

St Margaret's Primary Academy

Nursery Teacher

Application Pack



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Letter from Sir Steve Lancashire, Chief Executive, REAch2 Academy Trust

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven't previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Teachers within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence, and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

Sir Steve Lancashire

Chief Executive, REAch2 Academy Trust



Our Cornerstones and Touchstones

REAch2 is the Cornerstone of the Trust: providing a strong, responsible foundation from which every academy develops and grows. A cornerstone provides a subtle yet paramount role in the construction of a building and ensures that REAch2 is a trustworthy, accountable and inspirational organisation, delivering the best possible learning experience.

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

Inspiration breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. You can learn more about REAch2 at our website: www.reach2.org



Letter from Zara Lambert, Headteacher, St Margaret's Primary Academy

Dear Candidate,

Thank you for your interest in this role at St Margaret's Primary Academy.

It's not been an easy year has it? With the worry of Covid-19 and all the challenges the year has brought with it. We understand that it has been an uncertain time. Not least for our staff, pupils and parents.

As a result, we are more determined than ever to offer our team and our children the support they need and deserve.

If you've done your research, you'll know that I was newly appointed to the role of Headteacher in September. I can honestly say that we have the most welcoming, caring and collaborative team, who I know would make any new colleague feel right at home straight away.

I believe in the wellbeing of all staff members, having been a full time class teacher only this year - during the pandemic- I understand and can still vividly remember the pressures of the classroom. We aim to work smarter, not harder, to lead with empathy and most of all create an environment of personal and professional growth for all the people committed to making St Margaret's outstanding.

This is an opportunity to join a school, shaped in a different way. Yes, we are working to improve outcomes, environment and standards to secure a 'Good' but we don't do it for Ofsted. We do it because we are proud practitioners, who are respected, highly skilled and upskilled throughout the year. Because we are committed to giving our children the best life chances possible. And because we're St Margaret's - we remember why we do this every day and we are not afraid to break down barriers and think outside the box!

We are delighted that you are considering joining the team. If you are passionate, ready to learn, have high expectations and integrity. If you believe in working together and aren't afraid of having audacious goals then we're the school for you. (If you have a great sense of humour then that will definitely help too!)

We look forward to meeting you and welcoming you to our school.

Miss Zara Lambert,

Headteacher, St Margaret's Primary Academy

The Role, Nursery Teacher

Do you want to make a difference to children's lives? Do you have a passion for teaching? Are you able to work as part of a committed team to ensure ALL pupils thrive?

Then come and join the team at St Margaret's!

Do you enjoy working with Nursery age children? Are you an outstanding practitioner? If so we are looking for an inspirational nursery teacher to join our team.

At St Margaret's Primary Academy, we pride ourselves on providing a safe, secure, positive and nurturing learning environment for the children from the local community and surrounding area. We have a committed & dedicated team of teachers & support staff who work tirelessly to extend the children's learning opportunities, our aim is to inspire our children to believe in themselves and what they may achieve in the future; Unlocking Potential; Transforming Lives. This is an exciting opportunity to work within our friendly team and make a real difference to children's lives.

We are part of the REAch2 Academy Trust (www.reach2.org) which provides the school with excellent support through training, coaching and mentoring.

So if you are:

- A person with a **strong moral purpose** to enable achievement for all.
- An individual who is **committed to and passionate about** high quality teaching.
- Ready to learn, as part of a team and be **challenged** to become the best that you can be.
- Able to remain **calm and adaptable** to the needs of different children.
- Ready to **share expertise** and drive for school-wide improvement.

We can offer you:

- The chance to be part of a Multi-Academy Trust that genuinely **cares about YOU**
- The chance to work with a **fantastic team** in a two form entry school.
- An **excellent CPD** training programme with REAch2 and beyond
- A **research-led school** who works tirelessly to develop **pedagogy**.

- A tenacious and courageous newly appointed Senior Leadership Team who care fervently about inclusion and promote creativity and **thinking outside of the box**
- **Fun-loving, energetic and enthusiastic pupils**
- **Proactive parents** waiting to join us on our journey to excellence
- The opportunity to make a **REAL difference** to the lives and life-chances of the pupils at St Margaret's Primary Academy

Give us a call even if you're just a tiny bit interested - it really is as exciting as it sounds

Application packs can be obtained by emailing the school on: recruitment@stmargarets-academy.org

Applications to be received by Tuesday 18th May 2021 to: recruitment@stmargarets-academy.org or addressed to: Mr R Wright, St. Margaret's Primary Academy, Church Road, Lowestoft, NR32 4JF.

Please complete our [Equality & Diversity Monitoring Form](#).

The school, and REAch2 Academy Trust, reserves the right to appoint earlier if an exceptional candidate applies for the post, so early applications are strongly encouraged.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment. Enhanced DBS clearance with Child Barred List check will be required for all posts, including right to work in the UK.

The application

You are invited to submit an application form to Robert Wright, Senior Business Manager at recruitment@stmargarets-academy.org.

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust's online [Equality & Diversity Monitoring Form](#) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check.

The application process and timetable

Application deadline:	Tuesday 18 th May 2021
Interviews:	W/C 24 th May 2021
Contract details:	Permanent
Salary:	MPR (NQT's are welcome to apply)
Hours:	Full time (32.5 hours pw)
Start date:	September 2021 (or sooner)

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that academies and academy personnel are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all of our pupils.

We have a principle of open competition in our approach to recruitment and will seek to recruit the best applicant for the job. The recruitment and selection process aims to ensure the identification of the person best suited to the job based on the applicant's abilities, qualifications, experience and merit as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system after six months from notifying unsuccessful candidates, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your details will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](#).

Job Description

Post: Nursery Teacher

Responsible to: The Headteacher

Salary/Grade: MPR

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment. Enhanced DBS clearance with Child Barred List check will be required for all posts, including right to work in the UK.

Scope: Classroom teacher

Duties: The Conditions of Employment for School Teachers

(Document on Pay and Conditions) specify the general professional duties of all teachers. In addition, certain particular duties are reasonably required to be exercised and completed in a satisfactory manner.

Responsible for:

- Supporting the vision, ethos and policies of the school and promoting high levels of achievement in the Nursery.
- Supporting the creation and implementation of the school improvement plan, particularly where it relates to the Nursery.
- Evaluating the effectiveness of the provision in the Nursery in close collaboration with the leadership team
- Organising and managing teaching and learning in the Nursery.
- The development and monitoring of the curriculum provision.
- Supporting the Headteacher in the monitoring of the quality of teaching and children's achievements, including the analysis of Nursery data.
- The pastoral care of children, promoting independence and good behaviour, in accordance with school policies
- Ensuring that parents are fully involved in their child's learning and development and well-informed about the Nursery curriculum, their child's individual targets, progress and achievement
- Developing the use of new and emerging technologies and techniques within the classroom

Teaching and Learning

- 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 teaching and best use of available time
- Maintaining good conduct and learning behaviours in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework
- Ensuring effective teaching and best use of available time
- 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 resource's 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 English and Mathematics
- 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, Reporting

- Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching
- Provide feedback for pupils and set targets together 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 recognize the level at which the pupil is achieving
- Prepare and present informative reports to parents.

Curriculum Development

- Contribute to team responsibility for a subject or aspect of the school's work and develop plans which identify clear targets and success criteria for its development and/or maintenance
- Contribute to the whole school's development activities

These duties may be varied to meet the changing demands of the school at the reasonable direction of the Headteacher. This job description does not form part of the contract of employment. It describes the way the post holder is expected to perform and complete the particular duties as set out above.

Person Specification

Factors	Essential	Desirable	Measured By
Qualifications & Skills			
Qualified Teacher status	Essential		A
Graduate	Essential		A
Clear communication/questioning skills – precise approach to written communication	Essential		O I A
ICT competent – Able to use IWB	Essential		O
Able to inspire children's interest in learning	Essential		O
Right to Work in the UK	Essential		A I
Enhanced DBS clearance with Child Barred List check			

Special Knowledge, Abilities and/or Experience			
Knowledge of strategies to support learning, progress and standards across the curriculum in KS2 – evidence of impact on progress	Essential		A R O I
Knowledge of how ICT can be used to support/ enrich learning	Essential		A
Effective classroom management skills – able to provide an effective environment for learning	Essential		O
Clear understanding of the role of assessment in the development of learning	Essential		A O I
Successful record of teaching within primary	Essential		A O I R
Awareness of national trends and developments	Essential		A I
Evidence of commitment to personal and professional development	Essential		A I
Personal Qualities			
Flexibility of approach	Essential		R
Excellent organizational skills	Essential		O R I
Supportive – able to work as part of a team	Essential		R
Able to respond to and seek advice	Essential		R
Ability to work under pressure while maintaining a cheerful disposition	Essential		A O I
Interest & Motivation in the job			
Enthusiasm for children's learning	Essential		O I R A
A commitment to the integration of children with SEN in mainstream school environment	Essential		O I A
A willingness to contribute to all areas of school life	Essential		A R I
*Key: A=Application, R=Reference, O=Observation, I=Interview			