

Primary Class School  
Teacher

Closing Date: Friday 24<sup>th</sup> May 2024

Early Applications encouraged.



## Application Pack

Please note we DO NOT currently do VISA Sponsorships



**We are dedicated to safeguarding and promoting the welfare of children and expect all staff to share this commitment.**

## Welcome

**As partners in our community, our mission is to provide every child and young person with an enriching and inspiring educational experience, where they can thrive academically and socially, both now and in the future. By being 'Stronger Together' in our educational quality, our parent and community engagement, our investment in our people and our sustainability, we can meet our specific pledges to all of our children, communities and staff.**

Our vision is to prepare every North Star Community Trust student for the changing world we live in. A world which is more global, more driven by technology, a world where anything is possible with the right preparation and attitude. That means providing a curriculum and learning experience that reflects the highest academic standards and inspires and enthuses pupils through its creativity and openness to the world around us.

Our children will be able to 'be the change they want to see in the world'. They will be resilient, optimistic, respectful, honest and well-rounded citizens, with a love of learning. At the same time, we are all also members of our communities, places where we find friendship, support and common endeavour. Being at the heart of our communities is a hallmark of North Star Community Trust.

We want our children and young people to have a sense of place, knowing the importance of 'giving back' and the value of community and togetherness to their everyday lives.

As a trust, we will foster a culture that respects diversity, safeguards the wellbeing of our children and recognises that we are stronger together than we are apart. In pursuing this vision, trustees, staff and governors will model it every day, knowing that each one of us plays a part in making it a reality for every child and young person.

I would like to wish you the best of luck with your application and should you require any further information please do not hesitate to contact the Trust.

*Marino Charalambous*

Marino Charalambous  
Chief Executive Officer



Our mission is to provide every child and young person with an enriching and inspiring educational experience.





## Our Schools, Our Community

North Star Community Trust is an educational charity that manages a family of 4 academies in North London, educating some 2,600 pupils.

We are very proud of our families, pupils, students and staff. We hope you will join our community.



### **Woodpecker Hall Academy – Edmonton**

A three-form entry primary academy serving pupils from Nursery through to Year 6.

“We are a Trust that has a very strong community ethos. That is what connects the Headteachers, the teaching and learning staff, and the schools together – serving our communities and inspiring the children who live at the heart of those communities.”

**Ms N Ross | Headteacher | Woodpecker Hall Academy**  
**NSCT Leader of Primary Education**



### **Kingfisher Hall Academy – Enfield**

A two-form entry primary academy serving pupils from Nursery through to Year 6.

“Being part of North Star Community Trust is a huge opportunity for schools to support one another, to share what they do well, and to work together to share our very best practice to the benefit of every child in the Trust. We’re all committed to that.”

**Miss G Vincent | Headteacher | Kingfisher Hall Academy**



### **Enfield Heights Academy – Enfield**

A one-form entry primary academy currently serving pupils from Reception through to Year 6.

“Being part of a family of schools is exciting and empowering, as we can learn from each other, while at the same time retaining a good level of autonomy. Shared central services keep costs down and we are able to buy in bulk with the purchasing power of a Trust.”

**Mrs J Powrie | Headteacher | Enfield Heights Academy**



## **Heron Hall Academy – Ponders End**

**TES Headteacher of the Year 2022**

**Finalists for the Pearson ‘Secondary School of the Year’ award 2021**

A growing secondary school, serving pupils from Years 7 through to 11.

“Many of our students come from the Trust’s primary schools, which means we know a great deal about them when they join us. Our mission and purpose is clear and supported by all our staff. The Trust approach is having a transformational impact on the lives of these young people.”

**Mr A Barzey | Headteacher | Heron Hall Academy**

# North Star Community Trust

## Staff Benefits Summary

This is a taxable employee benefit; however, the cost is met by the Trust. Our Scheme provides cover for routine healthcare such as optician checkups, dental treatment, physiotherapy, acupuncture and specialist consultations. This cover includes a range of benefits designed to help support your overall health and wellbeing such as specialist scans. The North Star Wellbeing Scheme gives access to a virtual GP service, GP Anytime which is provided 24 /7, 365 days a year. In addition to tax-free cover for you, the North Star Wellbeing Scheme also covers your dependants up to the age of 18 years old. There is no extra cost to add child dependants. Our scheme also gives you the option of upgrading your level of cover or adding a partner at an additional cost.

### Dental

Covers items such as check-ups, braces, dentures, crowns, bridges, white fillings, veneers and teeth whitening. Also covers a practice's dental plan premiums.

### Optical

Cashback on eye tests, prescription glasses, sunglasses, laser eye surgery and contact lenses.

### Chiropody

Covers items such as gait analysis assessments and podiatry treatments.

### Prescriptions

Covers NHS prescriptions charges or the NHS cash equivalent for private prescription treatments.

### Health & Wellbeing

Covers 22 alternative therapies including allergy testing, cognitive behavioural therapy, counselling fees, hypnotherapy and sports massage.

### Health Screening

Cashback for a full health screen, or a Well Man, or Well Woman screen. This allowance is separate to the workplace screening programme we offer as a bolt-on.

### Combined Physiotherapy

Cashback for pain relieving and preventative treatments such as physiotherapy, chiropractic, osteopathy, acupuncture and homoeopathy.

### Specialist Consultation and MRI Scans

Provides cashback for specialist consultation charges, including X-rays and MRI scans, as well as PMI excess charges (excludes company paid PMI).

### Dental Accident

Cover for damaged teeth following a direct blow to the head. Members can claim for veneers, dentures and crowns.

### 24/7 Counselling and Support Helpline

24 hour telephone advice, guidance and support from trained counsellors, legal and medical professionals on a variety of lifestyle issues.

## Employee Assistance Programme

Provides up to 8 face to face counselling sessions and includes a Serious Illness and Accident Support service.

## Fitness and Exercise

Access to offers and discounts on a wide range of fitness clubs and gyms via Health Shield's reward website PERKS.

## Online Health Assessment and Personal Coaching

Instant access to online health assessments and personal coaching tools including videos, factsheets and questionnaires.

## GP Anytime including Private Prescriptions

GP consultation service via phone or webcam, where a GP can also prescribe a private prescription to be delivered to a member's home or workplace.

## PERKS

Members have access to Health Shield PERKS, a website with a large range of discounted retail products and services, offers on travel, cash back on purchases and much more.

Discounts for the brands you love, all year round. Unlike voucher and flash sale sites, you'll always get great deals from brands like Apple, M&S, Virgin Media, GAP & more!

## Advice Services

Our Employee Assistance Programme offers free and confidential advice which is available 24hrs, 7 days a week to you and your immediate family. You will also have access to structured counselling of up to six sessions available either face-to-face or over the phone. The service covers, but is not limited to, Family Issues, Financial Information, Legal Information, Stress & Anxiety and Bereavement.

## Pension Schemes

Pension scheme (Local Government Pension Scheme for Support Staff and Teachers Pension Scheme for Teachers) - both schemes include 3 x salary life assurance cover whilst you remain in service. You don't pay tax or national insurance on your contributions and North Star Community Trust adds a generous employer contribution. All staff are entitled to opt-out of the pension scheme should they wish to do so.

## Holiday Entitlement

Our support staff on 52 weeks a year contracts benefit from a holiday allowance of a minimum of 24 days. This entitlement is in addition to any Bank or Public holidays. Teaching staff and term time only support staff receive the standard school holiday allowance.

## Training and Development

North Star Community Trust believes in training and developing people to achieve their potential. Whatever your aspirations, our training provision offers a range of courses and qualifications. These courses include a suite of National Professional Qualifications (NPQML, NPQSL, NPQH and NPQEL) and apprenticeship opportunities (in disciplines including IT, HR, Business Administration). North Star Community Trust have formed a partnership with The Skills Network, one of the most successful providers of online learning. As part of the partnership several FREE courses are available including: Childcare, education, enhancing skills, digital and wellbeing.

Continued professional development and opportunities across the Trust, including Masters Degrees through our partnership with Warwick University.

## Affordable Accommodation

Access to affordable North Star key worker accommodation from £550 per month all-inclusive of rent, utilities, internet access and maintenance.







## Stronger Together

We look forward to receiving your application, and hopefully be part of our wonderful team at North Star Community Trust.



## Job Description

<b>Job Title</b>	<b>Primary Class Teacher</b>
<b>Reports to</b>	<b>Headteacher</b>
<b>Location</b>	<b>Enfield Heights Academy</b>
<b>Hours</b>	<b>36 hours per week, 52 Weeks</b>
<b>Contract Type</b>	<b>Permanent</b>
<b>Salary</b>	<b>NSCT Main Scale Points M1 – UPS3 (£34,513.46 - £51,177.83 gross per annum) + generous benefits.</b>

**Do you want to make a real difference to children? Are you passionate about education and committed to developing the best provision for every child? If so, we would like to hear from you!**

The Headteacher is looking to appoint an excellent teacher, who is passionate about education and has the ability to inspire children to ensure they achieve personally and academically.

Enfield Heights Academy is a welcoming, friendly, and inclusive school, where children are happy, well-behaved and have a desire to learn. The staff are dedicated and put the children at the heart of everything they do. We share a clear vision for making a real difference to the lives of our children and wider community.

The school understands the importance of staff well-being and is also committed to the professional development of all staff. You will have ongoing high-quality support from leaders across the school and the Trust, and will attend appropriate training and development opportunities. You will be given support, time and space to grow as a teacher and a leader.

## Duties and Responsibilities

### Teaching, Learning and Assessment

- Think carefully about the needs of your class and plan innovative and inspiring sequence of learning to help children achieve their goals.
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular and measurable assessments to monitor pupil progress, review and set targets.
- Work with colleagues to improve your own practice through support and teamwork.
- Use effective teaching strategies to support those with additional educational needs.
- Maintain regular and productive communication with parents, to report on progress, rewards and consequences and all other feedback.

### Pastoral Care

- To help promote and safeguard the welfare of all children.
- To promote self-discipline, high standards of behaviour and positive attitudes on the part of all students and to implement policies and procedures to foster them.
- To ensure that a high standard of care and behaviour is maintained through the development and implementation of behaviour systems.

### **Communication and Community Links**

- To fully support the life and work of the school.
- To develop and maintain positive and effective professional relationships with colleagues, parents, the local community, Trustees and NSCT schools.
- To ensure that parents and pupils are well informed about the curriculum, attainment and progress and are able to understand and contribute to targets for improvement.

### **Other**

- Ensure that the classroom environment is organised and attractive through displays and use of resources.
- To direct, as required, support staff in the class to impact pupils' learning.
- Ensure that the school's Racial Equality and Equal Opportunity policies are always adhered to.
- Provide regular written reports as part of the required professional role.
- Attend staff meetings and engage in continued professional development.
- Ensure that the school's Health & Safety procedures are always followed and adhered to.

**The above duties are not exhaustive, and the post-holder may be required to undertake reasonable tasks as assigned by the Headteacher.**

## **Person Specification: Primary Class Teacher**

### **Qualifications – Essential**

- Bachelor's Degree or equivalent teaching qualification.
- Right to work in the UK.
- Qualified Teacher Status.

### **Qualifications – Desirable**

- Further Degree or relevant qualifications.

### **Experience – Essential**

- High level skills as a classroom practitioner.
- Experience of effective lesson planning, marking and assessment practice.
- Experience of using a range of positive behaviour management techniques to create an effective climate for learning.
- Experience of working well as a team member.
- Experience of communicating and presenting to others.
- Improving practice through effective monitoring and feedback.
- The ability to motivate and inspire children.
- Good organisational and time management skills.
- Experience of adapting teaching to respond to the needs of all pupils.

### **Experience – Desirable**

- Experience across the primary range.
- Experience of setting target and data tracking systems.
- The ability to analyse data in order to identify underperformance.
- Experience of raising attainment through the use of effective intervention strategies.

### **Knowledge and Understanding –Essential**

- An understanding of the features of effective pedagogy, how students learn and strategies to improve performance.
- Knowledge and understanding in how to teach early reading, writing and maths.
- Knowledge of barriers to learning and how to support a range of pupils to overcome these.
- Understanding of safeguarding / Child Protection requirements.
- Knowledge and understanding of the importance of continued professional development.
- Understand and deliver the vision, values and ethos of the school.

### **Knowledge and Understanding – Desirable**

- Knowledge of research and evidenced best practice relating to the quality of teaching and learning.
- Knowledge of curriculum design and development.
- Understanding of the latest Ofsted inspection framework and how this should be reflected in practice.
- Knowledge of recent developments at national level, pertaining to examination reform, curriculum reform and school accountability measures.
- Knowledge of internal and external monitoring and moderation.

### **Personal & Professional Qualities – Essential**

- A positive role model.
- Value diversity and promote equal opportunities.
- Commitment to own CPD.
- Determination, resilience and drive.
- Enthusiasm, creativity and initiative.
- Excellent record of attendance and punctuality.

### **Equal Opportunities – Essential**

- Understanding of different social backgrounds of students.
- Understanding the needs of students and the appropriate policies and strategies to support them.
- Understand and meet the needs of bilingual students.

## Next Steps

To apply please visit TES via the green quick apply button shown on the advert. You can view the roles available at the school and apply via the TES by clicking on the link here: [Primary Class Teacher, Enfield - Tes Jobs](#)

Closing date for applications is: **12pm on Friday 24<sup>th</sup> May 2024.**

***We are dedicated to safeguarding and promoting the welfare of children and expect all staff to share this commitment. The successful candidate will be subject to enhanced clearance through the Disclosure and Barring Service.***

***In line with KCSIE updates, an online search will be conducted as part of our due diligence checks on shortlisted candidates.***

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