

**Ashington Learning Partnership**

**Candidate Information Pack**

**Teacher (1 Year FTC)**

**Introducing the Ashington Learning Partnership**

Thank you for your interest in the position of Teacher with the Ashington Learning Partnership. We hope the information provided in this Candidate Information Pack tells you more about the role, our schools, and our vision and values as an organisation. If this is what you are looking for in your next position, we encourage you to apply.

The Ashington Learning Partnership is a Foundation Trust and the ‘home‘ of Central and Bothal Primary Schools. Both schools are two of the largest primary schools in Northumberland providing for the educational needs of over 1400 pupils aged from 2-11 years old.  Each school operates a lower and upper site provision and all four sites are based within the semi-rural town of Ashington, Northumberland.

We are incredibly proud of our schools and work hard to ensure that they are vibrant and exciting places for young learners to be. We are fortunate to benefit from specialist facilities as well as modern buildings and grounds which allow us to provide a safe and stimulating learning environment for our whole community. Both schools were inspected by Ofsted in October 2023 with Central Primary School judged to be Good with an outstanding Early Years Provision and Bothal Primary School as an Outstanding school.

Both schools are at the heart of a very close community and work in collaboration with local businesses, parent groups and external agencies to extend learning beyond the classroom and into the lives and homes of the community that we serve. Our values underpin or expectations of relationships, behaviour and conduct. They inform the choices we make and provide a moral compass to guide us as citizens. , without excuse. This applies to pupils, staff, parents, governors and the wider community.

The successful candidate will join a dedicated and supportive team of Teaching staff who play a key role in supporting our pupils to achieve their best.

We are committed to providing the highest standards of inclusive education through quality teaching, appropriate focussed support and high expectations.  All our staff play a key role in enabling us to support and extend the learning of all pupils through working in partnership with our dedicated and talented teaching staff.

**Why Join the Ashington Learning Partnership**

As a team, we work together in a collaborative and supportive way to achieve the aims of all our schools. Every individual member of staff, irrespective of their job, plays a valuable role in the education and safeguarding of our pupils and together we make an incredible team. Our senior leaders and Governors, are committed to staff professional development to support both individual and organisational ambitions. The Ashington Learning Partnership is truly a great place to work!

We are committed to fostering a positive and supportive culture and a healthy working environment with wellbeing of employees always high on our agenda and taken into account in our decision making.

The successful candidate will not only receive a competitive salary but the additional benefits of working for the Ashington Learning Partnership include :

* Salary Teacher Main Pay Range starting at £31650 to Upper pay Range max £49084
* 25 days annual leave plus 8 days bank holiday (rising to 28 days annual leave plus Bank Holidays after 5 years’ service)
* Membership of the Local Government Pension Scheme (LGPS)
* Access to wellbeing and health support including counselling, physiotherapy, weight management and access to medical practitioners
* Access to discounts and exclusive deals from major retailers and brands
* Discounted school meals through our catering services
* Free tea and coffee!

**The Role**

Our Teaching Team are lead by our dedicated and motivated Senior Leadership team. Our teaching staff are passionate about supporting children to achieve their best, through our shared values and commitment to raising aspirations.

As part of the application process please could you send a 5 Minute VIDEO RECORDING of youteaching reading to a group or class of pupils forms part of the selection process. Candidates should ensure they have permission of their Head teacher to make the film and share it with the Ashington Learning Partnership. Alternatively this can be filmed without children present if you do not have permission to share. Please ensure that no children can be identified in the clip.

Candidates will need to hold the relevant qualification for the role. A job description is included within this pack.

**Application Process**

An Application Form is included in the pack along with completion guidance.  A Job Description and Person Specification, a Safeguarding Policy and Equality Policy are also included. Completed applications should be returned by post or email to Bothal Primary School, High Market, Ashington, Northumberland, NE63 8NT or Rachel.douglas@alptrust.co.uk by **Monday 28 April 2025**

**Safeguarding Policy Statement**

Safeguarding and promoting the welfare of children is of paramount importance and is everyone’s responsibility.

It is the responsibility of every member of staff, volunteer and regular visitor to our school to ensure that they carry out the requirements of this policy and, at all times, work in a way that will safeguard and promote the welfare of all of the pupils at this school. This includes the responsibility to provide a safe environment in which children can learn.

We recognise that staff at our school play a particularly important role as they are in a position to identify concerns early and provide help for children to prevent concerns from escalating. All staff are advised to maintain an attitude of ‘it could happen here’ where safeguarding is concerned. When concerned about the welfare of a child, staff members must always act in the best interests of the child.

Our school will establish and maintain an ethos where children feel secure, are encouraged to talk, are listened to and are safe. Children will be able to talk freely to any member of staff at our school if they are worried or concerned about something.

All staff and regular visitors will, through training and induction, know how to recognise indicators of concern, how to respond to a disclosure from a child and how to record and report this information. We will not make promises to any child and we will not keep secrets. Every child will know what the adult will have to do with any information they have chosen to disclose.

Throughout our curriculum, we will provide activities and opportunities for children to develop the skills they need to identify risks and stay safe. This will also be extended to include material that will encourage our children to develop essential life skills.

At all times we will work in partnership and endeavour to establish effective working relationships with parents, carers and colleagues from other agencies in line with Working Together to Safeguard Children (2018) and Local Safeguarding Partners’ Procedures.

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| **JOB DESCRIPTION 2022-23** | **Job No.** |  | **ALP** |  | **T1** |

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| **Job Title:** |  | **Primary Teacher** |  | **Salary:** |  | MPS/UPS |  | £ | - | £ |
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| **Responsible to:** |  | Executive Headteacher/ Deputy Head of School |  |  |  |  |
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| **Job purpose:** |  | To carry out duties in accordance with the provision of the current School Teachers’ Pay and Conditions Document and within the range of duties set out in that document.  The post-holder is also required to work towards the achievement of the agreed aims of the school. |

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| **Duties & responsibilities:** |
| **1.** |  | Meet the standards expected as described in the current STPCD. |
| **2.** |  | Plan and teach lessons to the classes they are assigned to teacher within the context of the school’s plans, curriculum and schemes of work. |
| **3.** |  | Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils. |
| **4.** |  | Participate in arrangements for preparing pupils for external examinations. |
| **5.** |  | Contribute to the development, implementation and evaluation of the school’s policies, practices and procedures in such a way as to support the school’s values and vision. |
| **6.** |  | Work with others on curriculum and/or pupil development to secure co-ordination outcomes. |
| **7.** |  | Rarely, and in circumstances that are not foreseeable, unless employed wholly or mainly for the purposes of providing such cover, supervise, and so far as practicable teach, any pupils where the person timetables to take the class is not available to do so. |
| **8.** |  | Promote the health, safety and well-being of pupils. |
| **9.** |  | Maintain good order and discipline among pupils. |
| **10.** |  | Direct and supervise support staff assigned, where appropriate, other teachers, contributing to the recruitment, selection, appointment and professional development of other teachers and support staff if required. |
| **11.** |  | Effectively deploy and manage school resources.  |
| **12.** |  | Participate in arrangements for the appraisal and review of own performance and, where appropriate, that of other teachers and support staff. |
| **13** |  | Participate in arrangements for own further training and professional development and, where appropriate, that of other teachers and support staff including induction. |
| **14.** |  | Communicate with pupils, parents and carers as required. |
| **15.** |  | Collaborate and work with colleagues and other relevant professionals within and beyond the school. |
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| Play a full part in the life of the ALP, promoting ALP schools positively within the local community and beyond |
| Undertake other duties and responsibilities as required commensurate with the grade of the post |
| As a representative of the ALP, it is important that a positive, helpful and courteous approach is adopted with everyone with whom the postholder comes into contact. For the purposes of this aspect of the job, customers can be categorised as internal (e.g. governors, staff and pupils to whom the postholder is providing a service) and external (e.g. parents, visitors, suppliers, contractors, local residents etc). |
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| The ALP is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The postholder is therefore under a duty to use the ALP’s procedures to report any concerns they may have regarding the safety or well-being of any child or young person. |
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| The ALP will endeavour to make reasonable adjustments to this job description and to the working environment in order to enable access to employment opportunities for disabled job applicants and/or to enable continued employment for an employee who develops a disabling condition. |

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| The duties in this job description are in addition to those covered by the latest School Teachers’ Pay and Conditions Document. The above may also include any duties that the Principal may reasonably ask of the post-holder including undertaking aspects of the professional duties of the Principal, as required. Duties may be modified by the Principal with agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.   |

**PERSON SPECIFICATION**

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| **Job Title:** |  | **Teacher** |
|  | **Assessed by:** |
| **Essential:** |  | **Desirable:** |  |  |

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| **Knowledge & Qualifications** |  | **Knowledge & Qualifications** |
| Qualified Teacher Status |  | A relevant degree |  |  |
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| A thorough up to date knowledge of the range of teaching, learning and behaviour management strategies and how to implement them effectively |  |  |  |  |
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| A thorough understanding of the national curriculum and a range of assessment requirements and arrangements. |  |  |  |  |
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| Knowledge and understanding of the implications of equal opportunities, multicultural education and inclusion |  |  |  |  |
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| Knowledge of the legal requirements, national policy and guidance on the safeguarding of children |  |  |  |  |
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| **Skills & Competencies** |  | **Skills & Competencies** |
| Ability to prepare and plan effectively |  |  |  |  |
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| Good organisational skills |  |  |  |  |
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| Ability to prioritise and manage time effectively |  |  |  |  |
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| Ability to work as part of a team |  |  |  |  |
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| **Other** |  | **Other** |
| Suitability to work with children |  |  |  |  |
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| Key to assessment methods; **(A)** application form, **(I)** interview, **(R)** references, **(T)** ability tests **(Q)** personality questionnaire **(G)** assessed group work, **(P)** presentation, **(O)** others  |