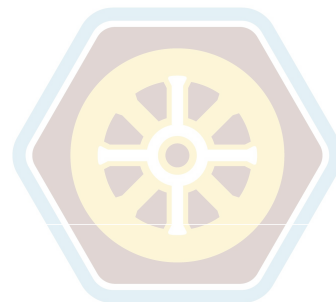


**Recruitment of  
Class Teacher  
September 2024**

**APPRECIATION** ❤️ **BELONGING** ❤️ **COMPASSION**



In this pack:

- Letter from the Headteacher
- Details about the Post, Selection Process and Timetable
- Job Description
- General School Information
- Advert







Ropley CofE Primary School  
Church Street  
Ropley  
Hants  
SO24 0DS

**Acting Headteacher: S Kirby B.Ed (Hons)**

May 2024

Dear Colleague,

Thank you for showing an interest in the Class Teacher vacancy at Ropley CE Primary School. I am delighted to enclose an application pack for your information.

Ropley CE Primary School is a happy, 6 class Primary School with 178 pupils on roll. Set amongst beautiful Hampshire countryside, we enjoy a prominent position in the heart of Ropley village and serve children from both Ropley and a number of other surrounding villages. When our school was inspected by Ofsted in November 2022, the outcome was that the school continues to be 'good' with strengths in high expectations and pride in the school. The pupils here at Ropley are absolutely delightful; they are enthusiastic children who enjoy learning. Parental support is very strong and the Governing Body is effective.

This is an exciting time for our school. We have built a strong team of likeminded teachers and support staff who pride themselves on a shared determination to provide a successful, safe and caring school where all children can thrive. Our motto of 'Be your best, achieve together' is reflective of the value we place on determination and perseverance as individuals and the strength to be found in co-operation and team work.

We are currently seeking an enthusiastic, dedicated and compassionate class teacher from September as one of our teachers is moving away from the area at the end of this academic year. There is also the possibility of moving the start date to the second half of the Autumn Term for the right candidate. We are looking for a team player who has the passion, skills and knowledge to enable our children to continue to flourish into confident, independent and engaged learners. Applications are welcomed from experienced or newly qualified teachers. ECTs would benefit from our excellent induction and mentoring support.

The closing date for applicants is Noon on Thursday 20th June 2024 and shortlisting will take place shortly after. Successful applicants will be invited to attend for interview week commencing 24th June 2024.

**Disclaimer: We reserve the right to close a vacancy earlier than the advertised date and may invite candidates to interview before the closing date. Once a vacancy has closed, we are unable to consider further applications, so please submit your application as soon as possible to avoid disappointment.**

I would be absolutely delighted to welcome you to school for a visit to meet some of the children and see for yourselves what we can offer each other. Alternatively, if you would like an informal chat about this position, please do phone and ask to speak to me. If you feel you would enjoy the challenge and rewards of working with us, we would be pleased to receive an application from you. I very much look forward to hearing from you.

Yours sincerely,

*Sam Kirby*

Acting Headteacher



## Details about the Post, Selection Process and Timetable:

### Details about the post: Class Teacher

Grade:	MPS
Type of post:	Permanent from September (Or 2nd half of Autumn Term for the right candidate)

### Safeguarding of pupils:

School statement:	This School is committed to safeguarding children and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment. We will ensure that all of our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Criminal Records Bureau checks along with other relevant employment checks.
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### Context for the vacancy:

Reason for vacancy:	Existing class teacher is moving away from the area
Expected start date:	1st September 2024 (Or 2nd half Autumn Term for the right candidate)
End date:	Permanent
Working Hours:	Full time

### Terms and conditions:

School statement:	This post is offered subject to the terms and conditions laid down by Hampshire County Council for teachers.
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### Equal opportunities: School statement:

**Rationale** Ropley CE Primary School is committed to equal opportunities for all pupils and staff, regardless of race, gender, age, physical disability, political or religious affiliations or marital status, and this is fundamental to the ethos of the school.

**Purpose** To provide an environment in which all pupils feel equally valued and have equivalent opportunities as others, regardless of race, gender, age or physical disability, in all areas of the curriculum.

To ensure that there is an equal opportunity for employment development and promotion for all staff and that they are not discriminated against on grounds of race, gender, age, physical disability, marital status, religion or politics.

**Guidelines** Recruitment, development and promotion of staff will be based solely on the criteria of merit and ability and suitability for the job.

No job application or employee will receive less favourable treatment on the grounds of gender, race, ethnic or national origin, marital status, domestic circumstances, age, sexuality, disability, political or trade union activity or religious beliefs

### Information about the recruitment and selection process:

Applications should be made to the Headteacher, by emailing: [s.kirby@ropleyschool.hants.sch.uk](mailto:s.kirby@ropleyschool.hants.sch.uk)

Closing date for applications:	Noon on Thursday 20th June 2024
Short listing:	w/c 24th June 2024
Interview date:	w/c 24th June 2024
Interview panel:	Acting Headteacher: Sam Kirby Senior Leadership: Emma Gaunt Governor: TBC
Visits	Visits are encouraged and can be arranged through the school office on 01962 772381 or by emailing <a href="mailto:adminoffice@ropleyschool.hants.sch.uk">adminoffice@ropleyschool.hants.sch.uk</a>

The purpose of this job description is to provide a typical list of duties within which teachers perform their professional duties. It is not intended to place a ceiling upon activity but, read with school policies, offers genuine opportunities to be professionally proactive.

**Job Title:** Class Teacher **Responsible to:** The Headteacher **Salary Scale:** MPR

**Aims of Post:** To teach a class of children and to ensure excellent outcomes for all pupils through embracing the school's values and supporting the strategic development of the school

There is an expectation that the Teachers' Standards will be consistently met, as will the contractual requirements as set out in the Pay and Conditions document.

### **Key Accountabilities**

#### ***Teaching and Learning***

Plan and teach lessons and sequences of lessons to the classes they are assigned to teach within the context of the school's plans, curriculum and schemes of work. Staff should have the knowledge and skills to effectively implement and teach an integrated and thematic curriculum across the whole age range. In addition, all teachers at Ropley Church of England Primary School will:

- Have high expectations of all pupils; respect their social, cultural, linguistic, religious and ethnic backgrounds and be committed to raising their educational achievement
- Treat pupils with respect, consideration and awareness of their development as learner
- Model and promote the positive values, attitudes and behaviour that is expected from pupils
- Foster the school's values and articulate their meaning to pupils
- Take pride in our school community
- Have a sound knowledge of the National Curriculum and an understanding of the importance of first hand experiences and relevant, purposeful contexts when planning learning sequences
- Within Key Stage teams, plan a broad and balanced curriculum where all subjects are explored within an integrated approach
- Differentiate teaching to meet the needs of pupils, including the more able and those with special educational needs
- Take account of the varying interests, experiences and achievements of all groups of learners (boys, girls, SEN, G&T, EAL, Pupil Premium etc) to help all pupils make good progress
- Organise and manage teaching and learning time effectively
- Seek opportunities for pupils to develop their independence and thinking skills
- To monitor, assess, report and evaluate the progress and attainment of pupils and give written and diagnostic feedback in accordance with the school's Assessment Policy
- To produce and contribute to oral and written assessments and reports relating to individual pupils, including IEPs, IBMPs (where appropriate) and End of Year Reports to parents
- Organise and manage the physical teaching space, tools, materials, texts and other resources, safely and effectively, with the help of support staff, where appropriate

Set high expectations for pupils' behaviour and establish a clear framework for classroom discipline to anticipate and manage pupil's behaviour constructively and promote self-control and independence

- Use ICT effectively when teaching
- Communicate sensitively and effectively with parents and carers, recognising their role in pupils' learning and their rights, responsibilities and interests in this
- Provide home learning and other out-of-class work which consolidates and extends work carried out in the class and encourages pupils to learn independently
- Recognise and respond effectively to equal opportunities issues as they arise in the classroom, including through challenging stereotyped views and by challenging bullying or harassment, following the relevant policies and procedures
- Create an attractive and stimulating environment using a variety of displays which enhance learning and reflect a range of children's work
- Assume responsibility for a specific curriculum area
- Ensure that Health and Safety procedures and standards are maintained
- Follow all policies and procedures that relate to safeguarding children
- Maintain confidentiality concerning information and issues in school
- Contribute to, and share responsibility in, the corporate life of the school, including FROGS events
- Undertake any other reasonable duty or task requested by the Headteacher

### ***Professional Development***

- Actively engage in the Performance Management programme of the school through robust self-evaluation and a proactive approach to professional development
- Fully participate in all school in-service and staff training and apply knowledge and skills with obvious impact
- Regularly evaluate and review methods of teaching and programmes of work, in line with new developments and initiatives

### ***Management of People***

- Develop effective working relationships with staff, parents, governors and outside agencies
- Work collaboratively with specialist teachers and other colleagues and manage the work of Learning Support Assistants or other adults to enhance pupils' learning
- To support colleagues in their understanding and delivery of your curriculum area

	Essential	Desirable
<b>Qualification and experience</b>		
Qualified Primary Teacher Status	✓	
Recent successful experience of working in a Primary School	✓	
Experience of leading a subject in a primary setting		✓
A consistently very good teacher with high expectations of children's learning and development	✓	
Experience of effective involvement of parents in their children's education	✓	
Successful implementation of quality assessment techniques to inform teaching and learning	✓	
Proven track record of showing initiative	✓	
<b>Knowledge, skills and abilities</b>		
Excellent interpersonal and communication skills at all levels	✓	
Ability to secure high standards of pupil achievement and behaviour	✓	
The ability to demonstrate a positive attitude and to develop and maintain positive and supportive professional relationships with children, staff, parents and governors	✓	
Ability to work as part of an effective team	✓	
A thorough knowledge and understanding of how children learn in the and how learning at this stage affects pupils' future learning	✓	
Ability to provide a broad, balanced, relevant and creative curriculum	✓	
Ability to influence the quality of teaching and learning	✓	
Ability to inspire and motivate the children and staff in the pursuit of excellence	✓	
A thorough grasp of current educational issues	✓	
Confident user of ICT & evidence of the strategic use of data		✓
Secure working knowledge of the National Curriculum and its' assessment, recording and reporting requirements	✓	
Excellent organisational and time management skills and an ability to prioritise effectively	✓	
<b>Personal qualities</b>		
An outstanding passion and drive for raising standards of teaching and learning	✓	
Positive, energetic, enthusiastic and resilient, thrives on challenge	✓	
Ability to maintain confidentiality	✓	
Ability to empathise with different points of view and circumstances	✓	
Strong moral compass	✓	
Commitment to personal and professional development	✓	



# General School Information

Originally founded in 1826 Ropley School moved to its current site in 1869, and has enjoyed expansion and modernisation over the years. We offer excellent facilities for pupils and staff including a school hall and kitchens (housed in the original flint building), a well-stocked, recently refurbished library, a large playground, out door adventure equipment, traversing wall, an extensive school field and a multi use games area. The school enjoys very strong links with the Church, with regular visits from the vicar, including frequent worship in school. Parents also play an active role in school life with many volunteering to help in school as well as through the PTA group (FROGS) who fundraise to support the school and the outdoor swimming pool, used by pupils for 10 weeks of the year. We also offer Breakfast Club and After School Club. In addition, there are a large number of lunchtime and after school clubs to further enhance the opportunities available for children.



## School Organisation

The school consists of six classes:

EYFS: (Single year group class)

Reception class

KS1: (Single year group classes)

Year 1 class and Year 2 class

KS2: (3 classes of mixed year groups)

Years 3 and 4, Years 4 and 5 and Years 5 and 6

Children in Key Stage Two are taught English, Maths and Science in discrete year groups in the mornings before returning to their mixed aged class bases in the afternoon. Each class has a Class Teacher, as well as support from LSAs where appropriate, depending on the needs of the pupils within the classes.

There are currently 33 pupils on the SEND register and 13 children have an Education, Health Care Plan.





# The Curriculum

At Ropley we want children to enjoy their learning; develop enquiring minds, develop the personal qualities they need to be good citizens of the world and develop a sense of their own nationality and culture, at the same time developing a profound respect for the nationalities and cultures of others. Most of all, we want children to develop all the skills they will need in order to confidently face the world of tomorrow.



The curriculum at Ropley is broad and encourages the creativity of the children. Music is included, particularly with the Hampshire Schools Music Service that visits the school weekly to teach all children in Carpenter Bee Class. There are a number of peripatetic music teachers that visit the school and offer additional music lessons in a variety of different instruments. All children are given opportunities to perform to the school both in regular whole school assemblies and in the termly year group assemblies in front of parents.

At Ropley we recognise the contribution of PE to the health and well-being of the children. We believe that an innovative, varied PE curriculum and extracurricular opportunities have a positive influence on the concentration, attitude and academic achievement of all our children. A mix of different sports and opportunities for ALL to participate and compete at different levels is at the heart of our planning. Children regularly take part in activities during their PE lessons including multi-sports, hockey, football and running. Through our partnership with the 7AS (7 Alresford Schools), we are able to offer the children additional sporting opportunities, including basketball, dance, rugby, cricket and rounders and the children in Year 6 enjoy a lesson a week from a visiting PE teacher from the secondary school.







## The Church

There has been a long history of mutual support and cooperation between the school and the church. This link was established from the very beginning of the school's history as one of the founders was the local vicar. In modern times, the current vicar is actively involved in worship and as a Governor, whilst our two Foundation Governors also play a very active part in school life and provide a link with the wider church community. St. Peter's reopened in 2023 after a fire destroyed it in 2014. We are thrilled to be able to have our special services in the Church as we value the unique opportunity for the school to be involved in and benefit from a modern and versatile space. As a controlled school we are also actively involved in diocesan initiatives. Our values of Appreciation, Belonging and Compassion underpin everything we do at school. In our SIAMS inspection in Spring 2019 we were pleased to be awarded a 'Good' rating.



# Parent Teacher Association (FROGS)

Ropley CE Primary School has an active and involved Parent Teacher Association known as FROGS (Friends of Ropley Organise Generous Support). FROGS is run by a small committee of parent volunteers along with a number of Class Representatives (one or two parents from each class) who work together to create a sense of community: between pupils, parents and teachers and the wider village community through social as well as fundraising events. The events and activities organised aim to raise funds and to enhance the education and experience of all children in the school. FROGS seek to foster a fun and active school community by providing opportunities for all pupils and their families to have fun, be creative,



and meet other parents while making a real difference to the school. FROGS also operates a permanent Swimming Pool sub-committee that entirely funds and runs the school's outdoor swimming pool for the 10 weeks of the year that it is in use.



## The Governing Body

The Headteacher and Governing body are keen to develop a partnership approach to the strategic leadership and management of the school towards continuous school improvement. The Governors are committed to ensuring that the school is the best it can be to enable all children within the School to make progress and achieve their potential, always seeking to improve and develop what the school has to offer. There are two sub-committees: Curriculum and Standards and Resources. The full Governing body meet twice a term, usually in the evening, and in addition each sub-committee meets at least once a term.

## What does OFSTED say about the school?

*'The whole community of Ropley C of E Primary is proud of their school.'*

*'The school has high expectations, and pupils respond well.'*

*'Pupils are very enthusiastic when they talk about their learning, as well as all the extra opportunities they have in school.'*

*'Staff and pupils have positive relationships.'*

*'Pupils said their school is a safe place and they are very clear about how all adults help to keep them safe.'*

*'Pupils enjoy learning because leaders have planned an interesting curriculum which starts well in the early years.'*

*'Pupils have good manners because adults model the behaviour expectations through a culture of positivity.'*

*'If pupils lose focus, adults skilfully remind them of what they should be doing.'*

*'Pupils with special educational needs and/or disabilities (SEND) achieve well because expectations are high and teachers plan activities that enable them to succeed.'*





# Advert

Closing Date: Noon Thursday 20th June 2024

Shortlisting: w/c 24th June 2024

Interviews: w/c 24th June 2024

Contract/Hours: Permanent, Full Time

Salary type: MPR

## Class Teacher

We are currently seeking an enthusiastic, dedicated and compassionate class teacher from September as one of our teachers is moving away from the area at the end of this academic year. There is also the possibility of moving the start date to the second half of the Autumn Term for the right candidate. We are looking for a team player who has the passion, skills and knowledge to enable our children to continue to flourish into confident, independent and engaged learners. This is an exciting time for our school. We have built a strong team of likeminded teachers and support staff who pride themselves on a shared determination to provide a successful, safe and caring school where all children can thrive. Our motto of 'Be your best, achieve together' is reflective of the value we place on determination and perseverance as individuals and the strength to be found in co-operation and team work. Applications are welcomed from experienced or newly qualified teachers. ECTs would benefit from our excellent induction and mentoring support.

## Application Procedure

Please download an application pack from our school website for further information.

I would be absolutely delighted to welcome you to school for a visit to meet some of the children and see for yourselves what we can offer each other. If you feel you meet the requirements to be successful in this post but would like to discuss an alternative working pattern, please do let me know at the point of applying so we can discuss possible solutions should you be successful at interview.

If you would like an informal chat about this position, please do phone and ask to speak to me or send me an email.

01962 772381—[s.kirby@ropleyschool.hants.sch.uk](mailto:s.kirby@ropleyschool.hants.sch.uk)

If you feel you would enjoy the challenge and rewards of working with us, we would be pleased to receive an application from you. I very much look forward to hearing from you.

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