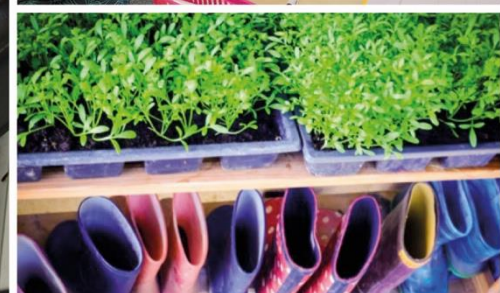




Reception Class Teacher with Leadership Responsibility



Application Pack

Our aim is for every child to achieve, participate and belong, and this is at the heart of everything we do at The Castle Partnership Trust

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Information regarding the role

Reception Class Teacher with Leadership Responsibility Full Time

Starting September 2023

Closing date for applications: Wednesday 22 February at 9am

Dear colleague

We are delighted that you are interested in The Castle Partnership Trust and the role of Reception teacher with leadership responsibilities at Orchard Grove Primary School.

This is a fantastic opportunity to be part of a brand-new school and all teachers benefit from working collaboratively with the other primary schools within the Trust.

Orchard Grove Primary School is the fifth school in the very successful and thriving The Castle Partnership Trust, within the areas of Wellington and Taunton, in Somerset. We will welcome our first cohort of children into the superb EYFS and Primary setting in September 2023.

Within the setting of Somerset's first net zero carbon school, children will be inspired by a unique curriculum that is preparing them for lifelong learning and a positive impact in the world.

We are looking for teachers who enrich children's lives and give them opportunities to become happy, prosperous adults with a strong moral compass and self-esteem, to contribute to and participate in society.

The successful candidate will be an experienced and highly skilled EYFS teacher. The role will include leadership responsibility, working closely with the Primary Executive Headteacher in the day-to-day running and long-term vision of the school.

I very much hope this has ignited your enthusiasm and I look forward to receiving your application.

Best wishes

Richard Healey

Orchard Grove Headteacher and Primary Executive Headteacher at The Castle Partnership Trust



Job Description

The aims and values of Orchard Grove and the Trust are fundamental and each member of staff will be expected to promote and develop these in all aspects of their work. All duties should be exercised in the context of these aims and values and in line with the Orchard Grove and Trust's policies.

The Conditions of Employment of Teachers (contained in the School Teachers' Pay & Conditions Document) and the Teachers' Standards Frameworks produced by the Teacher Training Agency form part of job descriptions for teachers.

In line with both the complex nature of the roles carried out and the priority placed on development and improvement in all aspects of our work, job descriptions are written in terms of outcomes rather than simply a list of specific tasks.

The post-holder shall perform, in accordance with any directions, which may reasonably be given to her/him by the Headteacher from time to time, such particular duties as may reasonably be assigned to them.

The post-holder will take responsibility of Orchard Grove in the absence of the Headteacher.

The generic job description, which follows, outlines the main areas of responsibility. There will be particular areas of responsibility and accountability, which will be negotiated with the successful applicant based on their strengths and the needs of Orchard Grove.

Purpose:

- As senior teacher, to lead on Early Years Reception and Key Stage 1 provision and leading the school in the absence of the Headteacher, who will be working across two sites. Upon the appointment of a full-time Head the senior teacher will continue to provide vital leadership support to the overall running of the school.
- To plan and deliver an appropriate curriculum that meets the needs of each child, in line with the other Primary and EYFS settings within the Trust.
- To monitor and support the overall progress and development of all children as a teacher.
- To contribute to raising standards of child attainment.
- Demonstrate and teach lessons which are consistently strong and work with colleagues to further develop as a teacher.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.
- To create an environment conducive to effective learning.
- To support the maintenance of high standards across all aspects of school life.

Disclosure Level: Enhanced.

Accountable to: Primary Executive Headteacher

Liaising with: School Leadership Team, teaching/ support staff, LA representatives, external agencies, organisations, individuals, parents/carers, governors.

Working time: 195 days per year (full time)

Salary Grade: MPS - UPS + TLR 2.1 (2A)

Job Description (continued)

Expectations:

- To have a belief in the importance of working together with all other staff to develop and implement the Trust's aims, plans and policies.
- To support and contribute to attempts to achieve continuous improvement in all aspects of the work of Orchard Grove and the Trust.
- To work, represent and promote the area and school in a manner that enhances the Trust's aims and values.
- To have a well-informed vision for the whole curriculum and be committed to a culture of continuous improvement.
- To promote the safety and well-being of all children and to have shared responsibility for the safeguarding and welfare of children.
- To value the importance of a collegiate approach and the opinions of all members of Orchard Grove and the Trust.
- To have excellent communication skills, both written and oral and high competence in the use of ICT, both for learning and administration.
- To be committed to positive behaviour management, inclusive of emotion coaching and a restorative justice approach.
- To be committed to enrichment activities in support of effective learning.
- To be able to work in an inclusive and positive manner and help to promote enjoyment of learning throughout Orchard Grove and the Trust.
- To create an inviting and stimulating teaching environment within the classroom, including the celebration of children's achievements.
- To carry out all duties assigned as a class teacher and as a leader during times when the Headteacher is not on site.
- To carry out any other duties which fall within the broad spirit, scope and purpose of the job description.

Operational & Strategic Planning:

- Be responsible for the development and implementation the curriculum within as part of the Orchard Grove curriculum team.
- To assist in the development of appropriate syllabuses, resources, schemes of work, assessment processes and teaching and learning strategies.
- To contribute to the formulation of aims, objectives and strategic plans.
- To plan and prepare lessons that support effective curriculum delivery.
- To implement Orchard Grove and Trust policies and procedures.

Job Description (continued)

Curriculum Provision & Development:

- To deliver the curriculum in a manner that meets the needs of all individual children.
- To assist in the process of curriculum development in order to ensure that the curriculum provided is of high quality and meeting the needs of all individual children. That it is also in line with the other Primary and EYFS settings within the Trust.

Staffing Deployment & Development:

- To continue to develop professionally in all aspects of the role including through involvement in a range of professional development activities.
- To engage in the Performance Management Review process in support of personal professional development.
- To support the professional development of colleagues to aid their ongoing professional development.
- To contribute to the establishment of effective working relationships within teams across Orchard Grove and the Trust.

Student Outcomes:

- To implement systems for monitoring student progress, both individual and groups, and to use the information obtained to improve child outcomes.
- To implement an effective and positive approach to behaviour management that supports high quality learning and personal development.
- To be accountable for child outcomes within classes and groups for which responsibility is held.

Quality Assurance:

- To implement Orchard Grove and Trust plans and policies in an effective manner.
- To implement an effective process of self-review and self-evaluation, including that based on target setting and analysis of data.
- To develop and implement action plans based on this self-review/ self-evaluation.

Job Description (continued)

Leadership Responsibilities:

- To lead the school in the absence of the Headteacher.
- To fulfil the role of Deputy Designated Safeguarding Lead (DDSL).
- To become a significant member of the curriculum development team at Orchard Grove and within The Castle Partnership Trust.
- To lead professional development for other staff at Orchard Grove and across The Trust.
- To form a vital part of the Senior Leadership Team (SLT) at Orchard Grove.
- To work closely with the Trust Early Years Nursery Group Manager to ensure an alignment of curriculum and a smooth and strong transition of all children from Orchard Grove Nursery to Orchard Grove Primary School.

Specific Responsibilities:

This role will be based at the new Orchard Grove Primary School opening in September 2023 to reception and nursery pupils, and then growing organically by a year group with every following year until full. The school will be in Taunton and has been built to meet the demands of the local community and the growing number of houses being built in the area. The role will be to work closely with the Primary Executive Headteacher to develop the EYFS curriculum and shared values which will be reflected in our teaching and how our children learn. Our curriculum will incorporate carefully selected knowledge and skills which will be brought to life in a way that is meaningful and exciting for children; promoting a life-long love of learning. It will also provide the cultural capital that they will need to be successful in learning as well as in their future lives.

The curriculum will be organised in a way which enables children to revisit knowledge and build depth of knowledge and understanding as well as ensure they learn more and remember more. Through the way our curriculum will be organised we will help children to make meaning of the world, develop their vocabulary and broaden their horizons. Each subject and learning experience will be content rich, with knowledge carefully selected and deliberately ambitious. Our curriculum will be coherent and well planned, building on what has come before and will encourage learners to be curious about their learning. Our approach to supporting children who may need help to access the curriculum will be through pre and post teaching, targeted interventions and scaffolding teaching strategies. This will make sure those children have the knowledge and skills to succeed in accessing learning rather than having to be continuously catching up.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of the effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out consultation with the post holder.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a satisfactory Disclosure and Barring Service (DBS) Enhanced Disclosure Certificate.

Person Specification

	<i>Essential</i>	<i>Desirable</i>	<i>Identified by</i>
Experience	<ul style="list-style-type: none"> - Qualified Teacher Status - A good honours degree 	<ul style="list-style-type: none"> - Experience of leading training - At least three years teaching experience 	Application, Interview, Selection Process
Qualifications or Training	<ul style="list-style-type: none"> - Qualified teacher with teaching experience 	<ul style="list-style-type: none"> - Further qualifications and skills training, particularly in leadership - A desire to develop and further career towards senior leadership 	Application
Practical Skills	<ul style="list-style-type: none"> - A strong teacher - A secure knowledge of the curriculum in EYFS and KS1 - The ability to use ICT effectively within and outside the classroom - The ability to deal positively with children and parents - Excellent communication skills - A commitment to innovation and the pursuit of excellence - Understanding the need to achieve good or better progress for all children and the strategies necessary to achieve that goal - Ability to manage and lead a subject across the school as well as be a significant member of the curriculum team - Enjoyment of teaching children and enabling them to achieve and succeed - A knowledge of and ability to use data and an understanding of its importance for planning and teaching 	<ul style="list-style-type: none"> - Preparedness to model lessons and support staff - A desire to further own career and undertake further professional development - Experience of working in an aspiring environment - To be able to fulfil leadership responsibilities seamlessly in the absence of the Headteacher 	Application, Interview, Selection Process

Person Specification (continued)

<p>Personal Qualities & Attributes</p>	<ul style="list-style-type: none"> - The ability to build, develop and maintain positive relationships with parents/ carers and staff - The ability and motivation to constantly improve own practice and knowledge through self-evaluation and learning from others - The ability to be flexible, adaptable and positive - The ability to model good professional practice at all times - An understanding of and commitment to the values and ethos of Orchard Grove and the Trust - Commitment to safeguarding and the welfare of all children - A determined and resourceful desire for hard work and to achieve the best for colleagues and children 	<ul style="list-style-type: none"> - Resilience and the ability to maintain a positive work/ life balance - A buy-in to Orchard Grove, The Castle Partnership Trust and the community of Taunton 	<p>Application, Interview, Selection Process, References</p>
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Application Process

Download your application form by visiting our website:
(www.orchardgroveschool.co.uk/vacancies) or scanning the QR code below:



To make an application for this role please complete an application form by 9am on Wednesday 22 February 2023

Please ensure the personal statement (Section F) within the application form is no more than 2 sides of A4 in total and in Arial font size 12. This may be on a separate document if required.

Please do not include a covering letter with your application. This will not be read. Everything you need to say must be included in the personal statement section of the application form.

Please note that applications from candidates who are shortlisted for interview will be sent to their referees for comment as part of the reference process.

Applications should be emailed to: office@orchardgroveschool.co.uk

If you would like to discuss the role, please email: office@orchardgroveschool.co.uk with your contact details and I will get back to you personally.

I am also offering tours of IKB (Orchard Grove's sister school) so that prospective candidates can get a feel for the school. It is recommended that you attend one of these, if possible, before applying.

- 16.30 on Wednesday 8 February 2023
- 16.00 on Thursday 9 February 2023

The timeline for recruitment is as follows:

- Closing date for applications is: 9:00 on Wednesday 22 February 2023
- Shortlisting will take place from: Wednesday 22 February to Friday 24 February 2023
- Invitations for interview will be sent by: Friday 24 February 2023
- References will be taken up from: Wednesday 22 February to Friday 24 February 2023
- Interviews will be held on: Tuesday 7 March 2023



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