

# Normand Croft Community School Candidate Information Pack:

Primary Teacher



## Welcome to Normand Croft

# Dear candidate

To join Normand Croft is to join an international family of learners. We are passionate about children's education and determined to go that extra mile to ensure that the children in our care have the very best opportunities to grow, learn and achieve.

We think deeply about what we do, we strive to give the children the most challenging and most exciting curriculum possible, and we treat each other with kindness and respect.

Our school is built on a foundation of shared values - excellence, responsibility & respect, determination, independence, tolerance and trust. They inform every aspect of school life.

As we continue on our journey to excellence we're looking for inspiring teachers, with a love for teaching and learning, to bring fresh thinking to our team.

To help you decide if this is the school for you here are a few things that we do at Normand Croft:

- We provide extra ring-fenced time for tailored, collaborative professional development that gives you the chance to embed new skills and approaches into your practice.
- We encourage collaborative partnerships and provide shared teaching opportunities with experienced colleagues.
- We believe in coaching, and will work with you to identify 'small-step/ high leverage' improvements to your practice.
- We believe in teaching the whole child, but also in developing your potential. Through demonstrating energy, resilience, enthusiasm and commitment you'll find we can offer you a springboard to career development both in school and beyond.



We would love you to visit and see the school in action, or call to talk things through. Normand Croft is on an exciting journey, and we are looking for people to join us who have a belief that more of the same is just not ambitious enough.

With best wishes

A handwritten signature in black ink that reads 'Paul Jobson'.

Paul Jobson



# About Normand Croft

## Our Values and Vision

Normand Croft is a 3-11 community primary school in West Kensington, London. We have up to 30 children in a year group. Children come with a wide variety of starting points and backgrounds to create a rich and diverse multi-cultural community. We all work hard to make a real impact on these children's lives and learning. We have a strong sense of purpose which comes from serving children who, despite often living in socially disadvantaged and, at times, challenging environments, all have huge potential.

Our values guide everything that we do. We work to create a safe and happy 'family' atmosphere where every child has the chance to find their voice, be supported and be given a rich range of opportunities and experiences that will inspire them to enjoy school and make rapid progress.

We believe in a child-centred focus on learning and this is captured in our vision statement which defines our common ground as a school community as:

**We put children at the heart of everything we do** achieving their safety, happiness and progress as learners underpins every aspect of our work

**We set high standards** with high expectations of, and aspirations for, ourselves and all children

**We support and challenge every child** ensuring high quality teaching helps to overcome barriers to learning, and through building (and re-building) children's self-belief enable them to achieve their potential

**We value individuals** ensuring that every child receives an education that's tailored to their needs, and where enjoyment and achievement walk hand-in-hand

**We enable children to shine** giving them the opportunities, responsibility and trust needed to learn for themselves, and explore/use their talents

**We build bridges** between children, parents, families and communities and work in partnership with others for the benefit of children

**We celebrate core values** such as excellence, responsibility, respect, determination, independence, tolerance and trust as expressions of our school ethos



Together we're building a values-based learning ethos fit for the 21<sup>st</sup> Century.

# Important Features of Normand Croft

Our school is a rich learning environment for both children and staff. It's a special place, with a number of innovative features:

- **Professional development** is central to our school. Each member of staff collaborates with colleagues from across the school to improve their practice and develop new ways of supporting children.
- **English language** is at the heart of everything we do, with children given the chance to develop a love of reading and writing skills every day.
- **Support & nurture.** Our class sizes and teacher numbers mean that more time can be spent on really understanding the needs of each child. All children are supported and none fall through the cracks.
- **Best practice.** The way we teach and the way our children learn doesn't happen by accident. We make sure our teachers keep up to date with the latest developments in teaching and learning and we're very proud of the fact that our bespoke approach to teaching and learning has evolved over time to meet the specific needs of our children. It's an approach based on best practice drawn from the work of colleagues, academics and schools all over the world.
- **Growth Mindset.** We are on a 'Growth Mindset' journey. Inspired by the work of Carol Dweck and her colleagues, we're working to instil in children, teachers and hopefully parents/carers the belief that the brain is like a muscle. It grows, develops and indeed becomes more intelligent when mistakes are made and then corrected through feedback. We believe that intelligence and abilities can be significantly developed through practice; that an individual's end point is not pre-determined and that there is limitless potential for growth.
- **Microcosm.** We believe that our school should be a microcosm of the best of the world around us. Our approach to teaching helps us to achieve this by





actively developing children's social and relationship skills and promoting a positive learning environment where children feel safe, valued and respected.

## Job profile

**Title:** Primary Teacher

**Salary:** Qualified Teacher Main Scale 1-6

**Start Date:** September 2024

**Contract:** Full-time, permanent, subject to enhanced DBS check

At Normand Croft teachers have a chance to develop high quality skills in phonics, literacy and maths ensuring that all children are not just good at the basics but become avid readers, fluent writers, confident speakers and thoughtful problem solvers.

This is your chance to join a professional learning community where teachers have the chance to grow and develop through working in partnership, and in close collaboration with, experienced practitioners in school and external consultants commissioned by the school.

### General:

- have a high expectation of every child whatever their background or starting point
- plan and deliver a relevant and differentiated curriculum for all children
- establish a positive relationship with children
- assess, evaluate, monitor and support each child's progress
- record and report on their development, progress and achievement in line with school policy
- establish a safe, supportive and stimulating learning environment where displays and resources are used to help children learn effectively

You will undertake all duties in accordance with the local authority's and school's policies and guidance; Health & Safety advice; and the Children's Act. The conditions of service of our teachers are contained in the latest School Teachers' Pay and Condition Document, which is published annually. The document derives its legal authority from section two of the School Teachers' Pay And Conditions Act 1991. The following description of accountabilities and tasks should be viewed in conjunction with the aforementioned document.

### Teaching and learning

- take responsibility for the progress of a class and

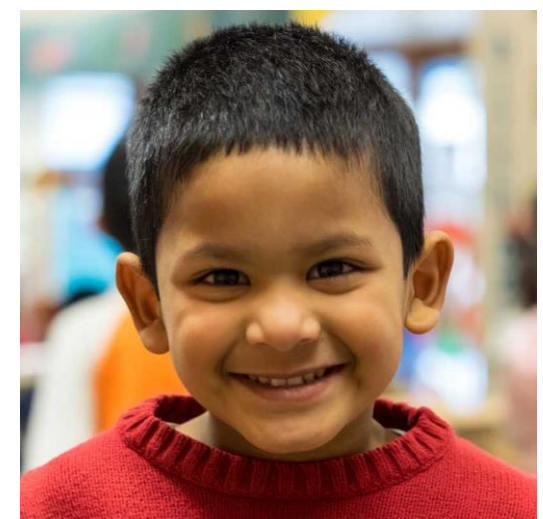


ensure individual children's general progress and well-being

- have high expectations for all children's achievement
- maintain discipline, and celebrate positive achievements, in line with the school's policy
- link children's knowledge to earlier learning and develop ways to encourage it further
- challenge and inspire children to deepen their knowledge and understanding of the world
- motivate children through sharing an enthusiasm for learning, creativity and imagination
- organise your classroom and learning resources in such a way as to create an appropriately attractive, motivating, engaging and informative learning environment
- ensure the effective development of children's literacy, numeracy and computing skills throughout your teaching
- celebrate and value achievement through displaying children's work in designated areas of the school, and contribute to whole school projects and displays

### **Monitoring, assessment and pupil progress:**

- evaluate your teaching, and children's progress, and use this analysis to inform your planning, preparation and presentation of lessons to ensure the needs of all children are being met
- maintain, in line with school policy, evidence of appropriate planning, assessment and record keeping to enable you to monitor the progress of 'the whole child'
- mark work, in line with school policy, and facilitate children's involvement in assessing their own learning and knowing what they can do next to improve their work
- ensure curriculum coverage, continuity and progression for all children through the planning, setting and marking of appropriately differentiated work
- provide the necessary data, and use that data effectively, to identify children's learning needs, including those who are underachieving and, where necessary, implement strategies to support them
- participate in 'progress reviews'
- prepare children for National Curriculum Tests and other assessments - as applicable





## Other professional requirements:

- work closely with other members of the teaching team and with the support team to plan and co-ordinate all children's work
- foster supportive relationships with parents/carers and communicate and consult with them as required
- provide feedback to parents/carers on their children's progress at parents' evenings and other [often less formal] meetings or events
- take responsibility for your own professional development, participate in the school's appraisal systems, and work closely with senior colleagues or other professional agencies, as required
- engage in coaching, professional development and training opportunities
- stay up-to-date with changes and developments in relation to pedagogy and practice
- contribute to the strategy and debate about what makes a great 21<sup>st</sup> century school
- work with colleagues on issues of curriculum development
- participate in staff meetings
- assist in the development and implementation of policies, practices and the curriculum schemes of work, all of which reflect the school's commitment to high achievement and effective teaching and learning
- contribute to the creation of a climate which encourages positive attitudes towards teaching and children's learning
- contribute to the school's process of self-evaluation and to the development of the School Improvement Plan
- take on lead responsibility for a subject or aspect of the school's work



## Accountability

- To the Head Teacher, for effectively fulfilling of the roles, responsibilities and actions outlined above and, discharging any other duties, as required by the Head Teacher, that are consistent with the level of responsibility of the post.

**Please note that duties may be varied to meet the changing demands of the school, but will always be agreed in discussion with, and at the reasonable discretion of, the Head Teacher.**

- This job description is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the school in relation to the



post holder's professional responsibilities and duties.

Elements of this job description and changes to it may be negotiated at the request of either the Head Teacher or the incumbent of the post.

## Person Specification

### Qualifications

- Qualified to at least degree level in a relevant subject
- Qualified to teach in the UK (QTS)
- Qualified to work in the UK
- Evidence of ongoing professional development
- Fully meeting Teacher Standards

### Knowledge

- An understanding of excellent phonics, literacy, maths and oracy strategies
- Knowledge of different effective teaching and learning strategies such as 'Talk for Writing', AfL, 'Power of Reading', 'Growth Mindset' etc.
- English National Curriculum

### Experience:

- Experience of delivering consistently excellent lessons
- Experience of having designed, implemented and evaluated effective , imaginative schemes of work
- Experience of supporting children of all abilities to make excellent progress
- Effective and systematic positive behaviour management: clear boundaries, rewards, praise, sanctions
- Proven track record with over two years recent and successful class teaching and assessment

- Ability to create a challenging, engaging happy and effective learning environment in which children make rapid progress
- Ability to work with colleagues to enrich the curriculum offer and enhance the teaching of children
- Strong interpersonal, written and oral communication skills
- Passion, resilience, integrity and optimism
- A belief in the unlimited potential of everyone and a commitment to inclusive education
- An open mind and the ability to learn, change and adapt
- Uses new technology effectively to enhance learning

### Professional practice

- High standards in everything
- A growth mindset – always willing to have a go and take on new challenges
- Good communication, planning and organisational skills
- Commitment to driving up standards
- Acts as a role model to children and the community

### 21<sup>st</sup> Century Skills