

## **Our Mission Statement:**

**“CREATE, DISCOVER, SUCCEED TOGETHER”**

We have children at the heart of everything we do. At Charter School, everyone values working together to become imaginative and creative learners through inclusion, respect and kindness. We are curious in our discovery of the world and challenge each other to succeed.

## **Charter Expectations:**

- We keep ourselves and others safe
- We are ready to engage in all aspects of school life
- We are empathetic and kind

The school was opened in 1994 and is a modern, light and spacious building with fantastic outdoor space including a large field and an all-weather pitch. A purpose built, specialist resource base for children with social communication difficulties, is integral to the school. An independent pre-school operates on the school premises.

We are an active outdoor learning school and previously achieved a Challenge Partners ‘Area of Excellence’ for our Learning in the Natural Environment (LiNE) and we have a qualified Forest School Teacher. We implemented the Outdoor Play and Learning programme (OPAL) in January 2022 and we have an established nurture room which, while based on nurture room principles, is unique to Charter.

The school has an active and very supportive parent association (CSFA) who contribute socially and financially to whole school activities and developments.

Quotes from our most recent Ofsted inspection (July 2024).

“Charter Primary is an inclusive school where all pupils are accepted and valued.”

“The school has created an ambitious, broad and balanced curriculum for pupils.”

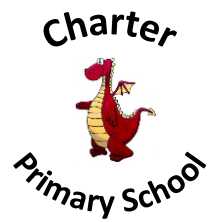
“Children in the early years are excited to learn. They enjoy the range of learning activities available both indoors and outdoors.”

## **Resource Base**

This was opened in September 2001 and now has eighteen permanent places, but it is currently supporting additional children. There are 3 teachers, 10 teaching assistants and 2 Lunchtime Supervisory Assistants linked to the resource base. There is a positive exchange of expertise between the teaching staff of the resource base and our mainstream teachers and teaching assistants.

Children who attend the Centre follow an adapted National Curriculum, which takes into account their particular needs, as does their inclusion within mainstream activities. Whilst the Centre provides the basis of the children’s schooling, the children are also active members of the whole school community. They take part in many mainstream activities and inclusion is a personalised programme for each individual, which is under constant monitoring and review. Children from mainstream also participate in reverse integration programmes and help the centre children to develop social and play skills during break-times.

**‘Create, Discover, Succeed Together’**



### **The Post**

We wish to recruit an enthusiastic and forward thinking primary teacher to join our team. This is a permanent, full-time position to start on 22nd April 2025, however we are able to accommodate a later start date of 1<sup>st</sup> September 2025 for the right candidate. This is an exciting opportunity to contribute to the ongoing development of our school. We are looking for a vibrant candidate knowledgeable about children's learning at each Key Stage including EYFS. We are open to experience in any subject leadership area. ECT's are also welcome to apply for this opportunity to gain invaluable experience.

We hope to appoint someone who is ambitious and hardworking with high expectations both of themselves and others, and who can inspire pupils and adults alike. The right candidate should make learning enjoyable, inclusive and stimulating for the children in their care and motivate them to reach their full potential. A commitment to providing an exciting and supportive learning environment, both indoors and out is essential.

Charter has a friendly and supportive team and we are looking for someone who wants to engage with this, a team member willing to play an active role in the school and to build good relationships with pupils, colleagues and parents. All staff are offered opportunities for continuous professional development.

### **Requirements of the Post**

The successful applicant will be required to carry out the duties laid out in Annex 1, Teachers' Standards (England), of the current School Teachers' Pay and Conditions Document.

The Governors are looking for someone who:

- is an enthusiastic primary teacher
- fits the criteria on the attached person specification
- is able to make learning enjoyable and stimulating
- can motivate the pupils in their care to reach their full potential
- will play an active part in the life of the school
- has excellent communication skills and can develop good relations with colleagues, children and parents

### **Salary**

The pay range for this post will be M1 to UPS3 (£31,650 to £49,084) per annum.

### **Safeguarding**

Charter school is committed to the safeguarding and welfare of the children in its care. All members of staff share this aim by identifying children giving concern and taking prompt and appropriate action. To achieve this we:

- Promote safe practice and challenge unsafe practice
- Prevent unsuitable people working at the school
- Contribute to effective partnership working between all those involved with providing services for children

The post is subject to medical and safeguarding checks and will only be confirmed on the receipt of evidence of teaching qualifications, references and satisfactory health and enhanced DBS checks. It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

An online search will be carried out on all shortlisted candidates as part of our safeguarding due diligence. Online searches are undertaken to identify any incidents or issues that have happened, and are publicly available online, which may call into question a candidate's suitability to work with children. Shortlisted candidates will also be asked to complete a Criminal Record Self Declaration form.

All posts involving direct contact with children are exempt from the Rehabilitation of Offenders Act 1974, as the work brings employees into contact with children, who are regarded by the Act as a vulnerable group. However, amendments to the Exception Order 1975 (2013 & 2020) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account.

Guidance and criteria on the filtering of these cautions and convictions can be found at: <https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>

The 'Exceptions Order' is indicated in the job advert for the role by us stating that a Disclosure and Barring Service (DBS) criminal record check will be required. In this circumstance you are required to list all of your cautions and convictions, including those that are spent, unless for the purposes of the job they are considered to be 'protected'.

You should be aware that as well as being able to ask you to disclose your cautions and convictions, we will be able to request the same information from DBS.

### **What now?**

We hope this has given you a brief taste of our school, please refer to our website for more information. We welcome visits to our lovely school and invite you to come to see the school in action. Please telephone us on 01249 447223 or email [sbm@charter.wilts.sch.uk](mailto:sbm@charter.wilts.sch.uk) to make an appointment.

The closing date for application is **Monday 17<sup>th</sup> March 2025 at 9.00am**. Interviews will take place on Friday 21<sup>st</sup> March 2025. The Governing body can pay expenses for candidates called to interview, but is unable to pay removal expenses for the successful applicant.

Please ensure that the application form is completed in full, with your letter of application being no longer than two typed sides of A4 paper. Completed forms should be emailed to [sbm@charter.wilts.sch.uk](mailto:sbm@charter.wilts.sch.uk) or be sent to:

Charter Primary School, Wood Lane, Chippenham, SN15 3EA

We regret that it is not possible to acknowledge receipt of all application forms, nor to write to unsuccessful candidates. If you have not received a letter from us within four weeks from the closing date, please assume that your application has been unsuccessful on this occasion. The Governors hope that all applicants will fully understand the reason for this policy.