



RECRUITMENT PACK

Senior Teacher

£31,650 to £49,819 plus TLR 2(A) £3,440

Start Date: ASAP

Closing Date: Wednesday 7th May 2025 at 9am





Introduction from the Headteacher

Finstock Church of England Primary School sits at the heart of the village and plays an important role in the local community. We have good links with our local church and we endeavour to help all our children develop their understanding of the Christian faith.

We have high expectations and work hard each day to live out our Christian Vision to provide all children with the highest level of academic curriculum and pastoral care, with opportunities for spiritual growth and intellectual enquiry. We pride ourselves on our happy, friendly and caring atmosphere.

At Finstock each child grows knowing that they belong to our school family and that our school family belongs to them. This knowledge fosters a pride in their school and its achievements, and an understanding that each individual is a very important part of the whole.

We are extremely fortunate to be part of our wider family of The MILL Academy Trust; Motivate, Inspire, Learn and Lead are values that underpin our behaviours. We are afforded so many opportunities by being part of a larger family and are so incredibly grateful for the benefits we receive.

Our approach

This is a hugely exciting time for our family of schools as we are presented with a rare opportunity to make a real difference to the lives and life chances of so many children and young people. Our vision is to enable individual schools to flourish whilst remaining integral to the communities they serve.

Here we think deeply about how we can have the biggest impact on pupils. In a world where the algorithms of life give us more of the same, we believe education has the role to give children something different. We continually ask ourselves the following five questions:

- Are we securing equity?
- Is our leadership driving school improvement?
- Is our curriculum irresistible?
- Are we research informed?
- Are we deploying resources effectively?



All schools in our Trust have a culture of compassion underpinned by high expectations and understanding. We have three rules: ready, respectful and safe. We are a truly inclusive organization and passionately believe that every child has a right to mainstream education.

Finstock Church of England Primary School is a small school with a huge heart. We have a culture of compassion and high expectations. We are extremely proud of our commitment to providing the highest quality learning opportunities for our pupils. We are a hard-working and dedicated team with a strong moral purpose.

Our curriculum principles

Our curriculum is coherently planned and sequenced towards cumulatively sufficient knowledge and skills for future learning. We are truly inclusive; children are grouped in fluid and flexible progress groups to ensure no child is left behind. We believe that all children are entitled to the arts and the outdoors. Oracy wraps around our knowledge - rich curriculum; we explicitly teach the physical, linguistic, cognitive, social and emotional strands throughout our curriculum. We believe that children deserve an education rich in wonder and memorable experience. Where creativity and curiosity flourish, alongside the purposeful acquisition of knowledge and skills. We believe this helps children become well rounded, happy individuals, ready to succeed in an ever-changing world.

Professional development

We provide excellent professional development through a strategic programme.

Finstock Church of England Primary School is committed to promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The appointment will be conditional on receipt of enhanced DBS clearance, satisfactory references and other relevant pre-employment checks.

All staff at Finstock Church of England Primary School have a responsibility to co-operate with and follow all Health and Safety requirements in accordance with the school Health and Safety Policy.

If you are interested in working in a small school in a forward thinking Trust, then Finstock Church of England Primary School could well be the place for you.

Leanne Dixon
Headteacher



The opportunity

Position: Senior Class Teacher

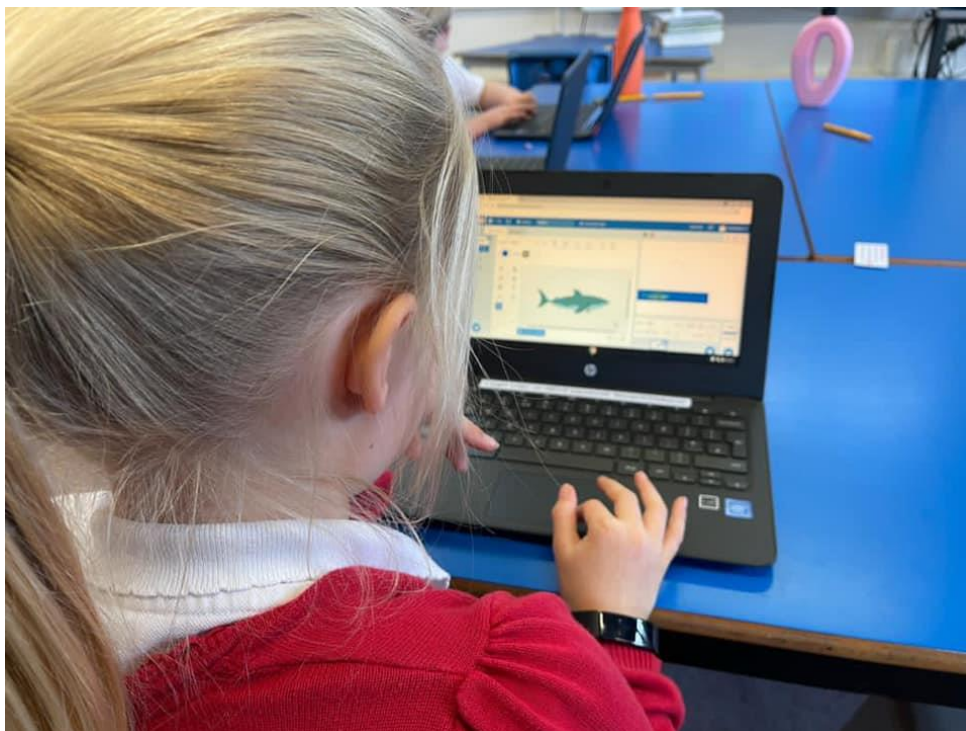
Working Hours: Full time

Required: ASAP

We are seeking to appoint an energetic, enthusiastic and skilled Senior Class Teacher for our mixed early years and key stage 1 class to a permanent full-time vacancy at Finstock Church of England Primary School.

We are looking for candidates who are committed to the learning and development of our pupils, inspiring and motivating them in their learning, as well as successfully working as part of our small school team and the wider Trust team.

Applications are welcome from experienced teachers. We are also open to applications from applicants wanting to job share or part time hours if we could make a number of part time appointments to make up the full-time role. This could be a fantastic opportunity for an aspiring leader to gain domain specific knowledge and experience of school leadership. Our CPD programme is gold standard and we provide networking opportunities with colleagues in our family of schools.





Selection Criteria

Essential

- Qualified Teacher Status
- Ability to work as part of a team
- Knowledge of planning, assessment and record-keeping
- Commitment to further training and development
- Conscientious, enthusiastic and positive
- The ability to relate well to pupils, staff and parents

Desirable

- Willingness to contribute to extra-curricular activities
- Evidence of improving practice by identifying and meeting CPD needs

Job summary

The Senior Class 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. To be responsible for the education and welfare of designated classes or groups of pupils in accordance with the requirements of Conditions of Employment of School Teachers, having due regard to the school's aims, objectives, and school policies and to fulfil the 'Professional Standards' for Teachers in England. To lead on the Christian Distinctiveness in the school. To share in the corporate responsibility for the wellbeing and pastoral care of all pupils. To carry out any reasonable instructions given by the Headteacher and Leadership Team.

Job Description: Class Teacher (MPR and UPR)

This job description should be read in conjunction with the current School Teachers' Pay and Conditions Document and the provisions of that document will apply to the post holder. You will be expected to carry out the professional duties of a teacher as outlined in the School Teachers' Pay and Conditions Document currently in operation, or any subsequent legislation.

Set high expectations which inspire, motivate and challenge pupils

- establish a safe and stimulating environment for pupils, rooted in mutual respect;
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions;
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

Promote good progress and outcomes by pupils



- be accountable for pupils' attainment, progress and outcomes;
- be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these;
- guide pupils to reflect on the progress they have made and their emerging needs;
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching;
- encourage pupils to take a responsible and conscientious attitude to their own work and study.

Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings;
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship;
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject;
- demonstrate a clear understanding of systematic synthetic phonics;
- demonstrate a clear understanding of appropriate teaching strategies.

Plan and teach well-structured lessons

- plan sequences of lessons to extend knowledge and build on prior knowledge;
- use the "principles of instruction" to plan sequences on lessons;
- be evidence informed;
- be diagnostic in identifying gaps and relentless in closing them;
- Use feedback and assessment to inform the next stage of learning.

Adapt teaching to respond to the strengths and needs of all pupils

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively;
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these;
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development;
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities and be able to use and evaluate distinctive teaching approaches to engage and support them.



Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements;
- make use of formative and summative assessment to secure pupils' progress;
- use your professional judgement to report data and have professional conversations;
- use regular feedback in the moment and to inform your planning.

Manage behaviour effectively to ensure a good and safe learning environment

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour blueprint;
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, recognition, postcards, positive phone calls home and restorative conversations;
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the school;
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support;
- deploy support staff effectively;
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues;
- communicate effectively with parents with regard to pupils' achievements and well-being.

For all staff - You have specific responsibilities under Health & Safety / Child Protection legislation to ensure that you:

- Take reasonable care for your own health and safety, and that of others affected by what you do, or do not do.
- Cooperate on all issues involving health and safety.
- Use work items provided for you correctly, in accordance with training and instructions.
- Do not interfere with or misuse anything provided for your health, safety or welfare.
- Report any health and safety concerns to your line manager as soon as practicable.
- Report any safeguarding children / child protection concerns to a senior member of staff.
- Attend safeguarding training as requested.



This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in job commensurate with the grade or job title.

Working with Children and Safeguarding

The MILL Academy is committed to safeguarding children and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All successful candidates are required to have enhanced DBS clearance and will need to undertake the DBS check with our organisation. Other relevant pre-employment checks will also be carried out including references from present and previous employers, a confidential health check and internet/social media checks.

What we can offer you:

- ✓ A hard working and committed team of colleagues
- ✓ Competitive salary with upper pay scales above the usual national levels
- ✓ Regular programmes of professional development to Teacher Development Trust Gold Standard
- ✓ Support for and commitment to your future training and development needs
- ✓ On-site free car parking
- ✓ Cycle to work salary sacrifice scheme
- ✓ Annual free flu vaccination
- ✓ 24/7 employee assistance wellbeing scheme





The Application Process

We are seeking to appoint the best possible candidate and our recruitment process will reflect our desire to undertake all possible measures to achieve this.

Applicants should download and complete the teaching staff application form from our website or complete our online application form on our TES recruitment site. You should also submit an accompanying letter of application, addressed to the Headteacher, that is no more than two sides of A4. Applications should be returned to jobs@millacademy.co.uk please or via the TES online portal.

Visits to the school prior to interview are also encouraged and warmly welcomed and can be arranged with the HR Team or the School Office. If you have any queries about this role, please do not hesitate to contact the HR Team on 01993 848166 or email jobs@millacademy.co.uk.

The closing date for applications is **Wednesday 7th May 2025 at 9am**. Shortlisting will take during that week and candidates will only be notified if they are successful in being called for interview. Applications may be considered as soon as they are received, and the Trust reserves the right to withdraw the vacancy at an earlier date if a suitable applicant is found.

If you decide you want to be part of our team, we look forward to hearing from you and to receiving your completed application form.