



Kingsbrook View Primary Academy

(Aylesbury)

Job Role

Phase Leader

(Middle Primary Phase – Years 2, 3 and 4)

To start: September 2023

The newest primary Academy in Buckinghamshire is growing rapidly, creating a number of exciting opportunities. Are you ready to join our expanding team and become part of something very special and rewarding?

Kingsbrook View Primary Academy and the Inspiring Future's Partnership Trust are committed to safeguarding children, promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Online searches will be completed prior to shortlisting and an enhanced DBS and qualifications check will be carried out upon appointment of all successful candidates.





Welcome from Head of Academy

It is an absolute pleasure to introduce you to Kingsbrook View Primary Academy and I thank you for taking the time to show an interest in the position of Phase Leader at our brand-new Academy.

I am beyond excited for the journey ahead because, although we are still within our infancy, we have plenty of opportunities to grow and we are now in the process of expanding our staff team. We have had an incredibly successful start and we have already made a positive impact on our children, families, staff and community. It's not every day that you are given the opportunity to help shape a brand-new Academy that will be at the forefront of inspiration and innovation.

At my heart sits a passion for learning and a passion for children and young people to flourish. Why? Because they deserve it! Children, our future, deserve the best chances and at Kingsbrook View we nurture and encourage each and every individual child to reach their potential and give them the knowledge, skills and tools they need to thrive in life. We get to know and understand our children and build our curriculum to inspire and meet the needs and interests of our learners.

I have high expectations both of myself and others and this goes hand in hand with being the best version of ourselves we can be. This way, we can all be highly aspirational and dream big.

Opportunity is really important to me because that's exactly what education should do: open doors so that everyone can learn and aspire to reach for something great. It doesn't matter who you are or what background you come from, if you are in the right environment, encouraged and supported by the right people, you can succeed. I am honest and open and have created a culture of integrity amongst everyone who is involved in Kingsbrook View.

Every member of the Kingsbrook View community is respected and the safety and well-being of is a priority. I value community and working collaboratively and it is my desire for Kingsbrook View to represent the community it serves and for the community to be proud of us. I have a fantastic team around me and every one shares the Academy's vision and appetite for lifelong learning. This is because learning is valuable and powerful and learning is even stronger when we all do it together. Therefore, the ethos and vision for Kingsbrook View culminates in our motto: **Growing together to achieve dreams.**

I very much look forward to you joining us on this journey that will continue to make Kingsbrook View a happy and exciting place to learn and work.

Mr Jon Turner



About Kingsbrook View Primary Academy

Kingsbrook View opened in September 2021, with just 3 classes (90 pupils), and was built to serve the primary education needs of the new Kingsbrook residential development. We currently have 5 classes, up to Year 3. **In September 2023, we will be opening an additional 4 classes, across the Academy, taking us up to 9 classes (2 in Foundation Stage; 2 in Year 1; 2 in Year 2; 2 in Year 3 and 1 in Year 4) totally 270 pupils.** Our rapid growth means that we have a number of opportunities to join our expanding and dedicated staff team. We will continue to grow until we reach our final capacity of 472 places, up to the end of KS2.

At Kingsbrook View Primary Academy we are committed to delivering inspirational learning opportunities that are engaging, purposeful and challenging as **everyone** has the potential to achieve and excel. We have a passion for learning and we value the power of learning in securing a successful future. Our pupils take ownership of their learning to become highly aspirational and be able to make positive contributions to life in modern Britain.

Kingsbrook View Primary Academy:

- Has a strong set of values, modelled and followed by all
- Provides an excellent primary education for all children attending
- Enables all children to be highly aspirational and reach their potential
- Has high expectations of all
- Develops resilience, independence and self-regulation
- Provides a broad, rich, engaging and challenging curriculum
- Is an active and prominent establishment within the local community
- Provides a secure and happy environment where everybody's safety and wellbeing matters: children, parents and staff.
- Meets the individual needs of children and their families through a proven model of outstanding teaching and learning
- Values the contribution outdoor learning makes to a stimulating curriculum as well as wellbeing
- Celebrates diversity through an inclusive culture based on equality and respect
- Is a member of the Inspiring Futures Partnership Trust, drawing on the expertise and capacity of other Trust members to deliver outstanding provision

Our values permeate all that we do and we expect all children, parents, staff, Trustees and visitors to live and breathe these values. These values underpin our curriculum as they are central to being successful individuals, who make a valued contribution as citizens in the modern world.

Aspiration: aiming high, having high expectations and striving for the best

Resilience: responding to challenge, overcoming difficulty and learning from mistakes by having a growth mindset

Respect: valuing everyone's contributions and demonstrating respect for ourselves and others

Integrity: being open and honest, showing commitment to what is right and being proud of who we are



Phase Leader - Job Role

As a Phase Leader, you will be responsible for delivering inspirational learning, which enables pupils to achieve the highest standards. You will lead colleagues in your phase to ensure consistency of excellent and professional practice. You will take an active role in the continued development of the Academy and develop a strategic view of the Academy's vision and aims. You will have shared responsibility for the well-being, education and behaviour of all children, as well as the well-being and development of the staff you lead. Successful candidates will be positively committed to shaping and changing the lives of others. This role involves being a strong team member and having the ability to work in partnership with all stakeholders.

This unique opportunity has been created to increase leadership capacity across the middle primary phase (Years 2, 3 and 4). The successful candidate will be required to know and understand the expectations required at both KS1 and KS2. You will form part of the Academy's Middle Leadership at this stage and there is capacity for the role to develop over time. There is a class teacher responsibility but there is dedicated release time to carry out this role effectively and efficiently.

Does this sound like you?

- You are child-centred and put children's best interests at the heart of your teaching and leadership
- You are an exceptional classroom practitioner; able to engage, motivate and inspire children
- You are a natural leader, with tenacity and ambition, and can demonstrate high aspirations and expectations of yourself and others
- You have strategic vision and leadership skills to lead and implement change
- You have the ability to motivate others and develop excellent relationships with all stakeholders
- You embrace challenge and relish the opportunity to grow
- You embrace core moral values such as integrity, resilience and respect

In turn, we offer you:

- A chance to work alongside amazing children who are keen to learn and have high aspirations
- An opportunity to work alongside a highly professional, committed and talented staff team
- An opportunity to grow and develop as a professional through high quality CPD
- A brand new, state-of-the-art building with dedicated facilities and spaces for supporting learning
- The opportunity to develop your career within an expanding Multi-Academy Trust
- A vibrant and inclusive community
- A commitment to well-being and reduced workload





Job title	Phase Leader
Salary	MPS + TLR / UPS
Hours	Full time
Contract type	Permanent
Starting date	1 st September 2023
Responsible for	Teaching and learning of pupils and leadership of assigned phase
Line managed by	Senior Leadership Team

Job Description

Quality of Education

- Maintaining focus on the quality of education being provided in your phase
- Leading the adaptation and implementation of an ambitious curriculum for the benefit of all pupils, including SEND and Pupil Premium, with due weight given to phonics and reading
- Having an overview of internal assessment in your phase group
- Coordinating pupil interventions, including the deployment of TAs
- Leading in teaching and learning – leading by example, quality assurance of provision, implementing initiatives, providing advice and guidance for professional development
- Reporting to the Head of Academy and Academy Committee Representatives assessments and tracking information
- Monitoring and evaluating pupil achievement and attainment in your phase group
- Acting as a coach and/or mentor to support team development and performance, particularly for new members of the team
- Monitoring the quality of teaching and learning in your phase group (e.g. learning walks, lesson observations and intervention groups, monitoring of planning, scrutiny of pupil's work)
- Being available to cover whole Academy assemblies or other assemblies
- Leading phase group meetings
- Having an overview of curriculum and long-term planning.

Behaviour and Attitudes

- Maintaining high standards of pupil behaviour
- Creating a calm, orderly and positive environment for pupils to learn
- Ensuring that the Academy policy and practices on behaviour management and bullying are adhered to by staff and that incidences are dealt with swiftly
- Liaising with staff regarding behaviour as well as meeting pupils and parents separately if necessary
- Facilitating liaison between staff and the Academy Secretary or Head of Academy regarding barriers to learning and attendance.



Personal Development

- Ensuring that pupils in your phase group have access to wide ranging and rich cultural experiences, which may include trips, visitors, experience days, volunteering and outdoor learning
- Ensuring that opportunities to promote British Values through the curriculum and wider experiences are taken by teaching staff
- Supporting team members to find ways to promote equality, diversity and understanding of other cultures through the curriculum
- Overseeing a curriculum that informs pupils social, moral, spiritual and cultural development and cultural capital.

Leadership and Management

Strategic

- Having an ambitious vision for the phase group
- Participating in Academy self-review and evaluation, creation of the improvement plan, its implementation and Ofsted inspections
- Identifying and nurturing talent within the phase group
- Implementing and managing innovation and change as directed by SLT
- Participating in school to school support, the delivery of SCITT and Teaching School training sessions
- Improving the involvement of parents/carers, and the community in the life of the Academy
- Strengthening community and relationships e.g. staff, parents/carers, trustees and PTFA
- Taking account of the workload and wellbeing of team members, referring to workload guidance from the DfE and liaising with SLT where appropriate
- Attending meetings

Operational

- Coordinating events throughout the year for e.g. trips and parent meetings
- Timetabling in your year/phase group
- Line managing Teaching Assistants and Teachers (as appropriate)
- Management of allocated budgets/finances for your year/phase group to ensure best value
- Ensuring that all team members place the safeguarding of children at the centre of all they do and lead by example in this area
- Ensuring that team members feel safe and protected from bullying and harassment in their workplace
- Developing effective relationships between staff.

Any other reasonable duties that the Head of Academy may from time to time ask the postholder to perform.

This Job Description should be read alongside the range of professional duties of Teachers as set out in the Teachers' Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards.



Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Holds qualified teacher status 	<ul style="list-style-type: none"> Training in leadership or middle management
Knowledge and understanding	<ul style="list-style-type: none"> The ability to deliver high quality education within primary phase Be a good or outstanding primary practitioner A proven record of raising attainment of all pupils and securing good or better progress for children To know and understand how effective feedback impacts pupil progress Knowledge of the KS1 and KS2 National Curriculum Has experience of leading a curriculum area Experience of curriculum design and implementation Have secure pedagogy that underpins how children learn Know, understand and have experience of handling child protection and safeguarding Has a passion and a commitment to working in an inclusive Academy Has experience of adapting learning to meet the needs of all children, including those who are disadvantaged, those with special educational needs and those who are more able Understanding and ability to analyse assessment and tracking data and use this data to ensure all pupils are attaining well and making progress 	<ul style="list-style-type: none"> Has previous experience teaching within different primary phases Contribution to pupil progress meetings Experience of working in at least one context Knowledge of children's development in teaching English and Maths Has a thorough understanding of the need to be accountable to parents, governors and other parties and has the necessary skills to undertake this effectively
Skills and abilities	<ul style="list-style-type: none"> Able to manage the implementation of change Is a competent and confident user of IT Demonstrates a commitment and a passion for shared, co-operative working and can demonstrate positive team working strategies Ability to lead a team Ability to support and motivate staff Proven ability to communicate effectively Experience of establishing positive and professional working relationships Ability to correctly model written and spoken language Have high expectations for all learners Good organisational skills and efficiency 	
Personal qualities	<ul style="list-style-type: none"> Genuinely enjoys being with and working with children An enthusiastic and optimistic outlook To hold a growth mindset and believe that all children can achieve 	<ul style="list-style-type: none"> Own life experiences in order to enhance the cultural capital of our children



	<ul style="list-style-type: none">• Reflective and open to feedback• Creative in problem solving with a willingness to try new ideas• Reliability and integrity• Is flexible, friendly and approachable• Has a confidence and presence that inspires trust and is able to stay calm even when under pressure• Enjoys a work life balance	
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Application Process

Further information:

For more information about our Academy please visit our website www.kvpa.org.uk or to discuss the role further please contact our Head of Academy, Mr Jon Turner, via email: office@kvpa.school or telephone: 01296 255000

Visits to the Academy are warmly welcomed but need to be arranged in advance. Please email: office@kvpa.school or call: 01296 255000 to arrange a visit.

How to apply:

Interested candidates should complete the attached IFPT application form, which includes a personal statement that should outline your suitability for the post by referring to the job description and person specification detailed above. Please send completed applications, alongside a covering letter, to Mr Turner by email to: office@kvpa.school

Closing Date: 12pm Tuesday 2nd May 2023

Interviews will be held the week beginning: 8th May 2023

Interviews may be offered prior to the closing date, upon receipt of an exceptionally strong application.