



Diocese of Salisbury

Academy Trust

'Beyond expectations for all of God's children'



Wilton
CE Primary School

Resource Base Teacher



Recruitment Pack



Welcome to the Diocese of Salisbury Academy Trust (DSAT)

and thank you for your interest in working with us. The Trust is based at the Diocesan Education Centre in the historic village of Wilton, located three miles to the West of the medieval city of Salisbury.

In this pack we have enclosed some interesting and useful information about the Trust, which works with twenty-two academies across the Diocese. You can find out more about these and the strengths of our organisation on our website at www.dsat.org.uk. We take safeguarding seriously and candidates will be subject to rigorous procedures to ensure that our children are suitably protected at all times. This will include an enhanced DBS check for all successful candidates before employment is confirmed.

This recruitment pack includes:

Our School

Brief outline of who we are and what we do

Job Advert and How to Apply

Please ensure that your application relates to the correct advertisement and that you have been able to find details of how to apply with the correct form.

Job Description and Person Specification

We aim to provide you with a clear indication of the role you are applying for. When completing your application, we ask you to relate your experience and skills to the Job Description and Person Specification in a clear and succinct manner.

DSAT Vision and Values

This document outlines the strength of the ambitions that we have for our Trust and our vision for all of the children in the Trust.

Equal Opportunities Monitoring Form

We are committed to equality in the workplace and supporting the development of all our employees.

Privacy Notice

We want you to be aware of how any personal data you provide will be processed up to and beyond the appointment of a successful candidate.



Wilton
CE Primary School



Letter from the Headteacher

Dear Applicant,

Thank you for your interest in the teaching post at Wilton CE Primary School. Wilton is a happy school with 167 children on role including a 10-place resource base for children with speech, language and communication difficulties.

Wilton school is a proud member of the Diocese of Salisbury Academy Trust and continues on a very exciting journey of rapid school improvement. There is a dedicated staff team who are willing to go the extra mile for the children in the school and enjoy challenging themselves and the children alike. The children are well behaved and ready to learn.

We are currently looking for a teacher to join our team in the speech and language resource base. The post will primarily involve leading the teaching and learning in the resource base ensuring that the children make progress towards their EHCP targets as well as teaching the full range of primary subjects. There may also be the opportunity to work in other parts of the school. We are very proud of the inclusive nature of Wilton CE Primary School and the resource base sits at the centre of our inclusivity, where we strive to do the best for all children who attend the school. The teacher will be well supported by the SENDco/Resource Base Manager along with two full time teaching assistants. There are many opportunities for continued professional development within the school and the wider trust.

If you have any further questions or would like more information please do not hesitate to contact me. I warmly encourage visits to the school, most likely virtual at the moment, so you can see for yourself the fantastic children that we have.

With best wishes,

Richard Boase

Headteacher



Wilton
CE Primary School

Our School Vision

Everyone Belongs, Everyone Achieves

At Wilton CE Primary school children's learning and the growth of every member of our community is central to all that we do. We seek to foster a love of learning to enable everyone to realise their full potential. Wilton is a school where all are welcome and everyone has a true sense of belonging. All members of the community are encouraged to develop their own spirituality and respect the beliefs of others. Everyone has a voice that is listened to and, when appropriate, acted upon. We have high aspirations for ourselves and for everyone in our community. Wilton is a school where the term 'impossible' never goes unchallenged.

We have five core Christian values that underpin all that we do...

- **Courage** – Nothing should ever go unchallenged, be brave and challenge yourself
- **Kindness** – Treat everyone as you wish to be treated
- **Love** – Love for God, love for each other, love for learning
- **Perseverance** – Have the highest aspirations of yourself and others, never give up
- **Respect** – Listen to one another, everyone is unique, everyone has a voice

⁴ We have many parts in the one body, and all these parts have different functions. ⁵ In the same way, though we are many, we are one body in union with Christ, and we are all joined to each other as different parts of one body. ⁶ So we are to use our different gifts in accordance with the grace that God has given us. If our gift is to speak God's message, we should do it according to the faith that we have; ⁷ if it is to serve, we should serve; if it is to teach, we should teach; ⁸ if it is to encourage others, we should do so. Whoever shares with others should do it generously; whoever has authority should work hard; whoever shows kindness to others should do it cheerfully. Romans 12: 4 - 8



Welcome to Wilton CE Primary School

Wilton CE Primary School is located in the town of Wilton on the outskirts of Salisbury. It is a single form entry primary school with 7 single year group classes and a resource base for children with speech language and communication difficulties. There are currently 167 children on role.

Inclusivity is at the heart of Wilton School, our vision – ***Everyone Belongs, Everyone Achieves***, applies to every member of our school community, children, staff, parents, governors and volunteers. We foster an environment where it is safe to achieve your best and have a true sense of belonging.

Alongside our vision sit our core Christian values of Courage, Love, Respect, Perseverance and Kindness. These form the backbone of the school, threading through everything we do and supporting children and staff to learn and flourish.

Wilton School has excellent facilities including a purpose built EYFS classroom and a brand-new outside learning space which was opened in September 2020. Our large grounds make for exciting learning opportunities outside at all times of the year.

We offer excellent standards of care, guidance and support and a high-quality learning environment to support all learners equally. The school upholds an ethos of high expectations which provides children with challenging opportunities where children acquire skills, knowledge and confidence that can be applied to all future learning experiences. These opportunities encourage respect, self-belief, excellence and enjoyment and prepare our pupils for the next stage of their education.



Job Advert

Job Title	Resource Base Teacher
Academy Name	Wilton CE Primary School
Location	Burcombe Lane, Wilton, Salisbury, Wiltshire, SP2 0ES
Contract Type	Permanent
Salary	M2 – M6 £27,600 - £36,961
Pension	Teacher Pension
Contact	Richard Boase rboase@wilton.dsat.org.uk
Closing Date	21 st May 2021
Interview Date	26 th May 2021
Start Date	1 st September 2021

Wilton CE Primary school is a happy fully inclusive school and we are looking to recruit a dedicated, outstanding practitioner who can teach across the primary age range in our resource base. Our children are highly motivated and excited by learning and are polite and well-behaved. The teaching commitments will include class teacher responsibilities as well as leading interventions. We are looking for someone who is flexible in their approach to teaching across the primary phase so that they are able to help drive school improvement.

We need someone who will be:

- a passionate, dynamic and reflective practitioner
- committed to the highest expectations of children's achievement and progress
- innovative and imaginative in creating memorable learning experiences
- dedicated and nurturing, with strong interpersonal and communication skills
- willing to work in a team and contribute to the wider life of the school
- experience of working across the primary age range
- experience of working with children who have special learning needs.
- looking for a new challenge

We welcome applications from teachers with a special interest to develop their SEN speciality who are committed to doing their very best for the children, parents and wider community of Wilton School. It would be advantageous to have a proven track record in SEN teaching, but not essential. An extra SEN pay point may be available for the right candidate.

If you believe that you have the necessary skills and experience, then we would like to hear from you. To arrange an informal discussion or to visit the school (Covid restrictions pending) please contact Richard Boase, Headteacher on rboase@wilton.dsat.org.uk or 01722 742621.

Wilton CE Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All applicants will be subject to a full Disclosure and Barring Service check before appointment is confirmed.



Diocese of Salisbury Academy Trust

'Beyond expectations for all of God's children'

Our vision is for the growth of thriving Christian learning communities, providing everyone with the opportunity to achieve more than they ever thought possible. Christian service is at the heart of all we do, as we help young people to develop excitement in learning and to live life to the full. We value everyone equally and demonstrate this through our words, actions, community life and the quality of the opportunities we provide.

Children and young people at the heart of all we do

Our young people will be inspired to develop academically and spiritually, aspiring beyond their own and others' expectations.

Faithfulness to our Christian tradition

We put God's love into action through our values of love, reconciliation, hope, forgiveness, peace, grace, justice and joy. Working with our parishes and communities, we encourage an understanding of the significance of faith through teaching, worship and prayer.

Striving for excellence

We love learning and are passionate about the high standards we can achieve in all aspects of life.

Collaboration

We build strong partnerships, learning with and from others as we challenge ourselves to reach new heights. We give of our best and expect the best from one another.

Celebrating success

We celebrate the achievements of every individual and share our successes widely.



'I can do everything through Christ, who gives me strength'



Background to DSAT

The Diocese of Salisbury Academy Trust (DSAT) was established at the end of 2013 to provide a home for schools within the Diocese of Salisbury who wanted to convert to academy status. From January 2021, the Trust has twenty-two academies. Whilst the Trust is a separate entity to the Diocesan Board of Education (DBE), they work together in dynamic and strategic partnership to transform provision and outcomes for the children in their care.

Alongside its improvement work in its current member academies, the Trust is working actively with other schools and the Regional Schools Commissioner (RSC) to grow its family of academies. This will enable a greater level of system-led improvements, further opportunities for collaboration between leaders and staff at all levels of the organisation and better economies of scale, vital in the current challenging economic climate.

DSAT provides an opportunity for schools to convert to academy status in a way that is different to many academy trusts.

- Individual schools that can thrive in their own context and in line with their own vision and values;
- A home for church schools committed to maintaining their distinctiveness, based upon their Christian values;
- A home for schools without a Christian foundation, who are wanting to work with us in partnership to secure better outcomes for children;
- A dynamic collaboration, working in conjunction with a range of partners, to deliver tailored programmes of school improvement that will meet the needs of each academy;
- Services available to academies that will support improvements to teaching and learning, allowing schools to focus on their core business rather than being distracted by academy business;
- The flexibility to meet schools where they are on their journey and to adapt to their specific circumstances;
- Opportunities to operate in close partnership and strong relationship with the DBE, the RSC and local authorities for the good of our academies.



The Salisbury Diocesan Board of Education (SDBE), formed in 1830, is one of the oldest formal diocesan bodies. Many of the church schools were founded before that date, and the Board was formed to support their work and to promote new schools. The Diocese today extends over 2,000 square miles, with a population of just under 860,000. There are a total of 195 schools and academies serving 40,000 children. The SDBE works across a number of counties and local authorities, working closely in mutually beneficial partnership with them in order to progress the life-chances of the children in their care. DSAT is open to both church and non-church affiliated schools across the region.

To find out more about our Trust, and to see a map of our locations, please go to www.dsat.org.uk/map.