

#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.

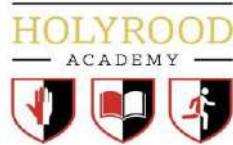
We are looking for an individual who shares the same vision and values - if you believe that you have the skills, drive and vision to help us achieve our aims we would be delighted to receive your application.

We look forward to receiving your application.



A handwritten signature in dark ink, appearing to read 'L. Heath'.

LORRAINE HEATH, OBE
CHIEF EXECUTIVE OFFICER



WELCOME TO HOLYROOD ACADEMY

Dear Applicant,

Thank you for your interest in this post.

Holyrood exists to serve its community as such; we are looking for a Primary Teacher who shares our commitment to ensuring that the young people we serve receive the best possible standard of education. You will join a positive and hard-working team of staff who are absolutely focussed upon bringing our vision for the Academy to fruition.

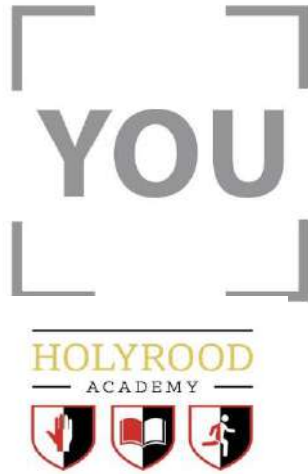
We seek to establish a mission for social justice at Holyrood: one that promotes social mobility and allows students to achieve brilliantly, regardless of their background. However, we are also developing a school culture wherein students feel happy, are invested in the wider aspects of school life and are not ashamed to aim extremely high.

We are a school that values the building of positive and compassionate relationships with students and we place high aspiration, quality classroom delivery and 'feeding the Holyrood culture' at the heart of what we do.

If you would like an informal telephone conversation with me or to visit the Academy please email your contact details to dmaccormick@holyrood.uat.ac so I can arrange to call you.

If this vision matches your own, we would be delighted to hear from you.

Dave MacCormick - Headteacher



Holyrood Academy is an 11-18 Academy in Somerset with approximately 1250 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.

Holyrood was last inspected in 2013 when it achieved an Outstanding rating.

Outcomes have been historically strong and despite the considerable challenges brought by the changes to KS4 programmes of study, we have consistently achieved a positive progress 8 score placing us as reliably one of the top performing secondary schools in Somerset.

Holyrood Academy is part of Uffculme Academy Trust thereby creating opportunities to work as part of a team of highly effective school leaders. It allows each school in the MAT to share good practice and provides exceptional opportunities to learn from each other. All our senior leaders are system leaders and regularly contribute to the leadership programmes of Teaching Schools across the region including those put on by our own Training School WCTSA.

The leadership team at Holyrood Academy consists of a mix of newly appointed and highly experienced senior leaders. All are driven to deliver exceptional experiences and educational outcomes for young people and have firmly bought into the UAT principles of excellence.

Holyrood benefits from a large and beautifully situated site within easy commuting distance of towns such as Taunton and Yeovil as well as the cities of Exeter and Bristol. Chard is on the edge of the Blackdown Hills and close to the Devon and Dorset coastlines.

The Academy occupies a split site; however, both sites are located on the same campus. We are therefore lucky enough to have a great deal of open space and our staff and students enjoy excellent facilities.



THE OPPORTUNITY

Primary Teacher – Required for September 2022

Main Job Purpose

To provide high quality teaching and promote effective learning for KS3 students who remain working within the KS1 curriculum.

Job Purpose

- Take responsibility for planning and implementing agreed schemes of work for all children in the designated intervention, within the framework of statutory and recommended national and Academy policies.
- Maintain assessment records and to report on students' progress to senior staff and parents/carers, in accordance with national and Academy policy.
- Manage additional adults who are deployed to work with the intervention group and/or specific students with identified special needs and/or disabilities (SEND).
- Safeguard students, adhering to the Academy's agreed staff handbook and safeguarding/child protection policies at all times.

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

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

The closing date for this post is 11am on Thursday 19th May with interviews the week beginning 22nd May 2022



Post	Primary Teacher
Grade	MPS5/6
Hours	Full Time Temporary for one year (in the first instance)
Responsible to	SENDCo

- Plan, differentiate and mark student's work in accordance with national and Academy policies.
- Ensure that all students experience a broad, balanced and stimulating curriculum offer, in line with the agreed curriculum maps and statutory guidance.
- Actively differentiate teaching and learning experiences so that each student has the opportunity to make excellent progress and achieve standards that meet his/her full capability.
- Ensure that all students, including those in identified contextual groups, make at least good academic progress and outstanding progress wherever possible.
- Provide students with opportunities to manage their own learning (e.g. Assessment for Learning) and become independent learners.
- Create a secure, safe and stimulating classroom environment and maintain the highest standards of organisation, behaviour and discipline.
 - Set high expectations for students' behaviour establishing and maintaining a good standard of discipline through well focused teaching, effective classroom management and through positive and productive relationships.
- Maintain a high standard of display within the classroom that supports and enhances students' learning.
- Arrange for resources, equipment and materials to be available in such a way that they are properly cared for, easily accessible and encourage students to become responsible for their own learning.
- Work collaboratively with colleagues to undertake medium and short-term planning that supports students within the identified intervention group to transition to mainstream secondary lessons.



- Assess students' progress, maintain records and provide written reports to parents/carers in accordance with Academy and national policies.
- Communicate openly and clearly with parents, carers and outside agencies about children's wellbeing & safety and their progress & attainment.
- Ensure that Academy aims and objectives, in relation to the curriculum, equal opportunities, safeguarding and discipline are promoted in everyday classroom organisation and practice.
- Liaise with Academy-based and other external professionals and support staff as required.
- Take responsibility for the management of other adults as described in the purpose of this post.
- Proactively research and undertake continuous professional development (CPD) opportunities through and participate actively in the Academy's arrangements for appraisal and performance management.
 - Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards.
 - Liaise with support staff, such as Teaching Assistants, to ensure a coherent programme of study for students in the classroom.
 - Attend staff briefings and departmental meetings as required.
 - Carry out a share of supervising duties in accordance with published schedules.
 - Carrying out such other tasks commensurate with the above as may be required from time to time by the Headteacher.

Knowledge and understanding:

- Have a sound knowledge and thorough understanding of the concepts and skills required to teach phonics and basic numeracy skills and a detailed knowledge and understanding of the National curriculum programmes of study at KS1.
- Understand the framework for teaching reading, writing and maths and the routes of progression within these.
- Understand and know how national, local comparative and Academy data can be used to set clear targets for students' achievement.



- Understand how students' learning is affected by their physical, intellectual, emotional and social development.
- Be familiar with health and safety requirements, where relevant, and plan lessons to avoid potential hazards.

Attributes and professional contribution to the community:

- Establish a safe and stimulating environment for students rooted in mutual respect
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of students.
- Contribute positively and effectively to working relationships across the school through positive contribution in academic, pastoral and other school meetings.
- Make a positive contribution to the wider life and ethos of the school.
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.
- Communicate effectively with parents/carers and take part in liaison events with parents and agencies outside school, as appropriate.

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 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 – Primary Teacher

	Essential	Desirable
Qualifications	Qualified Teacher Status (QTS) and evidence of continued professional development	Relevant additional subject or age-specific training/qualifications
Experience	<p>A track record of a least 'Good' teaching in Early Years/Key Stage 1</p> <p>A minimum of 2 years' experience within Early Years/Key Stage 1</p>	<p>Experience of teaching across the primary age range.</p> <p>Working within an environment where the majority of students are not working at ARE and whose self-esteem and confidence has been negatively impacted by this.</p>
Knowledge and understanding	<p>Teaching and learning strategies that can be used to facilitate excellent progress for all children</p> <p>Effective behaviour management techniques.</p> <p>The monitoring, assessment, recording and reporting of children's progress.</p> <p>The statutory requirements concerning safeguarding and child protection</p> <p>A thorough understanding of how to teach phonics and basic numeracy skills – particularly to those students not working at ARE.</p> <p>Planning targeted intervention support to focus on identified gaps within basic knowledge and skills.</p>	<p>Knowledge of the KS3 and KS4 curriculum</p> <p>Evidence of contributing towards developing schemes of work</p>
Abilities and Aptitudes	Establish and develop close relationships with students, parents, and the community	Ability to support colleagues to understand the



	<p>Communicate effectively (both verbally and in writing) to a variety of audiences including colleagues and children alike</p> <p>Work effectively with other adults in the classroom, such as teaching assistants to ensure that they are deployed effectively whilst in the class</p> <p>Create a happy, challenging, and effective learning environment, where students feel safe to take risks</p> <p>Excellent classroom management and high standards of classroom organisation.</p> <p>High level administrative and organisational skills</p> <p>Ability to listen, adapt and reflect</p> <p>A willingness to use ICT to enhance learning opportunities</p>	<p>difficulties students are facing with their learning and provide advice on how to support them effectively.</p>
Personal Qualities	<p>A genuine love of teaching and rapport with young people.</p> <p>Ability to inspire and enthuse young people</p> <p>Excellent interpersonal skills</p> <p>Creativity, originality, and the ability to think and act innovatively</p> <p>Resilience, determination and relentless positivity</p> <p>Flexibility</p>	



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.



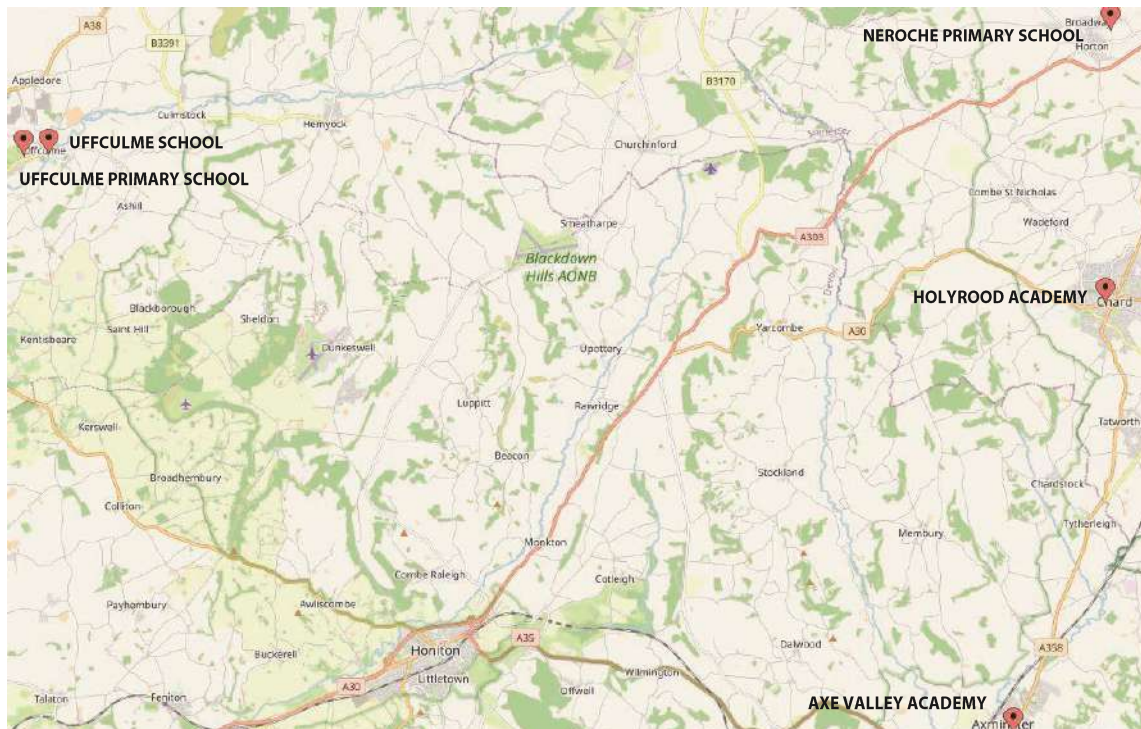
WEST COUNTRY TRAINING ALLIANCE demonstrates the value the Trust places on developing our staff and growing our own talent. WCTSA are a strategic partner of the South West Institute for Teaching (SWIFT) and provide high-quality continuous professional development, Initial Teacher Training (ITT) and support 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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