

# #BETTER TOGETHER





## **WELCOME TO UFFCULME ACADEMY TRUST**

I hope that this recruitment pack will give you an idea of Uffculme Academy Trust, what we stand for and what it might be like to work with us.

We have a simple and compelling vision for education. We believe that our schools should sit at the heart of our communities; that there are no limits to what our children and young people can achieve; and that they should be great places to work and learn.

We are incredibly proud of our Trust and the schools within it. Strong partnerships, collaboration and generosity are the bonds which underpin our collective mission to provide great education for all children no matter what their starting point or their background.

I have been associated with Uffculme Academy Trust for more than 10 years, and I have no doubt that it is a very special organisation. Having moved from Headteacher to Executive Head to CEO, I know first-hand how a strong ethos, ambitious culture and compassionate environment drive success. We are lucky enough to employ brilliant people who share our vision, many of whom have started careers with us and stayed to progress these careers. We want people to join us who believe that whatever their role, they can make a difference to the life chances of students. We are totally committed therefore to helping all our staff thrive and fulfil their professional ambitions.

We are looking for an individual who shares the same vision and values - if you believe that you have the skills, drive and vision to help us achieve our aims we would be delighted to receive your application.

We look forward to receiving your application.



**LORRAINE HEATH, OBE**  
**CHIEF EXECUTIVE OFFICER**



Dear Applicant,

On behalf of Uffculme Primary School, I would like to thank you for your interest in the role of Class teacher.

This is an exciting role and is an excellent development opportunity for someone who is keen to develop as a teacher and work with a strong, committed staff to provide the very best outcomes for our children. This post is suitable for an Early Career Teacher.

We are a forward-thinking school, and we are looking to appoint a highly motivated and inspiring teacher to join our team. You will have a passion for working with children from different backgrounds to ensure they receive the education they deserve. You will bring an innovative and creative approach to teaching, learning and outcomes for pupils within your class.

We can offer:

- A happy, forward looking school with a hard-working team
- Strong systems to support vulnerable learners
- An excellent Teaching Assistant team who undertake interventions and support
- A commitment to professional development
- The support of the Multi-Academy Trust and a network of teachers across our schools

If you share our vision and values, enjoy a challenge and the rewards associated with supporting young people to reach their full potential, then we would like to hear from you.



**To apply, please complete an application form and attach a separate supporting letter of no more than two sides explaining your suitability for the post at Uffculme Primary School.**

If you would like to know more, or you would like an informal discussion about the role, then please contact me on 01884 840282. Alternatively, you can email me at [admin@primary.uffculmeschool.net](mailto:admin@primary.uffculmeschool.net)

A handwritten signature in cursive script, reading 'Fraser Wallace'.

Fraser Wallace  
Headteacher



### **Uffculme Primary School**

Uffculme Primary School is a single form of entry school with one class for each year group, with over 220 pupils from Reception to Year 6.

We place great emphasis on knowing children as individuals and identifying their individual needs. We provide a safe and happy environment in which all children can reach their full potential.

Our experienced, committed and dedicated team of teachers and support staff continually strive to provide the best quality of teaching and care to all our pupils so that each one can thrive and reach their full potential. We aim to deliver a creative and challenging curriculum across the whole school through a thematic approach with many enrichment activities.

We expect every child to work to their best ability in all aspects of their school life and to contribute to the life of the school and the communities we are part of. We believe in building links with our local community and beyond to help our children make sense of the world today and find their place in tomorrow's world.



## **THE OPPORTUNITY**

**Full Time Class Teacher – required from September 2022**

**Fixed term for one year in the first instance**

### **Main Job Purpose**

- To perform a leading role in raising standards, challenging performance and supporting improvement, to ensure that all children attending Uffculme Primary School achieve their full potential
- To ensure the achievement of excellent educational standards by assisting the headteacher in monitoring the teaching and learning across the school
- To ensure the ethos and practice of the school reflects the ethos and principles of the Academy Trust
- To promote and safeguard the welfare of the children

**See the Job Description for a full breakdown of the role and responsibilities.**

**The closing date is 9am 23<sup>rd</sup> May 2022 with interviews likely to be held on Wednesday 25<sup>th</sup> May**



|                |               |
|----------------|---------------|
| Post           | Class Teacher |
| Grade          | M1 – M6       |
| Hours          | Full time     |
| Responsible to | Headteacher   |

### **Purpose of the role**

- To perform a leading role in raising standards, challenging performance and supporting improvement, to ensure that all children attending Uffculme Primary School achieve their full potential
- To ensure the achievement of excellent educational standards by assisting the headteacher in monitoring the teaching and learning across the school
- To ensure the ethos and practice of the school reflects the ethos and principles of the Academy Trust
- To promote and safeguard the welfare of the children

### **Main duties**

#### **Teaching & Learning**

- Design learning experiences that inspire and motivate *all* children to succeed
- Promote excellent progress and outcomes for all pupils
- Accurately assess the learning and progress of pupils and make effective use of this information
- Record pupils' progress and achievements systematically, using this as a platform for further development
- Track progress of individual pupils to identify those who are exceeding expectations, or those who are underachieving, reporting to the headteacher
- Effectively manage pupil behaviour
- Perform a leading role in raising standards, with an emphasis on curriculum development
- Be an exceptional classroom practitioner, able to demonstrate, and support others to achieve excellent classroom technique, leading to effective learning.
- Have extensive and up to date subject and pedagogical knowledge to inform the development of teaching and learning
- Contribute to the effective work and strategic planning of the Senior Leadership Team

#### **Professional Practice:**

- Demonstrating and promoting the positive values, attitudes and behaviours that are expected from the whole learning community



- Identifying and taking responsibility for professional development in line with the school's improvement priorities and own objectives
- Demonstrating strong and up-to-date subject and curriculum knowledge
- Contributing positively to the safeguarding and wellbeing of all pupils in the school
- Making a positive contribution to the continued development of all teams of which you are a member and their positive profile across the academy

### **Support for pupils**

- To contribute to individualising the curriculum.
- To help and guide pupils in their learning.
- To explain the teacher's instructions.
- To encourage the pupils' greater independence.
- To offer regular praise and encouragement.
- To offer basic organisational support and to encourage pupils to concentrate.
- To assist teaching staff in developing learning strategies.
- To assist in the monitoring and evaluation of pupils' progress.
- To develop a knowledge of differing learning difficulties and strategies to assist such pupils.
- To assist in the intimate care for individual pupils
- To assist pupils in their physio programme and liaise with outside agencies.

### **Safeguarding**

- Attend all safeguarding training as directed.
- Follow Trust procedures and report any concerns to the relevant DSL

### **Data Protection**

Ensure that legislation and Trust policies and procedures relating to confidentiality and data protection are adhered to.

### **Special Factors**

This role may involve some traveling between schools within the Trust (and new ones that may join in the future). The reimbursement of travel costs to schools, other than the location of your normal working location, will be as per the Trust's travel policy.

The post-holder will support the achievement of the Trust's objectives by working proactively with colleagues on projects or activities outside their direct area of responsibility, as required.

The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and School based Policies and Procedures including Health and Safety and Data Protection requirements and to be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the Trust's safeguarding policies.





As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether “spent” or “unspent”. Criminal convictions will only be taken into account when they are relevant to the post.

*This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed.*

*The Trust seeks to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.*



## PERSON SPECIFICATION – Class Teacher

| Criteria                      |                                                                                                     | Essential/<br>Desirable |
|-------------------------------|-----------------------------------------------------------------------------------------------------|-------------------------|
| Qualifications and Experience | Good Hons degree (2.2 or higher) in a relevant subject                                              | E                       |
|                               | QTS status                                                                                          | E                       |
|                               | Experience of teaching in the primary age range                                                     | E                       |
|                               | Experience of teaching in different key stages                                                      | D                       |
| Skills and Knowledge          | Evidence of ability to secure good outcomes for children within the class                           | E                       |
|                               | Relevant additional subject or age-specific training                                                | E                       |
|                               | Excellent ICT skills                                                                                | E                       |
|                               | Excellent organisational and time management skills                                                 | E                       |
|                               | Evidence of ability to build productive working relationships with parents and fellow professionals | E                       |
|                               | Excellent relationships with colleagues                                                             | E                       |
|                               | Evidence of support for and input into the enrichment or extra-curricular programme                 | E                       |
|                               | Ability to communicate effectively at all levels                                                    | E                       |
|                               | A clear understanding of the national agenda and key areas of curriculum change                     | E                       |
|                               | Participation in relevant development training                                                      | D                       |
|                               | Evidence of wider professional learning                                                             | D                       |
| Personal Qualities            | Excellent interpersonal skills                                                                      | E                       |



|  |                                                                                            |   |
|--|--------------------------------------------------------------------------------------------|---|
|  | A genuine love of teaching and rapport with children                                       | E |
|  | Willingness to go the extra mile to secure high levels of pupil performance and engagement | E |
|  | Tact and diplomacy                                                                         | E |
|  | A sense of humour                                                                          | E |
|  | Infectious enthusiasm and relentless positivity                                            | E |
|  | Creativity, imagination and ideas                                                          | E |
|  | Flexibility                                                                                | E |
|  | Ambitions to develop your career further                                                   | D |



## **About Us**

Uffculme Academy Trust is a unique partnership of schools working as a multi academy trust (MAT) across Devon and Somerset.

Our mission is to deliver excellent education from the ages of 2-18 so that children and young people fulfil their potential, lead safe happy lives and make a positive contribution to society.

The Trust is creating and supporting a network of exceptional schools where:

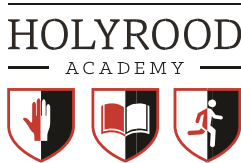
- each school within the Trust sits at the heart of its community,
- aspirations and expectations are high, and achievable, for everyone,
- the culture is joyful and children and staff enjoy coming to work and learn.

We are supportive of learning and development, encouraging our staff to broaden their skills and knowledge through CPD.

If you are looking to work in a fast-paced environment, share our values and can help us to make Uffculme Academy Trust an even greater place to work and learn, then we would love to hear from you.



**AXE VALLEY ACADEMY** is an 11-16 school, with 590 students, based in Axminster, Devon – a beautiful market town based in East Devon. With its quaint villages and unspoilt countryside, and just a few miles inland from the Jurassic Coast World Heritage Site, Axminster is the perfect place to live and work, with the best of Devon and Dorset on its doorstep.



**HOLYROOD ACADEMY** is an 11-18 Academy in Somerset with approximately 1330 students on roll including around 150 in the sixth form. It is situated in the centre of the market town of Chard and it is the only secondary school in the town. We are therefore fully comprehensive and committed to providing an excellent education in the service of our whole community.



**NEROCHE PRIMARY SCHOOL** is truly an exceptional place of learning – it is a single form of entry school with one class for each year group. We have over 210 pupils from Reception to Year 6 as well as over 40 children on role in our preschool setting.



**UFFCULME PRIMARY SCHOOL** is a single form of entry school with one class for each year group, with over 220 pupils from Reception to Year 6. We place great emphasis on knowing children as individuals and identifying their individual needs. We provide a safe and happy environment in which all children can reach their full potential.



**UFFCULME SCHOOL** was the founding school of the Uffculme Academy Trust and exemplifies our key values. A truly outstanding 11-16 school with approximately 1060 students on roll, based between Taunton and Exeter, near the rolling Blackdown Hills and close to the M5 motorway.



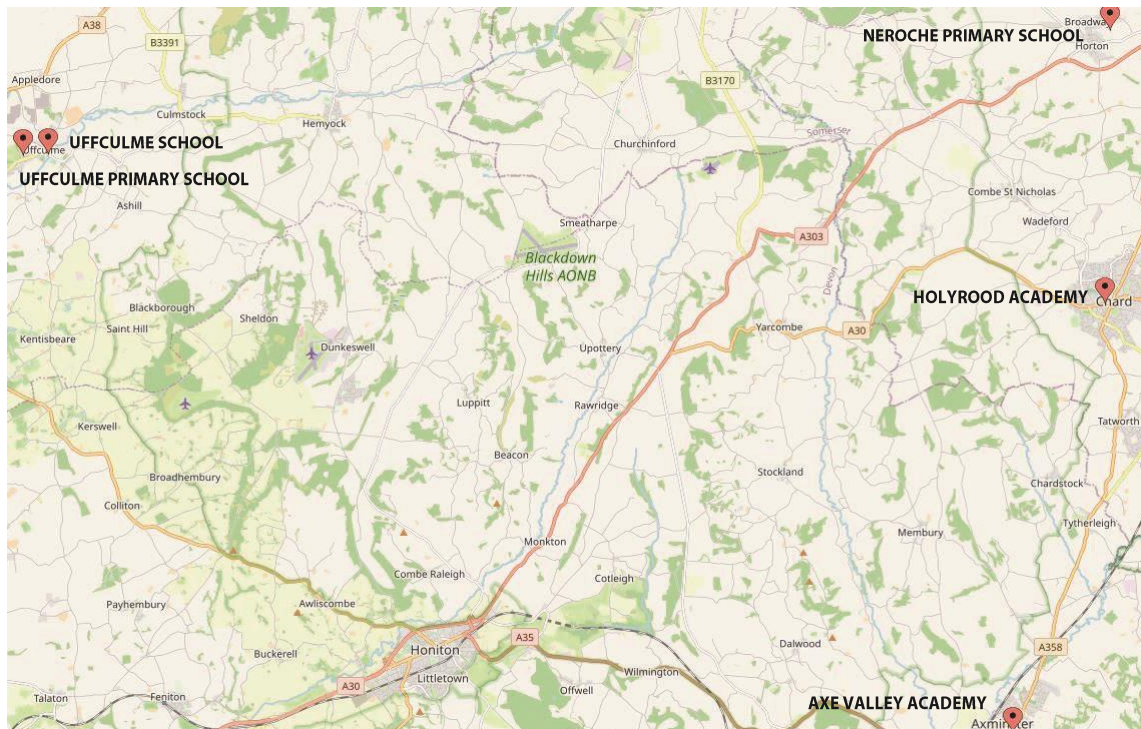
**WEST COUNTRY TRAINING ALLIANCE** demonstrates the value the Trust places on developing our staff and growing our own talent. WCTSA are a strategic partner of the South West Institute for Teaching and provide high-quality continuous professional development, Initial Teacher Training (ITT) and support for school improvement. WCTSA is based at Uffculme School, which acts as the lead school for our School Direct ITT programme.



## LOCATIONS

All our schools are situated in the beautiful countryside of Devon and South Somerset, within easy commuting distance of Exeter to the west and Bristol to the North, being close to some of the most beautiful coastlines of Devon and Dorset.

Our schools' varied locations allow our staff to access not only beautiful beaches, but also some of the best areas for walking, biking and other outdoor activities; yet the cities of Exeter, Bristol and Bath are close by.



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TWITTER @TrustUffculme / LINKEDIN @UffculmeAcademyTrust



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