



Classroom Teacher Tebay Primary School Recruitment Pack



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WELCOME TO CUMBRIA EDUCATION TRUST

Dear Applicant

Thank you for your interest in this exciting position within Cumbria Education Trust (CET) and more particularly Tebay Primary School. Within this pack you will find lots of information about the Trust, the role, our family of schools, our vision and values.

This is a fantastic opportunity for an ambitious individual to help us take this school on the next stage of its journey as it develops and grows.

Cumbria Education Trust is a not-for-profit charitable organisation. It was formed in 2015 in a response to an invitation from the Department for Education. Cumbria Education Trust is one of the first school-based MATs in North Cumbria - we currently have seven schools within our family; four primary and three secondary schools.

Our purpose is to deliver outstanding educational provision and ensure all pupils/students receive high quality teaching and learning opportunities.

Our aim is for each CET academy to demonstrate consistent year-on-year improvement. We believe in the importance of working with others to share knowledge and best practice and we want all our pupils/students to develop a thirst for knowledge. We are passionate about putting young people first and equipping them for success in the future.

By achieving our aim, we can enable every young person to reach their potential.

If you believe you can make a positive contribution to the development of CET and the Caldew Lea Primary School, then we would be delighted to hear from you.

Yours sincerely

Lorraine Hughes
CEO - Cumbria Education Trust

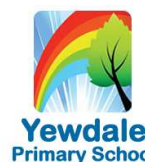
OUR VISION

To enable every young person to reach their potential and achieve the success they deserve by providing an innovative and inspiring learning experience.

OUR VALUES

At the heart of our organisation are the principles of:

- Respect
- Responsibility
- Resilience





SUPPORTING OUR STUDENTS AND STAFF

Although each of our schools and academies has its own unique ethos, they all share a common vision and common values. These values are central to the life of the schools and underpin all the Trust's activities.

All our schools and academies share a commitment to the achievement, personal development and well-being of the children and young people within the Trust.

We operate with a student-centred approach which values relationships and respect for others:

- **Inspiring learning** – creating a happy, positive and vibrant learning environment for ALL pupils/students.
- **Achieving success** – enabling every pupil/student to reach their potential by providing high quality teaching.
- **Creating opportunities** – broadening children's experiences and opportunities.
- **Empowering communities** – working in partnership with the local community to bring education alive for all.

CET strives to be recognised as an employer of choice. We believe that quality of life outside work significantly shapes the way in which staff perform whilst at work, so the need to achieve a healthy work life balance is a very important aspect of our commitment to staff.

We therefore place great importance on developing caring and supportive relationships. Our open-door policy provides the opportunity for anyone who is concerned or anxious to ask for guidance or clarification without censure.

With an aim which seeks year-on-year improvement, we also recognise the need to reward effort and good results. One of the ways we do this is through our commitment to staff with individually tailored CPD programmes. These are geared to maximising not merely job satisfaction, but the chance to significantly increase expertise, confidence and leadership skills.

We exercise a 'people first' approach at all times so that staff feel part of a community; confident to both support and yet challenge one another and where everyone regardless of position or seniority, feels valued and able to make a contribution.



THE ROLE

POST TITLE: Classroom Teacher for EYFS

RESPONSIBLE TO: Headteacher

SALARY: MPS/UPS

General

Tebay is a good, happy, vibrant school which lies at the heart of the local community. It is located at the heart of Tebay's rural community. The Trustees are seeking to employ an outstanding teacher who is creative, imaginative, highly motivated and vibrant to join our school team.

Key Purpose of Post

To take responsibility for planning and implementing appropriate work programmes for all children in the designated class, within the framework of national and school policies.

To maintain assessment records and report on pupils' progress to senior staff and to parents and carers, in accordance with school policy.

Review

It is the practice of the Trust periodically to examine employees' job descriptions and to update them to ensure that they relate to jobs as they are being performed, or to incorporate whatever changes are being proposed. It is the Trust's aim to reach agreement on any alterations.

THE ROLE



DO YOU SHARE OUR PASSION TO INSPIRE EVERY YOUNG PERSON TO REACH THEIR POTENTIAL?

This is an exciting opportunity to join the School at a pivotal time and be part of our vision of providing an inspiring and innovative education for the pupils at Tebay Primary School.

We are looking for an enthusiastic and energetic class teacher to join us from 01 September, 2022.

The successful candidate will:

- Be an excellent communicator committed to being part of an effective team within the whole school community
- Set high expectations and have a commitment to challenging learners to achieve well
- Be a passionate, caring and inspirational teacher
- Be self-motivated and reliable
- Be enthusiastic about current research on thinking skills and building learning power.

We can offer:

- A commitment to your personal and professional development and the opportunity to develop your role as a leader
- Excellent facilities in an enviable location

The post-holder will embody our inclusive, child centred ethos, and will be someone who:

- Will promote Cumbria Education Trust's motto to **'be the best you can be'** and model our values 3R's – **Respect, Responsibility and Resilience at all times.**
- Believes in the potential of every child and adult in the school communities across CET.

MAIN RESPONSIBILITIES

Effective Practice

- To plan work for the class in accordance with national and school curriculum policies and in cooperation with middle and phase leaders to ensure that the children experience a broad, balanced, relevant and stimulating curriculum.
- To ensure a close match between the learning experience offered, and the individual needs of the children in the class, so as to give each child an opportunity to achieve to the maximum of his/her capability.
- Where possible, to make sure that the majority of the children's work is closely linked to first-hand practical experience.
- To provide children with opportunities to manage their own learning and become independent learners.
- To create a secure, happy and stimulating classroom environment, maintaining the highest standards of organisation, and discipline.
- To foster each child's self-image and esteem and establish relationships which are based on mutual respect.
- To maintain a high standard of display both in the classroom and in other areas of the school.
- To arrange for resources, equipment and materials to be available in such a way that they are properly cared for, easily accessible and will encourage the children to become more responsible for their own learning.
- To work closely with colleagues to undertake medium and short term planning and the implementation of agreed schemes of work.
- To assess children's progress, maintain records and provide written reports to parents and carers in accordance with school policies.
- To communicate and consult with parents and carers and with outside agencies, as necessary, about children's progress and attainment.
- To ensure that the school's aims and objectives in relation to the curriculum, equal opportunities and discipline are promoted in every day classroom organisation and practice.
- To liaise with support staff both school based & from external bodies as required.
- To take responsibility for the management of other adults in the classroom.

Relationships with Children

- To ensure that relationships established with children are fair, respectful, trusting, supportive and constructive, communicating sensitively and effectively.
- Encourage a culture of listening to children, paying attention to what they say and valuing and respecting their views
- Ensure that the positive values, attitudes and behaviour are demonstrated which the setting expects from the children

Communication & Partnership Working

- Maintain personal expertise and share this with other teachers
- Establish fair, respectful, trusting and constructive relationships with families and parents/carers, and communicate sensitively and effectively with them
- To work in partnership with parents / carers and other family members, providing formal and informal opportunities through which information about children's well-being, development and learning can be shared to improve outcomes

General

- Establish and sustain a culture of collaborative and cooperative working between colleagues
- Influence and shape the policies and practices of the setting and share in collective responsibility for their implementation
- Contribute to the work of a multi-professional team and, where appropriate, coordinate and implement agreed programmes and interventions on a day-to-day basis
- To take up the opportunity to access professional development through self-directed reading, courses and in-service training.
- To undertake any other reasonable and relevant duties in accordance with the changing needs of the school.

Safeguarding

CET is committed to safeguarding and promoting the welfare of children and young people as required under statutory legislation and expects all staff and volunteers to share this commitment.

The teacher must ensure that all staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner.

Health, safety and discipline

- Promote the safety and well-being of pupils and staff.
- Ensure good order and discipline amongst pupils and staff.



WHO AND WHAT WE ARE LOOKING FOR

KEY SKILLS AND/OR KNOWLEDGE	EXPERIENCES REQUIRED/DESIRABLE
Qualification/Training Competences	Essential <ul style="list-style-type: none"> - Qualified Teacher Status - Evidence of recent and relevant in-service training Desirable <ul style="list-style-type: none"> - Evidence of experience equivalent to 3 years of teaching
Knowledge of Teaching, Curriculum and Assessment	Essential <ul style="list-style-type: none"> - Evidence of consistently 'good' and 'outstanding' teaching - Proven ability in using strategies to raise achievement for all groups of learners. - Proven ability in curriculum planning and development of a core subject - Good knowledge and understanding of the National Curriculum and an ability to lead and raise standards across the curriculum - Good knowledge of the KS1 / KS2 Curriculum as applicable - Sound understanding of assessment and its impact on children's achievements - Have knowledge of current educational thinking including new and impending initiatives

Knowledge of Teaching, Curriculum and Assessment (continued)	<ul style="list-style-type: none"> - Can demonstrate an understanding of how to create a thirst for knowledge and a love of learning amongst pupils - Capacity to create a fully inclusive classroom where all pupils, including those with SEN, make good progress.
Leadership Qualities	<p>Essential</p> <ul style="list-style-type: none"> - Ability to motivate and inspire and contribute creativity to the team - Ability to lead, support and develop staff - Proven ability to foster constructive links with parents, the community, local schools and the Trustees <p>Desirable</p> <ul style="list-style-type: none"> - Awareness of challenges & opportunities within the Multi-Academy Trust structure
Management Skills	<p>Essential</p> <ul style="list-style-type: none"> - Ability to manage staff effectively and sensitively - Ability to manage change - Ability to manage resources - Understanding of school improvement planning - Knowledge of current legislation and developments in education <p>Desirable</p> <ul style="list-style-type: none"> - Experience of leading a subject/s across a school
Key Personal Qualities and Characteristics	<p>Essential</p> <ul style="list-style-type: none"> - Highly effective interpersonal skills. - Personal presence and confidence; warmth and sensitivity; flexibility and maturity of approach - Ability to prioritise and with good time management - Tact and diplomacy - Integrity and confidentiality - Ability to work well under pressure - Motivation, enthusiasm and commitment - 'Can do' attitude - Creativity - Good sense of humour - Demonstrable commitment to inclusive teaching and learning - Awareness of the effects of discrimination on pupils, parents, colleagues and policy

WORKING AND LIVING IN CUMBRIA



As a place to live, Cumbria takes some beating, from the stunning beauty of the coast, to the challenge of the Lake District, and the history of Hadrian's Wall, Cumbria offers something for everyone.



A predominantly rural county, Cumbria is home to some of England's highest mountains and some of England's biggest lakes. Cumbria is a big county with big opportunities for those who chose to live and work here. The county is famous worldwide for its stunning scenery. Perhaps less well known are its bustling market towns filled with shops and brimming with life.

Venturing further afield it has great links to the rest of the country by the M6, to Scotland via the M74 and to Newcastle upon Tyne by the A69, connectivity to Cumbria is excellent.

There are also excellent rail links to Newcastle, Leeds, Glasgow, Edinburgh, Manchester and London. If you're travelling by air, Manchester, Edinburgh, Glasgow, Newcastle and Blackpool Airports are all within two hour's drive.

This is the place to be – to live and work – and to have an excellent quality of life to spend with your family and friends and to stretch yourself professionally.





APPLICATION AND INTERVIEW PROCESS

Thank you for taking the time to read through this pack. We hope that it has given you enough of a flavour of CET, Tebay Primary School and the post.

To apply please complete an application form and in addition please add a cover letter outlining your reasons for applying and evidence of your suitability for the post. Please note the Cumbria Education Trust does not accept CVs

Closing Date: Friday 20th May 2022 at 9.00am

Interviews shall be held: week commencing Monday 23rd May 2022

For an informal discussion please contact the Interim Executive Headteacher, Cate Floyd, on 015396 24239

Completed applications should be sent to: tmorland@tebay.cumbria.sch.uk

Cumbria Education Trust is committed to safeguarding and promoting the welfare of children and we will check the suitability of staff to work with children. Applicants must be willing to undergo an enhanced Disclosure and Barring Service check and overseas police checks (where applicable). Please see CET's Safeguarding and Recruitment Policies for further details.

