



Primary Teacher

New River College Primary

Closing date: Midnight, 30th January 2022; Job reference NRC/940

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About us

At New River College Primary we aim to provide opportunities for all pupils to learn and achieve academically, emotionally, socially and behaviourally. All staff and agencies involved at NRC Primary promote spiritual, moral, social and reflective development and this is ingrained into all our daily practice.

We succeed in doing this through setting relevant and realistic challenges and targets so that every pupil has the equal opportunity to be successful and achieve all that they can.

“

“Teachers know their pupils well and are skilled in helping them overcome the barriers to their learning....Pupils are all cared for and parents confirm they feel secure and happy at school”

”

(Ofsted July 2013)



Vision and Values

We achieve this by:

- Educating and supporting all pupils to learn
- Providing a safe, nurturing and supportive environment
- Making sure all pupils have the skills to return to mainstream education or to access their next steps in learning
- Working in partnership with others, especially Islington schools

“

The leadership team has maintained the outstanding quality of education in the school since the last inspection.”

(Ofsted July 2016)



New River, New Start

Thinking of a
role to further your
education career?
Are you ready for a
new challenge?
New River College
can provide both.

Advert Primary Teacher

Salary Grade Range: Main Pay Range /Upper Pay Range, plus SEN allowance

- **Actual Salary Range:** £32,157 - £50,935 plus SEN allowance of £2270 per annum
- **Contract Status:** Full Time, Permanent

Required for April 2022

We are looking to appoint an experienced and dedicated Primary Teacher to work with a committed team of professionals in our New River College Primary.

This is a fantastic opportunity for a teacher who is looking for a new challenge and has a flexible approach, to join a committed team at New River College.

The post holder will need to be a confident and effective teacher who can deliver exciting and fun lessons. We are looking for teachers who relish a challenge, who want to try new ideas and genuinely want to contribute to the lives of young people with drive and passion.

Although most of our pupils are KS2, the ability to work with KS1 pupils is essential as many of our pupils are below national age related literacy and numeracy levels when they arrive.

New River College comprises of three pupil referral units in Islington (primary, secondary and medical) for pupils with social, emotional and behavioural difficulties (SEBD). We are a trauma informed school, and this is at the heart of our work with young people. We teach children and young people aged five to 16 who have been permanently excluded or participate in our preventative programmes to address their behaviour, and children and young people with complex SEBD or medical needs.

New River College Primary received a judgement of Good in its most recent Ofsted inspection (May 2018). Our staff work with a number of professionals to support our pupils and the successful applicant will need to have a flexible approach around pastoral care whilst having a strong commitment to improving levels of learning.

Closing date: **Midnight, Sunday 30th January 2022**

Shortlisted candidates will be notified by: **Wednesday, 2nd February 2022**

Interviews will be held on: **Wednesday 09th or Thursday 10th February**

For background information visit our website www.newrivercollege.co.uk or for an informal discussion about the post or to arrange a visit of the school please contact Karen Galvin or Carl Keegan, Assistant Headteachers on 020 7504 0534 (ext. 1) or email karen.galvin@nrc.islington.sch.uk or carl.keegan@nrc.islington.sch.uk.

New River College is committed to safeguarding and promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment. An enhanced DBS (Disclosure and Barring Service) with barred list check will be required. Also, if this post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to declare.

Job Description

POSITION: Primary Teacher

GRADE: Main Pay Range/ Upper Pay range plus 1 SEN point

RESPONSIBLE TO: Assistant Headteacher

PURPOSE OF THE POST

The purpose of the post is to achieve the highest possible standards and outcomes for the pupils in the PRU. The post holder will ensure a cohesive and personalised programme of learning activities for New River College Primary PRU pupils. This will include developing a broad and balanced primary curriculum.

The postholder will support the senior management team in creating a lasting improvement in the quality of education provision and the management of teaching and learning through the provision of high quality professional services, which meet the changing expectations of New River College.

REQUIREMENTS OF THE POST

The postholder is required to carry out the duties of a teacher as set out in the Schoolteacher's Pay and Conditions and such specific duties that form part of this job description.

Teachers are responsible to the designated member of SMT for supporting the general good order and discipline of New River College, and the implementation of all policies. All staff are expected to have a clear understanding of the aims, objectives and ethos of New River College and an awareness of its role in the community. It is essential that the academic and pastoral frameworks of New River College be seen as inter-related.

MAIN DUTIES

1. To teach and be responsible for the development and co-ordination of a class across the full age and ability range, with reference to the national curriculum and programmes of study
2. To take responsibility for tracking pupil progress and for collecting and monitoring data to support teaching and learning
3. To deliver and facilitate dynamic, creative and active lessons
4. All staff have a teaching commitment that will involve the following:
 - planning and recording of lessons
 - regular submission of schemes of work and lesson planning to line manager
 - maintenance of pupil and class records
 - completion of pupils' subject reports and profiles
 - assessment, monitoring and evaluation in line with the PRU policy

- setting of pupil targets
 - tracking pupil progress in subject area
 - setting and marking of regular homework
 - undertaking regular sampling of pupil's work
 - management of relevant resources including care of equipment, stock and delegated budget where appropriate
5. To identify learning objectives related to specialisms across the curriculum and develop policies as appropriate
 6. To identify resources required to sustain and embed high quality subject delivery
 7. To work in partnership with a range of agencies and providers as appropriate to deliver a broad and balanced curriculum offer
 8. To have pastoral and lead professional responsibility for a group of pupils, planning for positive outcomes
 9. To take an active role in encouraging good attendance of pupils
 10. To identify the individual learning needs of students, including those with SEN
 11. To monitor and review the progress of individual pupils and groups of pupils, to contribute to the writing of Pupil Passports and or School based SEN plans, and the Annual Reviews of pupils with a statement of special educational needs or Education, Health and Care Plans. To maintain records and prepare and present reports
 12. To prepare school reports in line with statutory requirements for reporting to parents/carers and to adhere to the annual schedule for completing pupil profiles including attendance at parents' /carers' meetings
 13. To contribute to the development and implementation of Pupil Progress Files
 14. To work with colleagues to develop and implement pupils' Pupil Passports and or School based SEN plans including the arrangements for reintegration to school or for transition to other suitable provision, education, employment or training as appropriate.
 15. To keep abreast of developments in all relevant aspects of the curriculum
 16. To participate in the development of PRU policies, the development plan and Ofsted action plans.
 17. To communicate when needed with the management committee / governing body, parents, SMT, local authority officers and outside agencies

18. To attend team and service meetings and participate in activities that support SMT in the maintenance of discipline and ethos
19. To assist and support other members of staff to ensure the smooth running of the PRU, including involvement in off-site activities

PERSONAL RESPONSIBILITIES

- To carry out the duties and responsibilities of the post, in accordance with New River College's Health and Safety Policy and relevant Health and Safety guidance and legislation
- To promote the safeguarding of children
- To use information technology systems as required to carry out the duties of the post in the most efficient and effective manner
- To participate in performance management, and undertake training and professional development as appropriate
- To undertake other duties appropriate to the post that may reasonably be required by the senior management team on any of the PRU sites

PERFORMANCE STANDARDS

- To ensure that all services within the areas of responsibility are provided in accordance with New River College's commitment to high quality service provision.
- To ensure that New River College policies and customer care standards are met and adhered to.
- At all times to carry out the responsibilities of the post with due regard to New River College's Equal Opportunities policy.

NOTE: This job description sets out the main duties of the post at the time when it was prepared. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Job descriptions will be reviewed annually by the management committee / governing body and may be changed after appropriate consultation.

Signed ----- Date -----

Person Specification

POSITION: Primary Teacher

GRADE: MPR/UPR + 1 SEN point

| ESSENTIAL CRITERIA | |
|--|---|
| EDUCATION AND EXPERIENCE | |
| E1. | Qualified teacher status |
| E2. | At least 3 years successful primary teaching including evidence of involvement in the raising of achievement of challenging pupils |
| E3. | A Special Educational Needs qualification or relevant experience in challenging behaviour |
| E4. | Evidence of continuing professional development |
| SKILLS, KNOWLEDGE AND ABILITIES | |
| E5. | An understanding of methods and good practice in reviewing and evaluating teaching & learning |
| E6. | Evidence of clear view about future developments of area of responsibility in a school or PRU, and an ability to manage change |
| E7. | Evidence of knowledge and understanding of effective record keeping, and its use to promote the educational and personal development of all children within a school or PRU |
| E8. | An understanding of national developments in the area of social inclusion |
| E9. | Knowledge of the National Curriculum, including Programmes of Study and national strategies related to the primary curriculum |
| E10. | An understanding of behaviour management strategies |
| E11. | Ability to build effective working relationships with a range of partners and stakeholders |
| E12. | Ability to motivate colleagues and pupils through a positive and professional attitude |
| E13. | Strong interpersonal skills and an ability to communicate clearly both orally and in writing |
| E14. | Ability to use key aspects of ICT to present data |
| E15. | Excellent behaviour management skills based on a firm but empathetic approach with pupils. |

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| E16. Demonstrable commitment to inclusive education |
| E17. Capacity to work under pressure and to meet deadlines |
| E18. Capacity to work flexibly and to adapt to the changing needs of New River College |
| E19. Excellent attendance and punctuality |
| E20. Ability to prioritise competing demands |
| E21. Ability to work as part of a team |
| E22. A commitment to providing a responsive and supportive service and a willingness to constantly seek ways of improving the service. |
| E23. A commitment to deliver services with the framework of New River College's equal opportunities policy. |
| E24. Ability to form and maintain appropriate relationships and personal boundaries with children and young people |

How to apply

Application Deadline

Completed application forms must be received by **Midnight, Sunday 30th January 2022**.

To apply

Please apply online at www.islington.gov.uk/jobs. If you need any assistance, please contact Schools HR at schoolsrecruitment@islington.gov.uk quoting reference **NRC/940**.

Completing your application

Please read the job description and person specification carefully. You should demonstrate on your application how you meet the requirements of the post according to your qualifications and experiences. Please ensure to address each criteria of the person specification as this will be used to assess your suitability for the post.

Guidance notes on how to apply for a job within schools and the policy on the recruitment employment of ex-offenders are available as attachment within the job listing. Please refer to those before submitting your application.

Shortlisting and selection procedure

The shortlisting and selection will be made by a panel of senior leaders. Shortlisted candidates will be notified immediately after shortlisting has taken place and will be provided with further information on the selection process. Please would all applicants ensure that their preferred means of urgent contact (phone, mobile phone or e-mail) are clearly identifiable from the application form, so that your confidentiality is maintained.

References

Candidates are advised that references will be taken up during the shortlisting process. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases at least two professional references are required.

The post will be offered subject to satisfactory completion of pre-employment checks.

Safeguarding children

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.

Additional

CVs will not be accepted.

New River College



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<http://newrivercollege.co.uk/contact/>