a difference in their communities and the wider world.

At the heart of everything in our curriculum, is our '**BE KIND**' ethos that drives everything that we do.

To ensure that our children become kind and respectful citizens, our curriculum has four main drivers that provide every child with the tools to thrive in the modern world.



Desford Community Primary School

Job Description



| | |
|--------------------------|--|
| Job Title: | Midday Supervisor 7.5 hours per week |
| Grade: | Grade 4, Point 6 |
| Contract Type: | 38 weeks - Fixed term until the end of 2025/26 academic year |
| Salary: | FTE £24,222, Actual £4103 (Pay award pending) |
| Responsible To: | Designated Teacher or Midday Manager |
| Key Relationships | Midday Manager / Senior Leadership Team |
| Liaison with: | |
| Job Purpose: | To take responsibility for the health and safety and security of children during the School/College lunch break. |

MAIN DUTIES AND RESPONSIBILITIES:

1. Supervise pupils in the area in which they eat their lunch for example:
 - to maintain order and safe transfer of pupils to and from the dining area
 - to assist younger pupils where necessary while they are taking a meal
 - assisting with service at the table
 - training pupils in the correct use of cutlery
 - wiping and resetting tables if necessary
 - cleaning up food and water spillages on tables and floors
 - to positively encourage good behaviour, table manners and hygiene
2. Assist and supervise the clearing away and tidying of the eating area.
3. Supervise pupils after lunch, either inside or outside of the school building, being especially vigilant as to the health, safety and security of the pupils within their care, and in accordance with the School's Behaviour Policy. For example:
 - be responsible for organising play activities in the playground (or indoors if a wet playtime) to positively encourage good behaviour
 - implement the positive rewards systems outlined in the school's behaviour policy

- implement the sanctions and reflections element of the school's behaviour policy in relation to lunchtime behaviour
4. Ensure reasonable behaviour and safe conduct of pupils by maintaining good order and discipline, dealing as appropriate (including restraint) with all incidents of disorder ensuring that any disruption is minimised.
- Implement the steps for positive rewards, reflections and sanctions from the school's behaviour policy
 - to liaise with the Headteacher and teaching staff of the school in dealing with problems arising from pupil behaviour and any other matters of concern
5. Attend to accidents and in the playground in accordance with the School procedure and guidelines on accidents and their treatment.

SPECIAL FACTORS:

Subject to the duration of the need, the special conditions given below apply:

- (a) The nature of the work may involve the postholder carrying out work outside of normal working hours.
- (b) The postholder may be required to attend, from time to time, training courses, conferences, seminars or other meetings as required by his/her own training needs and the needs of the service.
- (c) Expenses will be paid in accordance with the Local Conditions of Service.
- (d) This post is subject to a check being carried out at an Enhanced level by the Criminal Records Bureau regarding any previous criminal record.

This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot themselves justify a reconsideration of the grading of the post.

Leicestershire County Council and LIFE Multi-Academy Trust are committed to and are seeking to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.

Our Child Protection Policy can be viewed [here](#)

LIFE MAT's Recruitment of ex-offenders policy can be viewed [here](#)

Desford Community Primary School

Person Specification



| | Essential | Desirable | How assessed |
|--|------------|-----------|--------------|
| <u>Qualifications</u> <ul style="list-style-type: none"> NVQ 3 in Supporting Teaching and Learning, or equivalent OR <p>Able to demonstrate the ability to meet the STL Level 3 National Occupational Standards relevant to this post.</p> <ul style="list-style-type: none"> Level 2 qualifications in maths/numeracy and English/literacy OR <p>Able to demonstrate competency in literacy and numeracy equivalent to level 2.</p> <ul style="list-style-type: none"> | ✓ | | App/Doc |
| <u>Experience</u> <ul style="list-style-type: none"> Experience of supporting teaching and learning in a formal setting | ✓ | | App/Int/ Ref |
| <u>Knowledge</u> <ul style="list-style-type: none"> Knowledge of child protection and health and safety procedures. | ✓ | | App/Int/ Ref |
| <u>Skills/Attributes</u> <ul style="list-style-type: none"> Ability and willingness to undertake professional development. Good interpersonal skills. | ✓ ✓ | | App/Int |

| | Essential | Desirable | How assessed |
|--|-----------|-----------|--------------|
| <ul style="list-style-type: none"> • Empathy with children and young people. | ✓ | | Int/Ref |
| <ul style="list-style-type: none"> • Ability to work effectively as part of a team. | ✓ | | Int/Ref |
| <p><u>General Circumstances</u></p> <ul style="list-style-type: none"> • An understanding of, and commitment to, Equal Opportunities, and the ability to apply this to strategic work and day-to-day situations. | ✓ | | App/Int |
| <p><u>Factors not already covered</u></p> <p>Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the provisions of the Equality Act 2010.</p> | ✓ | | Med |

App = Application Form

Test = Test

Int = Interview

Pre = Presentation

Med = Medical Questionnaire

Doc = Documentary Evidence (E.g., Certificates)

How to Apply

The application form is available to download from the eTeach website. To apply, please complete the application, outlining your suitability for the role and demonstrating how you satisfy the qualifications and experience detailed within the person specification.

Please send your completed application via the eTeach website by **3pm on Thursday 26th June 2025.**

Further details will be sent to shortlisted candidates ahead of the interview. Interviews and tasks are likely to be held week beginning **Monday 30th June 2025.**

'LiFE Multi Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment will be subject to a DBS check and an online search.'

Thank you for taking the time to read about our school. We are very much looking forward to meeting you and hearing about how your own philosophy for education fits in with the journey that we are stepping out on.

Kind regards,



Colin Wilson
Head Teacher

