Primary Teacher

Recruitment Information Pack



September 2023

Primary Phase - Five Islands Academy, Isles of Scilly

The Five Islands Academy is an all-age, multi-site school, serving the communities of Bryher, St Agnes, St Martin's, St Mary's and Tresco

All Aboard! Navigating Together

"Hope is an anchor for the soul, steadfast and sure"

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Welcome to Five Islands Academy

Letter from the Headteacher

Dear Applicant

Thank you for considering applying to join our team. Five Islands Academy is a through-school in a remarkable islands setting, where we believe that every child is capable of achieving excellence. This all age, multi-site, Church of England academy serves the five island communities of Bryher, St Agnes, St Martins, St Mary's and Tresco. It became the first organisation to join the Leading Edge Academies Partnership, a supportive, forward-thinking multi-academy trust. If successful in your application, you will be joining a high-achieving, creative and caring school with a real focus on building strong and inclusive relationships.

There are around 280 students on roll across 4 school sites. Secondary students and the majority of primary students are based on theSt Mary's multi age site. This new building was opened in 2011 and provides a bright, open, well-resourced learning environment for the students. Key Stage 2 children from St Agnes, Tresco, Bryher and St Mary's spend every Friday at Carn Gwaval, mixing with a wider group of peers, preparing for transition and making the most of the extended facilities. Secondary students from the off islands board at Mundesley House Monday to Thursday, returning home at the weekends.

We are proud to be an inclusive school, where each child is supported through their school journey and prepared for a successful transition to post-16 education and training. Our children's learning has been transformed over the past six years through our focus on the FIA learning journey: a thoughtfully chosen curriculum and consistent, inclusive protocols for teaching. We have a powerful vision for navigating together through this journey to nurture curious, collaborative, creative global learners with rich knowledge and confident oracy. Our most recent Challenge Partners review has highlighted our provision as 'Leading' in all areas, with both SEND and Curriculum as Areas of Excellence.

I look forward to reading your application.

Rachel Gibb
Headteacher

The Application Process

The enclosed application form should be completed and emailed to Maddy Hicks (Assistant Head: Quality of Education): maddyhicks@fiveislands.org.

Closing date for applications: Friday 21st April 2023
Initial online interviews to take place week beginning: Monday 24th April 2023
In person interviews to take place week beginning: Tuesday 2nd May 2023

Please note, we expect shortlisted candidates to be available to travel to the Isles of Scilly for a full day of teaching, lesson observations and interviews. Flights between Land's End and St Mary's will be arranged on your behalf. All other arrangements should be made by the shortlisted candidates.

Maddy Hicks would be happy to be contacted to discuss the post. Please email Maddy on the address above and she will arrange a telephone appointment for an informal conversation.

All Aboard! Navigating Together…

We are committed to promoting diversity and inclusion within our Academy community. We are proud to be an equal opportunities employer and actively encourage teachers and support staff from all backgrounds, cultures, perspectives and walks of life to apply to work with us.

We are a Church School, and as such nurture the wisdom of being in balance with doing. Inspired by our powerful Academy values, we appreciate the gifts that are ours and those we have to offer as members of a diverse global family.

The school is committed to safeguarding and promoting the welfare of all our students and all posts are subject to DBS check.

Primary Teacher

We have vacancies for two excellent teachers to join our friendly Five Islands Team on both St Mary's and St Agnes Bases from 1st September 2023. We are looking for dynamic, enthusiastic teachers with strong pedagogy, community and organisational skills.

The successful candidate will teach in the Primary phase. We are looking for someone who will relish this opportunity to provide quality first teaching, develop an exciting and engaging curriculum and work in partnership with the primary team across the islands and our partner primary schools on the mainland.

What can we offer?

- Supportive colleagues, committed to professional learning and development
- Opportunities for curriculum leadership as part of our exciting through school team of leaders and curriculum designers
- Outstanding technology: an iPad for each member of teaching and support staff, 1:1 iPads for each child, a wide range of online resources and learning platforms to support teaching
- Dedicated Project Weeks during the year offering adventure, creativity and deep learning, in which staff can explore their own interests and those of their students
- Bespoke learning spaces and resources to support students with SEND, including the Primary and Secondary 'Harbours' (personalised work and wellbeing spaces) and a dedicated Sensory Room on St Mary's

Start date: 1st September 2023

Hours of attendance: Full time. However, this may be flexible if circumstances require.

Salary: MPS/UPS (depending on prior experience)

Job Description

Job Title: **Teacher**

Reporting to: **Assistant Head - Maddy Hicks**

Job Purpose: **To be responsible for the learning and achievement of every child on the base. To support Five Islands Academy students to flourish and achieve excellence.**

Principal accountabilities

Quality of Education:

- plan and deliver a primary curriculum that is appropriate and engaging for all students;
- provide short and medium term planning that can be shared with students and parents;
- provide quality first teaching for all students on the base across all abilities;
- ensure effective implementation of teaching and learning initiatives within your own practice;
- ensure the curriculum of pupils with additional and/or special educational needs is appropriately personalised;
- use digital learning platforms including Seesaw to provide high quality learning resources and develop students' effective use of IT;
- liaise with other teachers across phases and bases to develop cross-curricular links and develop excellent practice;
- assess students' work regularly to ensure that they are clear about their achievements and precise targets for development;
- make appropriate provision and intervention to ensure that all students are able to reach their full potential;
- work with the leadership team to promote rapid progress of students who are below expectation;
- monitor attainment and progress regularly;
- quality assure assessment results (internal as well as external) by moderating with colleagues from other schools;
- produce accurate and meaningful reports to parents and appropriate external agencies as required.

Personal Development:

- play an active part in the wider life of the school;
- maintain regular and positive contact with parents and carers;
- participate in collective celebration and assemblies;
- contribute to and participate effectively in Project Week programmes, focusing on deep learning, personal development, adventure and creativity;
- offer at least one club or extracurricular activity each term;
- take responsibility for your own professional development in discussion with your Line Manager, keeping abreast of developments in your subject area and participating in the Academy's programme of staff training.

Behaviour and Attitudes:

- provide a stimulating, safe and supportive learning environment;
- follow the school's behaviour policy, which is based on the principles of Restorative Practice;
- model and promote our Academy Values: 'Excellence, Evolution and Equity' - as well as our Church School Value of 'Hope';
- to be an efficient and effective member of a duty team, supervising session break non-teaching times according to rota;
- maintain an awareness of any actual or potential risks to the safety security and welfare of the Academy students and to ensure compliance with the Academy's safeguarding procedures and Health and Safety policy and practice;
- safeguard the welfare of pupils in your care or that you come into contact with in accordance with the whole school Child Protection Policy.

Person Specification

Essential Criteria	**Evidence**
Qualified teacher status	Application
Recent experience of teaching in the primary phase in the UK	Application
Willingness to collaborate with Primary colleagues	Interview
Excellent working knowledge of recent developments in the Modern Foreign Languages curriculum	Application, interview
Excellent interpersonal skills	Application, interview, reference
Outstanding personal classroom practice	Reference, interview
High expectations of all students	Application, interview, reference
Caring, friendly and approachable (for staff and students)	Interview, reference
Positive approach to excellent learning behaviour	Interview, reference
Excellent ICT skills	Application, interview
Ability to manage time, prioritise and meet deadlines	Application, reference
Proven track record of improving outcomes for pupils	Application, reference
Effective deployment of classroom staff	Application, interview

Open-minded, reflective and willing to embrace innovation or change	Application, interview, reference
Able to work constructively as part of a team understanding Academy roles and responsibilities including your own	Application, interview, reference
Commitment to diversity, inclusion and anti-racism in the Academy community and curriculum	Application, interview
Strong understanding of statutory educational frameworks, including Safeguarding and the SEND Code of Practice	Interview, reference
High standards of personal behaviour appropriate to a visible role in our small community	Interview, reference
Commitment to the highest standards of child protection and safeguarding	Interview, reference

Desirable Criteria	**Evidence**
Experience of teaching RWI	Application, interview
Experience of using White Rose Maths and Literacy Tree English	Application, interview
Active engagement with curriculum thinking or further professional studies	Application, interview

