

# INFORMATION FOR CANDIDATES

Classroom Teacher



## RIDGEWAY PRIMARY ACADEMY

*Where all our children grow into **STARS!***

Ridgeway Primary Academy is part of  
Primitas Learning Partnership

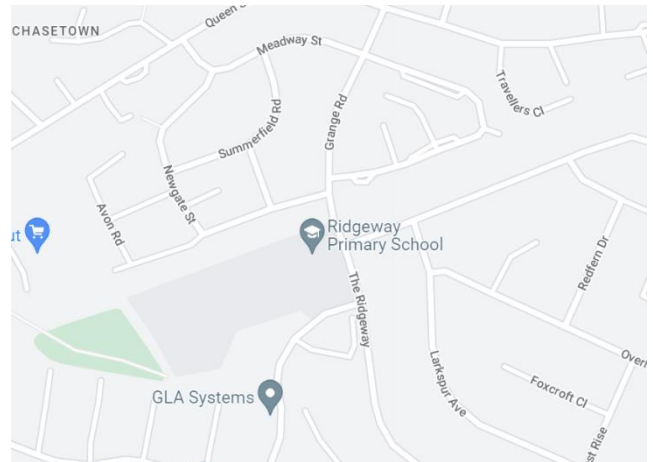


# Welcome to Ridgeway Primary Academy

## Introduction

Ridgeway Primary Academy is a successful 2 form entry 0 -11 years primary school in Burntwood. Our Good Ofsted rating was reconfirmed during our recent inspection in January 2022. We currently have 401 pupils on roll in the main school and a further 12 children accessing our extensive early years services: Ridgeway Rainbow Tots (providing a daily 3 hour session for 2 year olds); Sunbeams Nursery (providing nursery education and extended care during school term time) and Sunny Days Nursery (providing care and education from 6 weeks – 5 years and open for 50 weeks of the year)

## Where to Find Us



**Ridgeway Primary Academy**  
Grange Road  
Burntwood  
Staffordshire  
WS7 7U

## Our Site and Facilities

Ridgeway is a huge site with extensive outdoor facilities including a two playgrounds, a ball court, an outdoor gym, a trim trail and a MUGA as well as a huge sports field with its own daily mile track.

Our school also benefits from a forest school complete with its resident chickens and a purpose built dance studio.

Our EYFS settings and Year 1 also have their own outdoor areas attached to their classrooms.

The main school building was erected in the 1970's and consists of three buildings. There are seven classrooms in the single storey block for our Ridgeway Rainbow Tots 2s Group and Sunbeams Nursery and our Reception and Y1 pupils. There is also a multi-purpose hall which is used for assemblies, PE lessons and also as the dinner hall. This is connected to a 2 storey block with a further ten classrooms for Year 2 – Year 6, six small group rooms and a nurture room. There is a separate block at the bottom of the drive for our whole year day nursery; Sunny Days, which has three rooms and a central dining area.

As a two form entry school we take up to 420 children with no more than 30 pupils per class. In addition we have 128 Nursery places across our three EYFS settings.

In June 2022 we converted to an Academy and joined Erasmus Darwin Academy and Highfields Primary Academy in the Primitas Learning Partnership. This is a new and exciting venture, creating opportunities for both staff and students.

## **Our Educational Mission: ...*the sky's our limit!***

The curriculum at Ridgeway is designed to make all our pupils **STARS**... We want our children to experience more than what is offered through the National Curriculum. Life in the wider world demands so much more and we aim to ensure all our children have the knowledge and skills to succeed in life through the experiences we provide so that they can all become **STARS**!

**S.T.A.R.S** is an acronym that stands for the things which we want our children to learn while they are with us. These are our key curriculum drivers:

ExpresSive Communicators  
HealThy Champions  
Life-Long LeArners  
WoRld Citizens  
Open to PoSSibilities

Creativity is at the heart of everything we do at Ridgeway Primary Academy. We have a creative approach to all subjects and encourage our children to be creative thinkers. We believe that all children have the ability to be creative and our curriculum provides opportunities to develop this across all subject areas. We work with a range of creative practitioners to give children opportunities to be imaginative, to use experiences and observations to make connections in their learning and appreciate that learning can be accomplished in different forms.

We provide our children with a wide range of enrichment activities that enhance the Ridgeway curriculum. This includes:- out of school visits, 'master classes', visitors into school, out of hours learning, competitions, residential school visits and working with other schools.

Our School Motto is ... **the sky's our limit!** With this in mind, our 'curriculum drivers' are designed to enable our pupils to '**Reach for the STARS**' in their learning if they are '**Open to Possibilities**' and believe that for them '**Anything is Possible**.'

**Joanne Jelves and Laura Gray**  
**Co-Headteacher**

## The Role

Ridgeway Primary Academy has an excellent reputation and provides a lively and creative environment in which to work. We gained 'Good' in our most recent Ofsted inspection and we are a founding member of Primitas Learning Partnership, a new Multi Academy Trust which seeks to make a positive difference in the local community.

At Ridgeway, our children are at the heart of everything we do. We encourage them to be 'Open to Possibilities' and believe that 'Anything is Possible' as they strive to achieve their best outcomes in all areas, whatever their personal starting points may be.

We are looking to appoint a talented classroom teacher with a sound knowledge of the EYFS curriculum, to join our amazing group of staff, from April 2023 or sooner if possible.

We welcome applications from Early Career and more experienced teachers.

The successful candidate will be:

- An excellent classroom practitioner
- Committed to raising achievement through an exciting and stimulating curriculum
- Enthusiastic and forward thinking
- Well organised and creative
- Able to demonstrate excellent interpersonal skills and the ability to work with a range of staff to improve learning
- Able to work in partnership with parents/carers and the wider community

In return we can offer you:

- A commitment to continuing your professional development
- A highly supportive LGB and staff team who work hard to ensure children achieve the very best outcomes both academically and socially
- Lively, happy, well-motivated children who are keen and eager to learn
- Opportunities for collaboration with schools within the Primitas Learning Partnership
- An incredibly positive working environment. We passionately believe that our human resources are our most important and valuable resources. Therefore, our staff wellbeing strategy is at the heart of our ongoing improvement work, meaning that middle and senior leaders are committed to ensuring that all staff are happy, cared for, listened to and professionally equipped to fulfil their role to the highest possible standard.
- Opportunities for career progression regularly arise, with the Academy having an excellent record of training and developing our own staff from within.

We invite applications from colleagues who can engage and work collaboratively with colleagues.

Ridgeway Primary Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As such this post is subject to a satisfactory Enhanced DBS check, references and online searches. You will also be required to provide proof of eligibility to work in the UK, evidence of your qualifications and suitable references.

Salary: Teachers Mainscale £28,000 - £38,810 per annum

For further information regarding the Academy, please visit our website at [www.ridgeway.staffs.sch.uk](http://www.ridgeway.staffs.sch.uk) or email [headteacher@ridgeway.staffs.sch.uk](mailto:headteacher@ridgeway.staffs.sch.uk)

If you would like further information on the role, or would like to book an out of hours visit, please contact the main office on 01543 227170.

*The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a 'disclosure' check under the Rehabilitation of Offenders Act 1974. Further details regarding this check are available from schools or by visiting [www.gov.uk/government/organisations/disclosure-and-barring-service](http://www.gov.uk/government/organisations/disclosure-and-barring-service)*

## Job Description

Post Title: Teacher

Salary: Teachers Main scale M1 – M6.

The post holder is immediately responsible to: - Headteacher

### Job Summary:

All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document (STPCD). Teachers should also have due regard to the current Teacher Standards. Teachers' performance will be assessed against the teacher standards as part of the appraisal process relevant to their role in school.

### Main Duties & Responsibilities:

Behaviour and Safety	<p>Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect maintaining good relationships with pupils and demonstrating a positive role model</p> <p>Manage classes effectively, using strategies which are appropriate to pupils' SEND in order to inspire, motivate and challenge pupils promoting positive pupil behaviour in accordance with the school behaviour policy</p> <p>Be responsible for promoting and safeguarding the welfare of the pupils within the school, raising any concerns following school protocol/procedures</p>
Teaching	<p>To undertake an appropriate programme of teaching which uses a variety of teaching methods to suit individual learning styles and maximise pupils' learning in accordance with the duties of a main pay range teacher</p> <p>Write Individual Education Plans for children with Special Educational Needs as appropriate.</p> <p>Direct the work of teaching assistants, other support staff and any students or volunteers allocated to you.</p> <p>To plan and deliver a creative curriculum that meets the needs of individual students</p> <p>Be accountable for the attainment, progress and outcomes of pupils' you teach</p> <p>To ensure that behaviour management systems, rewards, and sanction procedures are implemented to ensure effective teaching takes place.</p> <p>To foster excellent relationships with families, including communicating and consulting on a regular basis through formal consultation evenings, home/school book or equivalent.</p>

To work collaboratively with multi-agencies as required.

Adhere to the school's assessment & monitoring policy, making accurate and productive use of assessment to monitor progress, plan subsequent lessons to secure pupil progress.

Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate.

Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupil progress, attainment and well-being, refining your approaches where necessary.

Be responsible for improving your teaching through participating in CPD opportunities identified by the school or developed as an outcome of your performance management.

#### Additional Duties

Contribute to the cooperative life of the school through effective participation in staff meetings, phase meetings and curriculum working groups as laid out in the Directed Time Calendar.

Attend and participate in assemblies, register pupils and supervise pupils during break times

To undertake any other duty, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job as specified by STPCD not mentioned above.

Employees are expected to be courteous to colleagues and provide a welcoming environment to those who come into contact with the school. To carry out the responsibilities of the post with due regard to the school's policies, organisation and arrangements, including (but not exclusively) those relating to Safeguarding, Health and Safety at Work, Data Security & Confidentiality and Equality.

To perform such other duties as may be required by the Headteacher from time to time.

## How to Apply

To apply for a post, please complete the application form and equality and diversity monitoring form and return to the Co-Headteacher, email [headteacher@ridgeway.staffs.sch.uk](mailto:headteacher@ridgeway.staffs.sch.uk). CVs will not be accepted.

**CLOSING DATE:** Tuesday 3<sup>rd</sup> January 2023, 9.00 am

**INTERVIEW DATE:** Week beginning 9<sup>th</sup> January 2023

## Guidance Notes for Applicants

*Please read the important information in these guidance notes prior to completing and submitting your application*

- You must complete the application form to apply for this vacancy. CVs are not accepted.
- There is opportunity within the application to provide evidence of your experiences, skills and qualifications as related to the person specification. You may provide further details on additional sheets if required.
- Please ensure all gaps in employment and education history are fully explained on your application form. We may wish to verify this information during the recruitment process.
- Please complete the Equality & Diversity Monitoring Form. We are keen to ensure that our jobs are accessible to all members of the community and use this data to monitor our progress in doing this.
- Make sure you return your application form by the closing date.
- No applications will be accepted once the closing date has passed.
- After the closing date the applications will be shortlisted. Please keep free any interview date given; it is not normally possible to re-arrange this date.
- If we haven't contacted you within 14 days of the closing date you can assume that this time your application has been unsuccessful.
- We welcome applications from all sections of the community and will be pleased to help meet any requirements arising as part of the recruitment process.
- You will be asked to sign a copy of your electronically submitted application form at interview.

### References

To help us get a quick response, please ensure that you provide us with referees who are contactable and available. If possible, please provide e-mail addresses for your referees and advise them that they will be asked to provide a reference for you if you are shortlisted for the post. When providing details please ensure that one relates, if applicable, to your present job, or most recent employer and where possible, you must provide one referee who can comment on your previous work with children. If you have recently left full-time education, please ensure you include a Head Teacher/College/University Principal (or their representative) as one of your references.

Please state in what capacity the two referees are acting, e.g. current employer. Please note that, where a school is the employer, it is Academy policy to send reference requests to the Headteacher/Principal. Please, therefore, give the Headteacher/Principal's contact details as appropriate.

**Please note that references from relatives or friends are not acceptable.**



## **Equal Opportunities**

We recognise the importance of promoting equality of opportunity across all service provision as well as in the employment of our staff. We aim to promote equality of opportunity for all with the right mix of talent, skills and potential and we welcome applications from a diverse range of candidates.

## **Data Protection Act**

The Data Protection Act 1998 places responsibilities on us to process personal data that we hold in a fair and proper way. The Act came into force on 1 March 2000 and regulates the use of personal data, including any data you supply on this application form. The information you give us will be kept confidential and will only be used for the purpose of personnel management.

We may contact other organisations (such as the Disclosure and Barring Service (Formerly Criminal Records Bureau), Job Centre Plus, previous employer(s), education establishments, etc) to check the factual information you have given on the application form. The information will be stored securely, both manually and electronically and destroyed after 6 months if your application is unsuccessful.

If we offer you the position, we will use some of the information you give us on the application form in your contract of employment. The information you give on the recruitment monitoring form will only be used to monitor the application of our Equality & Diversity Monitoring Form and the effectiveness of our recruitment and advertising strategies.

## **Audit Commission Fair Processing Protocol**

The Academy is under a duty to protect funds it administers, and to this end may use the information you have provided as part of the recruitment process for the prevention and detection of fraud. It may also share this information with other bodies responsible for auditing or administering public funds for these purposes.

As part of this on-going responsibility the Academy participates in the Audit Commission National Fraud Initiative every two years. Key payroll and other data is used in a matching exercise to identify frauds, data errors etc; For further information, please visit [www.staffordshire.gov.uk/nfi](http://www.staffordshire.gov.uk/nfi)

## **Employment Terms & Conditions**

### *Annual Leave*

Arrangements for Teachers preclude the necessity for annual leave entitlements. Provisions regarding the working time of various categories of teaching staff are contained in their relevant conditions of employment set out in the School Teachers Pay and Conditions Document.

Associate Staff are subject to NJC terms and conditions of employment. Under these terms you will be entitled to a minimum of 24 days annual leave (excluding bank holidays). The amount of annual leave increases over time and is based on the level of your post and is pro rata for part time employees. Our annual leave year runs from 1st April to 31st March. In calculating your actual annual leave entitlement, we take account of the length of continuous local government service you have as well as your basic salary.

New entrants to the service are entitled to annual leave proportionate to the completed months of service during the leave year of entry.

## *NJC Terms & Conditions*

SALARY	0 - 4 yrs	5 - 14 yrs	15 – 24 yrs	25 yrs & over
Up to SCP 28	24	29	30	31
SCP 29 – 40	26	30	31	32
SCP 41 & over	27	31	32	33

Term-time workers are entitled to annual leave and public holidays proportional to a whole year employee's entitlement.

Associate staff are expected to take any annual leave entitlement during school closure periods.

### *Public/Extra Statutory and Local Leave*

As well as annual leave, our offices are closed on the following 9 days, and paid leave is granted to staff:

Good Friday and Bank Holiday Monday

May Day (first Monday in May)

Late Spring Bank Holiday

August Bank Holiday

Christmas and Boxing Day

New Year's Day

### *Other Leave*

Special leave arrangements also exist which cover bereavement, carer leave, adoption, maternity leave, work break, paternity leave and parental leave.

### *Working Hours*

The standard working week for full-time staff in schools is 37 or 32.5 hours dependant on their terms and conditions. Hours of work and shift patterns are usually indicated in the advertisement and application pack. Where posts are part-time the benefits of a full-time post, will be a pro rata entitlement to salary and annual leave, sick pay, maternity leave and pension rights.

### *Relationship to Members or Employees/Canvassing*

You must tell us in writing if, to your knowledge, you are related to a member of staff or Governor of the school. There is an opportunity to do this on your application form. We also expect you to state if you are related to a student at the school.

We will not appoint you if you canvass any of the above directly or indirectly – this means asking for help to get a job using their position in the council/ school.

### *Proof of Qualification*

You will have to provide proof of relevant qualifications during the selection process.

### *Immigration, Asylum and Nationality Act 2006*

We must take copies of evidence that you are able to legally work within the UK; the following list details the acceptable documents/combinations of documents which we must see and copy:

### Single documents (that we only need to see/copy once) –

- A United Kingdom Passport
- A Passport/National Identity Card from a country in the EEA Agreement stating that the holder is a national of that country
- A United Kingdom residence permit, registration certificate or document certifying or indicating permanent residence issued by the Home Office/ UK Border Agency to an EEA national.
- A permanent residence card issued by the Home Office, UK Border Agency to the family member of a national of an EEA country or Switzerland.
- A Biometric Immigration Document (ID Card) issued by the UK Border Agency to the holder which indicates that the person named in it is allowed to stay indefinitely in the United Kingdom, or has no time limit on their stay in the UK.
- A Passport or other travel document stating the holder is 'exempt from immigration control', is allowed to stay indefinitely/has right of abode in the UK or has no time limit on their stay in the UK.

### Combinations of documents (that we only need to see/copy once) –

- An official document giving the person's permanent National Insurance Number and their name issued by a government agency or a previous **employer in combination with one of the following documents:**
  - An immigration status document issued by Home Office/ Border Agency to the holder with an endorsement indicating that the person named has no time limit on their stay in the UK
  - A full birth OR adoption certificate issued in the United Kingdom/ the Channel Islands, Isle of Man or Ireland
  - A certificate of registration or naturalisation as British citizen
  - A letter from the Home Office/ Border Agency confirming the individual can undertake the specific work in the UK

### Documents that we need to see/copy every 12 months –

- A Passport or other travel document showing the individual can enter the UK and is allowed to do the type of work in question, provided it doesn't require a work permit
- An ID Card issued by the UK Border Agency to the holder which indicates that the person named in it is allowed to stay in the United Kingdom, and is allowed to do the work in question.
- A work permit or other approval to take employment issued by the Home Office or the UK Border Agency IN COMBINATION WITH a passport or another travel document/letter endorsed to show the holder can stay in the UK and is allowed to do the work in question.
- A Certificate of Application issued by the Home Office or the Border Agency to or for a family member of a national of a EEA/ Switzerland stating that the holder is permitted to take employment which is less than 6 months old IN COMBINATION WITH evidence of verification by the UK Border Agency Employer Checking Service
- A Certificate of Application issued by the Home Office or the Border Agency to or for a family member of a national of a EEA/ Switzerland stating that the holder is permitted to take employment, which is less than 6 months old
- An Application Registration Card issued by the Home Office or UK Border Agency stating that the holder is permitted to take employment IN COMBINATION WITH evidence of verification by the UK Border Agency Employer Checking Service
- An Immigration Status Document issued by the Home Office/Border Agency to the holder with an endorsement indicating that the person named in it can stay in the United Kingdom, and is allowed to do the type of work in question IN COMBINATION WITH A document issued by a previous employer or Government agency which contains the National Insurance number of the holder.
- A letter issued by the Home Office or the UK Border Agency to the holder or the employer or prospective employer, which indicates that the person named in it can stay in the UK and is allowed to do the work in question IN COMBINATION WITH a document issued by a previous employer/Government agency which contains the NI number and name of the holder. Any document/s you provide must be an original and must be provided when requested during the recruitment process.

## *The Rehabilitation of Offenders Act 1974*

The Rehabilitation of Offenders Act was introduced to make sure that you are not discriminated against when applying for jobs, if you have been convicted of a criminal offence and you have not re-offended for a period of time since the date of your conviction.

The Act allows certain types of convictions to be treated as "spent" after a certain (variable) period of time. You are no longer legally required to disclose to us convictions that have become "spent", unless the post you are applying for is exempted. In the case of more serious crimes, such as where the sentence is more than 5 years imprisonment, the conviction can never become "spent" and must always be taken into account.

Exceptions Orders exist to protect vulnerable client groups such as children, young people, and the elderly, sick or disabled. In such cases, we are legally entitled to ask you for details of all convictions, even if they are "spent" or "unspent" under the Rehabilitation of Offenders Act. All details of convictions will be disclosed by the Disclosure and Barring Service (Formerly Criminal Records Bureau) for the preferred candidate.

Cautions, reprimands and final warnings are not criminal convictions and are not covered by the Rehabilitation of Offenders Act. They become "spent" immediately and we may only consider them when appointing to exempted posts.

All applicants who are offered employment to a posts subject to a criminal record check from the Disclosure and Barring Service (Formerly Criminal Records Bureau) before the appointment is confirmed will have to provide details of cautions, reprimands or final warnings, as well as convictions.

Having an "unspent" conviction will not necessarily bar you from employment. This will depend on the circumstances and background to your offence(s).

For all other criminal convictions you will only need to disclose any convictions that are not 'spent'. A conviction is regarded as spent if you have served a 'rehabilitation period'. These periods vary according to the sentence received as follows: -

Sentence	Rehabilitation Periods (spent after)	
	Age 18 or over when convicted	Under 18 when convicted
Prison and Young Offender Institution - sentence of 6 months or less	7 years	3 years
Prison and Young Offender Institution - sentence of more than 6 months – 2 years	10 years	5 years
Fines, compensation order, probation (for people convicted on or after 3 Feb 1995), community service, combination order, action plan, curfew order, drug treatment, reparation order	5 years	2 years
Borstal (abolished 1983)	7 years	7 years
Detention centres (abolished 1988)	3 years	3 years
Absolute discharge	6 months	6 months

Sentences for which the rehabilitation period varies:

Probation order (for people convicted prior to 3 Feb 1995), conditional discharge, bind over, supervision order, care order	Until the order expires (minimum period of 1 year)
Attendance centre orders	Length of the order plus 1 year
Hospital order	2 years after the order expires (with a Minimum of 5 years from the date of conviction)
Suspended sentences are treated the same as for the full sentence	
<p><b>Consecutive and Concurrent sentences</b>  An offender may be sentenced at one time for several offences. If the court decides that imprisonment is the right penalty for more than one offence, it can order this to run concurrently or consecutively. If a person is sentenced to two terms of imprisonment of six months each, to run concurrently, the person will be subject to a rehabilitation period of 7 years. If they were ordered to run consecutively, they would be subject to a rehabilitation period of ten years.</p>	
<p><b>Extension of Rehabilitation periods</b>  Rehabilitation periods may be extended if a person receives further convictions while an original rehabilitation period is still running. If the second conviction is for a summary offence, i.e. an offence that can be tried only in a magistrates' court, then the first rehabilitation period is not affected and both rehabilitation periods will run their separate course. If, however, the second conviction is more serious and could be tried in crown court, then neither conviction will become spent until the longer rehabilitation period has expired. Where the original sentence resulted in a disqualification, prohibition or other penalty, the rehabilitation period will not be affected if the person is convicted of a further offence.</p>	

### **Safer Recruitment Checks**

We are required to ensure that the confidentiality and safety of our service users is protected and we therefore undertake the most stringent vetting of all our staff. This includes criminal record checks and thorough referencing, scrutiny of previous employment history and checks against our client and employee records. A trace against these does not mean that applicants are unsuitable for employment. It does, however, allow us to explore and address any potential conflicts of interest and also assesses suitability for employment. Signing your application form indicates your consent for such checks to be undertaken.

**All our documents are available in large print, Braille or another language on request.**