

Candidate Pack Senior Teacher



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About us



Our Ethos and Values

Our Vision as a Church of England school is to deliver a caring, stimulating and enjoyable experience for all our pupils, during which pupils are expected to do their best at all times and to live out our Christian values, underpinned by John 10:10- Jesus said, I have come that you should have life, life in all its fullness, by treating others as they would like to be treated.

Pupils should leave our school with strong basic skills including communication, self management and team-working skills, able to access the next stage of learning, be useful and caring citizens of our country with pride and awareness of our collective values and with special memories of their time at our school.

Our Mission Statement is "to learn with care, fun, faith and respect".

What this means - Our Christian vision, ethos and values are at the core of everything we do in school. All adults chose to work in a Church of England school and to work with one another and our whole wider school community in a Christian way - treating all with respect and care. We understand that all adults are role models for pupils and work hard to establish positive relationships with families from the start of a family's time with us at our welcome evening, to the end of a child's time with us at the Leavers' Service. The broad Christian ethos, values and vision underpin our teaching and learning, and provide an environment which nurtures our pupils enabling them to leave our school as caring, confident, happy citizens. Children understand that we are all children of God and are guided to support and serve one another e.g. as play leaders or buddies during their time in school and with the adults in school to guide and support them too.

The shared Christian values of honesty, respect and co-operation are key to our ways of working with and supporting our families.

Career Development



We are committed to developing our staff and invest heavily in our well developed CPD programme, as well as giving our staff the freedom to focus on highly effective learning. We also provide our staff with access to accredited qualifications and training.

Apprenticeships-Both our support staff and teaching staff have access to apprenticeships unique to their area of work.

Early Career Framework-We are proud to be a member of Pathfinder Schools who in partnership with the Best Practice Network (BPN) delivering the new Early Career Framework. Our Early Career Teachers benefit from our specialist skills in the new framework.

National Professional Qualifications (NPQ'S)-Pathfinder Schools is an official NPQ delivery partner who in collaboration with the Outstanding Leaders Partnership (OLP) are delivering the National Professional Qualifications (NPQ) training programmes to schools. The qualifications draw from the very latest evidence and research into pedagogy, behaviour, curriculum and more.



What our staff appreciate most...

Colleagues at school and at Trust

Supportive network

Children we serve are hardworking and fun to teach

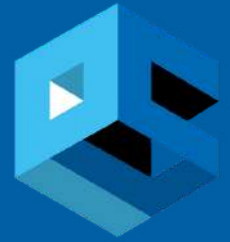
Teamwork

Behaviour of the children

my colleague



Being part of Pathfinder Schools

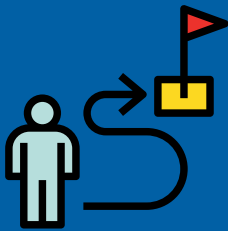


Pathfinder Schools is a cross-phase, multi-academy Trust of 10 schools in the north of Northamptonshire. Our Trust includes both church and community academies and we work closely together, connected by the vision we share for our pupils. Each school has its own unique character but we are unified by our unshakeable belief in the power of education to change lives. We believe that staff and pupils can flourish when they are happy and well-supported. We are inspired by the challenge of providing children with a rich tapestry of experiences that allow them to explore the world and their place in it.

We are passionate about our values of **Aspiration, Responsibility and Courage**, we believe that when people feel respected and included they can be more creative, innovative, and successful.

One Trust, transforming lives and communities, inspiring greatness

Our purpose



Our Trust is a growing family of schools, built on a commitment to the development of the children and young people in the communities we serve.

We exist to deliver the very best educational outcomes for every learner.

Based upon a foundation of independence, we empower young people to broaden their horizons and open their minds to new opportunities.

Our vision



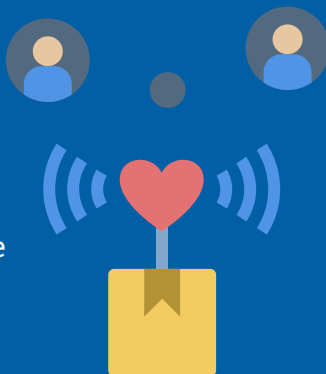
Together we want to develop inspirational schools which instil Aspiration, Responsibility and Courage in every learner, enabling them to find the greatness within them.





Our strategic objectives

- Every school a great school
- Every school an inspiring place to work and learn
- Every school a school of choice in the community
- Every school expertly supported by a strong central team



Our Values

Our values stand at the very core of everything. They are the centre from which all we do and say radiates, guiding the way that we work together.

Our Values

Aspiration



We aim high

Everyday we aim to be the best we can be. We are all striving to reach our own personal greatness. We recognise that we do not all start from the same place and we work to enable all to overcome barriers and achieve their full potential.

Responsibility



We play our part

We believe that we are all responsible for making Pathfinder Schools an inspiring place to work and learn. We hold ourselves accountable for our own actions, admit when we have failed against our own standards, feel comfortable asking for support and always strive to be our best selves.



Courage – We are brave

We are a Trust that faces challenges directly, we are honest about the decisions we make and the reasons for them. We support each other through difficult times in our learning and in our lives. We have the strength to persevere in the face of difficulty, uncertainty and challenge.

Advert



Contract type-Permanent

Salary- Senior Teacher
MPS/UPS +TLR2a

Closing date-Wednesday 13th
December 2023

Interviews-Date TBC however
we anticipate undertaking
interviews prior to the
Christmas break.

If you have any concerns
regarding meeting the above
dates please contact the Trust
HR team at
askhr@pfschools.org.uk who
will support you further.

Start date -April 2024
however an earlier start date
would be considered.

How to apply -

To apply please complete a
Pathfinder Schools Teacher
application form which can be
downloaded from the
vacancies page of the Trust
website
<https://pathfinderschools.org.uk/join-us/vacancies>

Completed application forms
should be accompanied by a
letter of application and
should be sent to
recruitment@pfschools.org.uk

Pathfinder Schools are delighted to offer an exciting opportunity to support Wilbarston C of E Primary School as their new Senior Teacher. Situated in the small village of Wilbarston, our school is much loved by its pupils, families and the wider community. Our staff team and governing body form an exceptional, highly engaged and ambitious team.

We are recruiting for an ambitious teacher to support the Headteacher in the following areas:

- communicating the school's Christian vision
- supporting the Headteacher's strategic leadership
- the day-to-day management of the school
- managing staff and resources to achieve the school's aims and objectives
- monitoring progress towards the achievement of the school's aims and objectives

We are looking for a Senior Teacher who:

- is passionate about education and committed to transforming the lives of our pupils
- has the skills and attributes to lead and inspire others
- is hard-working, optimistic and resourceful
- is committed to continuous professional development

Visits to the school prior to application are encouraged and welcomed, to arrange a visit please contact our School Business Manager Lindsay Harris at LHarris@pfschools.org.uk

We occasionally close vacancies early in the event that we receive a high volume of applications. Interviews may begin soon after receipt of applications for shortlisted candidates, therefore we recommend that you apply early.

Being part of Pathfinder Schools offers a fantastic opportunity to develop yourself, as a Trust we actively encourage collaboration and the sharing of good practice; we believe that by developing a love of learning and having the highest expectations, all members of the Pathfinder Schools community can achieve and inspire greatness.

Wilbarston Safeguarding Policies and Procedures are available on their website, which can be accessed at the following web address:

<https://www.wilbarston.northants.sch.uk/index.php/safeguarding/safeguarding-and-child-protection>

Pathfinder Schools are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. DBS, Reference, Identity, Criminal Record and Medical Checks are mandatory for all posts within Pathfinder Schools.

Pathfinder Schools is passionate about its values of collaboration, humanity and independence, we believe that when people feel respected and included they can be more creative, innovative, and successful. We are committed to an inclusive workforce that represents many different cultures, backgrounds and viewpoints. Our employee lifecycle processes are designed to prevent discrimination against our colleagues, regardless of gender identity or expression, sexual orientation, religion or belief, pregnancy and maternity, marital status, ethnicity, age, disability status, or any other aspect which makes them unique. While we have more work to do to advance diversity and inclusion, we're committed to moving our Trust and the education sector forward.



Job Description



Senior Teacher

Purpose of the post

The Senior Teacher supports the Headteacher in providing vision, leadership and direction for the school.

To support the Headteacher in providing professional leadership which secures the school's success and ensuring high quality teaching and learning.

Key responsibilities

In addition to the duties and responsibilities of a Classroom Teacher:

- To support the Headteacher in formulating and embedding the aims and objectives of the school
- As delegated by the Headteacher oversee designated staff and resources to achieve the aims and objectives of the school and monitor progress towards their achievement.
- To ensure the classrooms are creative, stimulating and well organised; and to facilitate the highest standards of work by all pupils in each year group
- To model and demonstrate best practice
- To ensure planning and assessment is effective in moving all pupils on in their learning
- To analyse pupil progress, outlining future actions and their rationale alongside the headteacher
- To support colleagues experiencing difficulty, working within short-term action plans with specific targets in consultation with the headteacher
- Establish and maintain a positive relationships with pupils and staff.
- Work as a member of a team, planning co-operatively, sharing information, ideas and expertise.
- Consult and plan with multi-agency colleagues, as appropriate.
- Establish good relationships with parents and carers to promote pupils' learning and development.
- Support the Headteacher in the provision of professional leadership and management of teaching and learning throughout the school.
- support the Headteacher in developing a coherent and accurate account of the school's performance to stakeholders.
- Promote best practice in inclusion across the school.
- Consult and plan with multi-agency colleagues.
- Establish and promote good relationships with parents and carers to improve pupils' learning and development ensuring co-productive approaches.
- Ensure that resources are organised and readily available to promote learning.
- Support behaviour taking into account the personal, social and emotional needs of pupils.
- Undertake the professional duties of the Headteacher and deputise in the event of absence from the school. Including:
 1. Ensure day to day systems and routines are properly defined and adhered to so children and staff can function effectively
 2. Ensure pupil behaviour is properly managed and supported including securing the cooperation & support of parents
 3. To ensure all safeguarding concerns are identified and recorded in keeping with the school policy

Senior Teacher Person Specification



Essential	Desirable
Qualifications	
<ul style="list-style-type: none"> • Qualified Teacher Status • Degree 	<ul style="list-style-type: none"> • Further professional qualifications
Experience	
<p>The Senior Teacher should have experience of:</p> <ul style="list-style-type: none"> • Teaching for at least four years • Teaching at consistently good, with much being outstanding • Teaching in more than one year group • Participating in team management – including the management of change • Proven skills or demonstrative ability in planning and resource allocation 	<ul style="list-style-type: none"> • Teaching throughout the primary phase • Excellent monitoring and assessment techniques • Supporting others in developing their teaching skills • Evidence of using the outcomes of self-evaluation, data analysis etc. to set targets and influence planning • Experience of strategic management
Knowledge and understanding	
<ul style="list-style-type: none"> • Promote the safeguarding of all children within the school • Improvement strategies for pupil attainment • The role of the leadership group within the school • Curriculum management and the school's duty to provide for the needs of all pupils • Whole-school issues and their strategic management 	<ul style="list-style-type: none"> • The Ofsted framework and the place of self evaluation • The role of management in monitoring school effectiveness and maintaining a climate conducive to school review and evaluation

Senior Teacher Person Specification



Essential	Desirable
<p>Skills</p> <ul style="list-style-type: none"> • Participate and lead effectively in strategies to support staff development • Communicate effectively (both orally and in writing) to a variety of audiences • Show evidence of good interpersonal skills as a team member, and in handling sensitive situations in a wider context • Establish good working relationships throughout the school community • Promote their subject areas effectively within the school • Promote the school's aims positively, and use strategies to monitor motivation and morale • Create a positive team spirit; delegating and negotiating, when necessary, • with sensitivity • Motivate others to achieve their best, and enhance their self-esteem • The teacher will have exemplary classroom practice • Have up to date ICT skills and knowledge 	<ul style="list-style-type: none"> • Working with governors and/or parent groups • Experience of leading change and setting targets • Providing school-based INSET • Encouraging staff to surpass their own expectations
<p>Personal characteristics</p> <ul style="list-style-type: none"> • Able to think creatively • Determined and self-motivated • Open-minded • Positive • Diplomatic • Self-confident • Assertive • Empathetic 	



Contact us

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Market Harborough,

Leicestershire

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