



Bengeworth  
Multi Academy Trust

Brilliant People • Better Schools • Bright Futures

RECEPTION  
CLASS TEACHER  
FULL TIME  
MATERNITY COVER  
AT BENGEWORTH CE ACADEMY

Commencing February 2024



# INFORMATION FOR CANDIDATES

## **Bengeworth Multi Academy Trust**

Kings Road, Evesham, Worcestershire, WR11 3EU

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Email: [office@bengeworth.worcs.sch.uk](mailto:office@bengeworth.worcs.sch.uk)

Web Page: [www.bengeworthacademy.co.uk](http://www.bengeworthacademy.co.uk)

## **The Advertisement**

### **Full Time Reception Class Teacher - Maternity Cover**

Salary: Main Scale

#### **Required to start February 2024**

You are invited to join this highly successful Multi Academy Trust where we are committed to giving the best to both our pupils and our staff team. The current vacancy is at Bengeworth CE Academy, which is a 3-form entry, forward-thinking school with happy children, a strong teaching and support team and excellent facilities.

We are seeking to employ an enthusiastic and committed teacher to join our highly motivated and hardworking team at our Kings Road setting. We are looking for candidates who wish to teach in Early Years. The post would suit teachers, either Early Careers or experienced, who are able to demonstrate high quality teaching with exceptionally high expectations for every child.

In your letter of application, please state your curriculum strengths and any particular talents and abilities you could offer to the Trust.

Bengeworth Multi Academy Trust is committed to safeguarding children and promoting the welfare of all children and young people and expects all staff to share this commitment. All successful candidates will be subject to a Disclosure and Barring Service (DBS) enhanced check.

We would encourage you to look at our website [www.bengeworthacademy.co.uk](http://www.bengeworthacademy.co.uk) to find out more about our school. Visits to our school are encouraged, so please telephone 01386 442047 option 2 to make an appointment.

**To apply for this position, please download and fully complete a MAT application form from the Vacancies section of our website, and return via email to [vacancies@bengeworth.worcs.sch.uk](mailto:vacancies@bengeworth.worcs.sch.uk) before the closing date.**

**Closing Date: 9am Friday 8th December 2023**

**Interviews: Tuesday 19th December 2023**

## ABOUT BENGEWORTH MULTI ACADEMY TRUST

Bengeworth Multi Academy Trust is a small MAT currently made up of two schools, Bengeworth CE Academy and Bretforton Village School.

### **Bengeworth CE Academy**

Bengeworth CE Academy is a suburban Church of England 'First School' (R-Y5) academy. There are 510 pupils on roll arranged over a split site with Reception and Year One educated at our Burford Road setting and Years Two to Five situated a quarter of a mile away at our state-of-the-art King's Road setting.



### **Bengeworth's Ofsted Report in 2011 said:**

"Bengeworth is a fantastic school that continually strives for excellence. It promotes a rich and varied curriculum which my child enjoys immensely." This comment from a parent's questionnaire captures the exceptional nature of the school. Pupils' achievements are consistently higher than national averages; from below expected levels of attainment on entry to Reception, pupils make exceptionally rapid progress to achieve high outcomes by the end of Year 5.



Bengeworth CE Academy serves a close-knit community of families from a range of backgrounds across Evesham. The school consists of 6 classrooms at our Burford Road setting and an additional 12 classrooms at our King's Road setting, making a total of 18 classrooms in all. Both settings are well-equipped, resourced to a high standard and are set in attractive grounds.

As a church school, Bengeworth CE Academy has close links with St Peter's Church and believes that Christian values should underpin school life. The Christian values that have been agreed by all stakeholders are: Friendship, Perseverance, Respect, Trust, Forgiveness and Responsibility. It is also the school's belief that the theme of love runs through all of these values.



The school's vision is that every individual, child and adult, is encouraged to "Dream, Believe, Achieve." This is evident in all aspects of the school's work with a strong commitment to support pupil and staff wellbeing, as well as to enable every individual to achieve their full potential. The school's Leadership Team lead by example through their commitment to inspire, coach and mentor others.



### **Bretforton Village School**

Bretforton Village School is a beautiful, small village school situated just outside the town of Evesham in the village of Bretforton. Set in large grounds and opposite the church, the school forms an integral part of the local community. Pupils are organised into 3 mixed-age classes with up to 30 pupils in each class, with a planned admission number for each year group of 15. The majority of the children that attend the school live in the village of Bretforton. The school was graded by Ofsted as 'Good' in June 2022.

### **Bretforton's Ofsted Report in 2022 said:**

"Pupils are part of an inclusive community. Everyone is welcome here. Pupils are known and valued as unique individuals. Pupils care about each other as well as the world around them. Staff work closely together to encourage, support and help pupils of all abilities. Parents and carers are overwhelmingly positive about the school."





RESPECT



PERSEVERANCE



FRIENDSHIP



RESPONSIBILITY



TRUST



FORGIVENESS

## Bengeworth Multi Academy Trust Staff Team

The Trust leadership team is made up of the CEO, the Headteacher across both settings of Bengeworth Academy, a Head of School at the Bengeworth Burford Road setting and a Head of School at Bretforton Village School. In addition, there are two Deputy Headteachers, a Culture and Ethos Lead, SENCo and Year Group Leads at Bengeworth Academy, and a MAT Director of Inclusion whose work extends across the MAT and beyond.

At both settings, support professionals, catering, administration and site maintenance teams provide outstanding support for teaching staff to ensure that the additional needs of children can be met and rapid progress made. All staff are friendly, hardworking and committed.

### About the Post

The Governors are seeking to appoint a full time Reception Class Teacher to cover a maternity leave post at Bengeworth Academy, alongside an experienced team of professionals. We are looking for a teacher who can demonstrate high quality teaching and who has aspirational expectations of children. Early Career

Teachers are welcome to apply and we have a well-established, bespoke support programme. All teachers have access to a tailored programme of professional development at all stages of their career.

In your letter of application, please state your curriculum strengths and any particular talents and abilities you could offer our school.

### **We are looking for a teacher to join our team who:**

- is an excellent classroom practitioner
- is well organised
- is able to foster an effective partnership with parents and the wider community
- has the personal qualities of enthusiasm, flexibility, creativity, passion and commitment
- is ambitious in their aspirations

### **In return we offer:**

- delightful, well-motivated children
- a supportive, warm and friendly environment
- a modern, well-resourced and forward-thinking school
- exciting professional development opportunities within and outside the school
- highly motivated, dynamic and talented colleagues

### **A Message from the Chair of Governors**

Thank you for the interest you have shown in the above vacancy that has arisen within our Multi Academy Trust. I hope that, after reading this information pack, you will feel able to visit our school and apply for a post. Our website is worth a visit as it gives a good flavour of our school.

This is an exciting time for Bengeworth Multi Academy Trust as we are looking forward to welcoming new staff into the Trust to join our strong, friendly and dedicated staff and enthusiastic, confident children.

I look forward to receiving your application.

Yours sincerely

*Andy Martyr-Icke*

Chair of Governors

### **What to do next**

We would encourage you to view our website to get a flavour of the Trust – [www.bengeworthacademy.co.uk](http://www.bengeworthacademy.co.uk)

Send a completed application form, complete with letter of application, to the school via email to [vacancies@bengeworth.worcs.sch.uk](mailto:vacancies@bengeworth.worcs.sch.uk) or by post. MAT application forms can be downloaded from the school website.

**Closing Date:** 9am Friday 8th December 2023



# JOB DESCRIPTION

**Job Title:** Reception Class Teacher

**Responsible to:** Headteacher

**Grade:** Main scale

**Contract Type:** Class Teacher Maternity Leave Contract from February 2024

**Overall Purpose of this post:**

The appointment of a Main Scale Teacher is subject to QTS status and the current conditions of employment for teachers contained in the School Teachers' Pay and Conditions Document (STC PD 2019) and other current legislation.

**Main responsibilities:**

To be a consistently outstanding, reflective classroom practitioner and support the leadership and management of the school by:

- Undertaking duties as required in the 'Teachers' Standards';
- Being an advocate of the school's ethos, Christian Vision and values, promoting change and school improvement that improves the life chances for all groups of pupils;
- Being familiar with the school's systems, structures, policies and procedures;
- Taking responsibility both personally and collectively;
- Upholding and supporting the school's Relationship based Behaviour Policy through effective classroom management;
- Understanding the school's safeguarding procedures and actively promoting pupils' wellbeing and safety;
- Working with the DSL and deputies to ensure safeguarding is promoted;
- Providing consistently high-quality teaching for all groups of pupils that promotes high standards of learning and achievement;
- Adapting teaching styles to suit all pupils and providing a supportive learning environment;
- Being familiar with the 'Special educational needs and disability code of practice: 0 to 25 years', and supporting pupils with SEND appropriately;
- Working with the Inclusion Lead and SENDCo to ensure pupils with SEND are appropriately supported;
- Scaffolding work and adapting resources and equipment so lessons can be accessed by all pupils;
- Working as part of a team to evaluate and develop pupils' learning needs;
- Being a reflective practitioner and self-evaluating their teaching to improve effectiveness;
- Encouraging pupils to develop and use their creativity and initiative, gain increased independence, and undertake new responsibilities.
- Actively supporting school activities where required, including attending educational trips, extra-curricular activities and parents' evenings, which may require some out- of-hours availability;
- Actively participate and contribute in staff meetings as required;
- Building an effective partnership with parents so that they feel a shared responsibility to secure successful outcomes for their child;

- Communicating clearly with pupils and all stakeholders;
- Contributing to the school's process of self-evaluation and development.

### **Professional Knowledge, Understanding and Skills:**

The teacher will:

- Deliver learning in accordance with the curriculum, national guidelines and the school's strategy;
- Have strong subject knowledge of the primary curriculum;
- Keep their knowledge, skills and understanding up to date;
- Continually be reflective, critically evaluating their own practice;
- Have an understanding of what constitutes good practice and high standards in teaching and learning;
- Provide quality educational provision for all groups of pupils and demonstrate effective practice for raising pupils' achievement;
- Effectively use a variety of teaching strategies to engage all learners;
- Have a good knowledge of how pupils learn, and put this into practice;
- Have an understanding of how the curriculum supports the ethos and values of the school;
- Promote pupils' spiritual, moral, social and cultural development;
- Promote equality as an integral part of the role and to treat everyone with fairness, respect and dignity;
- Be a role model to pupils and all stakeholders;
- Have high expectations of standards and behaviour;
- Have a positive approach to behaviour management, using the school's behaviour policy for guidance;
- Commit to the personal welfare and safeguarding of all children, including having a sound knowledge of child protection;
- Have an ability to make cross curricular links and use these to enhance and embed learning; Recognise health and safety is a responsibility of every employee, take reasonable care of self and others and to comply with the school's Health and Safety policies and any school-specific procedures or rules that apply to this role;
- Ensure that records of pupils and the provision made to meet their needs are kept securely in line with GDPR are maintained and kept up to date.

### **Planning and Assessment:**

The teacher will:

- Have a thorough knowledge of all pupils in the class, understanding their starting points and capabilities;
- Alongside colleagues, plan a varied, balanced and appropriate curriculum which supports the needs of all pupils and ensures all pupils reach their potential;
- Assess, plan and deliver teaching and learning, consistently monitoring and reviewing outcomes to overcome barriers to pupils' learning and secure progress;
- Systematically assess and record pupils' academic progress and other areas of their progress and use the results to inform next steps;
- Using data, analyse pupils' progress and achievements, barriers to learning and plans to support individuals at half-termly Pupil Progress meetings;
- Report pupils' progress to parents annually;
- Develop an understanding of how to use current research findings to inform practice.

## Other:

The current main duties and responsibilities of this post are outlined in this job description. The list is not intended to be exhaustive. The need for flexibility, shared accountability and team working is required. The post-holder is expected to carry out any other related duties that are within the employee's skills and abilities, commensurate with the post's banding and whenever reasonably instructed.

## Person Specification

Attributes	Essential	Desirable
<b>Relevant experience</b>	<ul style="list-style-type: none"><li>● Teaching experience in Early Years</li><li>● Willingness to work closely with colleagues in preparing for teaching and learning</li><li>● Experience and understanding of positive behaviour management strategies</li><li>● Experience of assessment to inform teaching and learning</li></ul>	<ul style="list-style-type: none"><li>● Further qualifications and or evidence of CPD relevant to primary education</li><li>● Ability to offer extra-curricular activities in Reception, KS1 or KS2</li></ul>
<b>Education and training</b>	<ul style="list-style-type: none"><li>● Qualified teacher status.</li><li>● Evidence of relevant training</li><li>● English and maths training in the relevant curriculum</li><li>● Evidence of continuous commitment to further professional development</li></ul>	<ul style="list-style-type: none"><li>● Evidence of creative and innovative teaching</li></ul>
<b>Knowledge and understanding</b>	<p>Up to date knowledge and understanding of;</p> <ul style="list-style-type: none"><li>● current educational developments in teaching and learning and accelerated ways of learning</li><li>● providing effectively for the individual needs of all children, including disadvantaged children, children with special educational needs and those who are more able, gifted or talented</li><li>● the statutory National Curriculum</li><li>● monitoring, assessment, recording and reporting of pupils' progress</li><li>● positive links necessary within school and the importance of community cohesion</li><li>● Child Protection / Safeguarding procedures</li></ul>	<ul style="list-style-type: none"><li>● A clear understanding of adapting tasks</li><li>● Knowledge and understanding of developing links between schools</li></ul>
<b>Skills</b>	<ul style="list-style-type: none"><li>● An excellent classroom practitioner with work planned to a high standard and regular assessment and record keeping to promote and support high quality teaching and learning</li><li>● Insistence on high standards and expectations of attitudes and behaviour</li><li>● Well-organised and managed classroom where children's independence is fostered</li><li>● A creative and exciting learning environment, where children's work is celebrated and well displayed</li><li>● An ability to plan for the full Reception / Early Years curriculum</li></ul>	<ul style="list-style-type: none"><li>● Evidence of involvement in the wider school community</li></ul>
<b>Personal characteristics</b>	<ul style="list-style-type: none"><li>● Ability to work cooperatively as part of an effective team with colleagues, parents and the wider community</li><li>● Creative ideas and support for the future development of the school</li><li>● An ability to inspire children with innovative and exciting learning opportunities to encourage learning from mistakes</li><li>● Flexible and adaptable – with a willingness to take a whole school perspective, support colleagues within the ethos of the whole school family and cope positively with change</li><li>● Good inter-personal and communication skills</li><li>● Willingness to be involved in extra-curricular activities and events and engage in all aspects of school life</li></ul>	<ul style="list-style-type: none"><li>● To have career aspirations beyond classroom teaching</li></ul>



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|  | <ul style="list-style-type: none"><li>• Supportive of the Christian ethos of a Church School, evidenced by the demonstration of the school's Christian values.</li><li>• Committed to the Academy's vision</li><li>• Two excellent references</li><li>• DBS check</li></ul> |  |
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# Bengeworth

## Multi Academy Trust

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**Bengeworth Multi Academy Trust**  
King's Road, Evesham, WR11 3EU

[www.bengeworthtrust.co.uk](http://www.bengeworthtrust.co.uk)

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