



NORTHAMPTON PRIMARY
ACADEMY TRUST PARTNERSHIP



Specialist Unit Teacher



Treetops – SEMH Specialist Provision



Welcome from the Chair of the Board of Trustees

We are delighted that you are interested in applying for a position at the Northampton Primary Academy Trust (NPAT).

The Northampton Primary Academy Trust Partnership was founded in August 2012 and was built on the vision of five Headteachers to bring together like-minded schools to provide quality-first teaching and learning to all children across member schools, delivered and supported by passionate personnel of the highest professional calibre. Our member schools come in many shapes and sizes, from small to large, split-site primaries and cover a diverse geographical range and socio-economic mix.

Our vision is to achieve “educational excellence; creating opportunities and enriching lives”. To achieve this, our mission is to develop a Multi-Academy Trust of highly effective and sustainable schools. NPAT schools all share a common vision and are committed to the NPAT values, whilst retaining the freedom to innovate and develop their own identity and character.

The Trust is built on the principle of synergy; that a collaboration of vibrant and successful schools can achieve collectively what a single school couldn't achieve alone. NPAT improves our schools using teamwork and innovation through partnership working that brings together children, parents, teachers, governors and school leaders.

From the original five schools we have seen progressive growth, with twelve schools currently on board and a thirteenth due to open in September 2022. Whilst we grow in size, the Trustees and Executive Team are keen to ensure that we retain the values and ethos upon which our Trust was originally built.

Joining our Trust will mean that you will benefit from excellent opportunities to learn and further your career, through strong collaboration and good career progression opportunities across our school network, and you will have great fun along the way.

We are on an amazing journey and we would be delighted to welcome you on board to be an integral part of it!

Thank you

Jeremy Stockdale

'Achieving Extraordinary Things'

Dear Applicant

Thank you for your interest in furthering your career at Northampton Primary Academy Trust. We aim to appoint and retain the highest calibre of staff at all levels. We work hard to ensure that our staff have every opportunity to develop as professionals throughout their career.

We are committed to developing the best working practices for our staff and ensure that staff working conditions, workload and well-being are at the heart of our thinking.

Our NPAT Staff Pledge shows our ongoing commitment to our workforce and we try to ensure that anyone working in an NPAT schools can expect:

- A fair and reasonable workload.
- High quality training and CPD opportunities that meet the needs of individual members.
- A fair pay and reward package at least equal to the national agreement for teachers, and the Local Authority pay scale for support staff.
- Support and incentive to ensure positive well-being.
- Higher priority placement in the school that you work at for the admission of staff children.

NPAT is committed to providing the most innovative, creative and inclusive education possible. We pride ourselves on high expectations and outcomes for our children through a curriculum which is aimed at nurturing the whole child academically and personally.

We are committed to the personal and professional development of our staff, offering innovative, collaborative and supportive approaches to training and development courses in priority areas. We are always keen to hear about the professional needs of our staff, so please feel free to let us know of any areas that you feel we could support you with.

NPAT always aims to be at the forefront of the latest educational thinking and research, including our current work on curriculum development which will provide clarity to teachers about wider curriculum content so that their valuable time can be spent concentrating on delivery and personalising this to meet the needs of their learners. We aim to work with the very best educational researchers and give our staff every opportunity to hear the latest research evidence tied in to our education strategy and priorities.

We hope that you will join us in one of our NPAT schools and look forward to working closely with you.

Yours sincerely,

Julia Kedwards, OBE

NPAT Chief Executive Officer

Follow us on Twitter: @NPATrust, **Telephone/text:** NPAT Office 07741 654181

Email: recruitment@npatschools.org, **Website:** <https://npatschools.org/index.php>

"The Northampton Primary Academy Trust (NPAT) is committed to safeguarding and promoting the welfare of children and young people and requires all staff, governors and volunteers to share and demonstrate this commitment. The successful candidate will have to meet the requirements of the person specification and will be subject to pre-employment checks including the right to work in the UK, a health check, an enhanced DBS check and satisfactory references."



The Northampton Primary Academy Trust (NPAT)

NPAT was formed in 2012 by a group of five Northampton Schools who believed that by working together, they could achieve something truly special for children across Northampton Town. NPAT is now a collaboration of eleven schools representing 4500 fabulous children and 700 amazing staff. Our schools are:

Abington Vale Primary School

Blackthorn Primary School

East Hunsbury Primary School

Ecton Brook Primary School

Headlands Primary School

Langland Community School (Milton Keynes)

Lings Primary School

Park Junior School (Wellingborough)

Rectory Farm Primary School

Simon de Senlis Primary School

Stanton Cross Primary School (Wellingborough)

Thorplands Primary School

Upton Meadows Primary School

Weston Favell Primary School

NPAT is driven by a vision of innovation, high aspiration and achievement, and a commitment to sport and the arts. This approach is encapsulated in our motto:

'Achieving Extraordinary Things'

NPAT schools all share a common vision - ***to achieve educational excellence, create opportunities and enrich lives*** - and are committed to shared principles and approaches whilst retaining the freedom to innovate and develop their own identity and character. Our schools span a range of communities and locations across the town, and we are able to offer staff opportunities to collaborate with others across the Trust.

The partnership is built on the principle of synergy; our collaboration of vibrant and diverse schools can collectively achieve more than a single school working alone. NPAT schools improve using collaboration and innovation through partnership working that brings together children, parents, teachers and school leaders, with the understanding that we are one organisation with many different sites:

'My school is your school; your children are 'our' children.'

Within the partnership, schools will have a range of strengths and needs and will be at different stages in their improvement journey. All schools are committed to an ethos of mutual support, sharing of best practice and co-creation of NPAT policies and curriculum approaches.

Located on the Eastern district of Northampton, Blackthorn is a one-form entry primary school with a nursery. In addition, Blackthorn Primary is very proud to run a Specialist Unit for children with an EHCP identifying a need for support with SEMH. Our school is driven by a passion to provide educational excellence for the children in our community.

The children at Blackthorn are polite, respectful and keen to learn. Our team of dedicated staff believe that children achieve their best in a safe, secure and happy school community and we work hard to make sure this is the case for our learners every day. We strongly believe that good relationships between people in our school community are essential in securing success for your child, as such, an effective partnership between home and school will benefit your child's learning.

At Blackthorn, we strongly believe in supporting every individual, children and staff, to develop and be supported in their aspirations. Our staff culture is of enabling everyone to have opportunities to grow through support and we have a proven track record of developing both early career teachers and leaders at all levels to achieve their goals.

We are proud to be a member of Northampton Primary Academy Trust (NPAT) with whom we work closely to provide opportunities for our children to broaden and enrich their time at primary school through the arts, sport and wider curriculum.

Becca Williams - Executive Headteacher



**Working together as a school community
to achieve educational excellence for all.**



Blackthorn Primary School

Job Description

Specific Post: **Class Teacher within the specialist SEMH provision**

Main Pay scale/Upper pay scale point: Full Time, M1 to M6

Special needs allowance: SEN 1

Responsible to: **Head of Specialist Unit & Assistant Headteacher,
Head of School and Executive Headteacher**

This job description is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the Education Act 2011, the required standards of Qualified Teacher Status, other current educational legislation and the school's articles of government.

This job description may be amended at any time following discussion between the Headteacher and member of staff, and will be reviewed annually.

Purpose of job

To be the class teacher for a one of the groups within the provision. To ensure high quality teaching and learning through a highly structured timetable and as part of a supportive team. In accordance with the school aims, to provide a safe, supportive and stimulating learning environment in which all pupils who have previously found school a challenge, can reach their potential.

Our provision currently has children whose ages range from Reception to Year 3. These children will stay and grow with us through their Primary years of education and we are looking someone special to teach a small class alongside the fantastic staff who work in the provision so that every child has the very best start.

The purpose of the job will also be to ensure high quality education and equal opportunities for all pupils in a designated class and improve the quality of learning and standards of achievement,

whilst working within the agreed school ethos and to the Structure, Policies and practice agreed by the governing body whilst supporting the five outcomes of “Every Child Matters.” To be responsible for ensuring child protection and the welfare and well-being of the children in our care.

Knowledge and Understanding

- Understand the structure and balance of the curriculum, including the National Curriculum, RE and other associated areas such as the Literacy and Numeracy Strategies and PHSE.
- Experience of teaching Key Stage 1 is desirable.
- Use recent monitoring and self-evaluation evidence as well as personal reflection/training to develop good quality teaching.
- Be familiar with and follow all school practice for health and safety issues, child protection procedures and positive behaviour management plans.
- Knowledge of the needs of the pupils as defined within the statement and subsequent reviews.
- Knowledge of parents/carers views through regular contact.
- Knowledge of the pupil’s attainment and progress through assessment.
- Knowledge of the pupil’s additional needs.

Planning, Teaching, Class Management

Teach allocated pupils by planning teaching to achieve progression in pupils’ learning through:

- Identifying clear learning objectives identifying how they will be taught and assessed and ensuring the best use of teaching time.
- Setting tasks for the whole class, groups and individuals which challenge.
- Using a variety of teaching strategies and ensure high levels of pupil interest.
- Setting appropriate and demanding expectations.
- Provide clear structure for lessons, maintaining pace and challenge.
- Make effective use of assessment information.
- Plan opportunities to contribute to pupils’ personal, spiritual, moral, social and cultural development.
- Set high expectations for pupils’ behaviour.
- Establish a safe, supportive and stimulating learning environment.
- Use a wide range of teaching methods to sustain the momentum of pupils’ work and engage all pupils, ensuring delivery of a differentiated learning experience related to the pupils’ individual needs.
- To lead the class staff team/tutor group, ensuring effective use of resources and regular liaison between team members to allow effective teaching and learning to take place.

Monitoring, Assessment, Reporting, Recording and Accountability

- Assess how well learning objectives have been met and use this assessment to improve specific aspects of teaching.
- Mark and monitor work providing constructive feedback and set targets for pupils’ progress, following whole school procedure.
- Assess and record each pupil’s progress systematically and use records to ensure pupils make demonstrable progress:
- Check that pupils have understood and completed work set

- Monitor strengths and weaknesses
- Inform planning
- Ensure that pupils continue to make demonstrable progress
- To be aware of child protection issues and to continuously monitor and respond to each child's well-being through referral to SLT
- Write reports as required by statutory requirements.

Other Professional Requirements

- Have a working knowledge of teachers' professional duties and legal liabilities, including Health and safety.
- Take responsibility for your own personal and professional development, including knowledge of school policies and procedures; ensuring CPD personal portfolio is kept up to date.
- To be aware of and fulfil the requirements of the Performance Management Policy.
- Liaise effectively with parents, carers and other agencies
- Awareness of the role and purpose of the school governing body.
- Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to co-ordinate the management of the school.
- Take on any additional responsibilities which might from time to time be determined.
- Working within the whole school ethos, act as a role model for pupils showing mutual respect and support for both pupils and staff.
- To assume responsibilities and duties as laid down in the staff handbook.
- To work as part of a team to support each other, demonstrate resilience together and celebrate the joy of small steps together.
- All staff are required to undertake initial and ongoing training in the principles and application of Team Teach.

Class Teacher (in the SU)

Person Specification

Criteria	Essential	Desirable	Method of assessment
Qualification	<ul style="list-style-type: none"> Qualified Teacher status Continual professional development relevant to the key stage 	<ul style="list-style-type: none"> Other higher professional qualification 	Certificates to be seen at interview
Experience	<ul style="list-style-type: none"> To have good curriculum knowledge across the key stage relevant to this role To have experience and success of teaching and supporting pupils with a variety of learning needs and tracking their progress through school-based assessment systems. To have a good knowledge of current educational developments relevant to the key stage(s) and the curriculum 	<ul style="list-style-type: none"> To have good curriculum knowledge across other key stage(s) as well as the one relevant to this role To have experience of working in a specialist provision or special school 	Letter/References/ Interview
Job-related knowledge/ Skills & aptitudes	<ul style="list-style-type: none"> Knowledge of data recording systems Understanding of OFSTED To have strong organisational and time-management skills and the ability to delegate appropriately. To have a commitment to the safeguarding and welfare of all pupils. To have a good knowledge of how to incorporate ICT into teaching and learning programmes and be competent in using a range of ICT programmes Be a positive and supportive role model and team player Ability to empathise and cope with demands of challenging pupils To be able to think creatively and imaginatively to anticipate and solve problems and identify opportunities. To be able to work professionally and sensitively with parents/carers and other agencies To be able to embrace change and think flexibly in response to changing legislation 	<ul style="list-style-type: none"> Experience of EHCPs Evidence of continuous professional development. 	Letter/References/ Interview
		<ul style="list-style-type: none"> Able to demonstrate capacity for additional responsibility and decision making 	Letter/ References/ Interview

Other requirements	<ul style="list-style-type: none"> • Strict confidentiality of information • Commitment to personal professional development • Commitment to equality of opportunity • Punctual, dependable and trustworthy • Patient, courteous and positive. • Welcoming and cheerful • Good general health • High level of energy and stamina • Strict adherence to the security requirements re: Child Protection and Data protection Regulations 		Letter / References/ Interview
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This job description is a broad overview of the post. It is not an exhaustive list of all possible duties, and it is recognised that jobs change and evolve over time. Consequently, this is not a contractual document and the post holder will be required to carry out any other duties that are necessary to fulfil the purpose of the job.

Statement of Equality

Northampton Primary Academy Trust is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills. Applications are invited from all members of the community.

We do not discriminate against staff on the basis of age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and Governors treat visitors, volunteers, contractors and former staff members.

Safeguarding

Nothing is more important than keeping all our children safe, especially the most vulnerable. The NPAT Partnership is fully committed to ensuring that children with SEND, those eligible for Pupil Premium funding and other vulnerable groups are able to achieve as highly as possible. Schools within the partnership will have the most rigorous and updated procedures and policies which help keep children in our care safe. We will ensure that all vulnerable groups of children achieve highly, when compared to their peers nationally, through the following measures:

- All schools will be subjected to an annual safeguarding audit
- All schools will hold the Inclusion Quality Mark (IQM)
- Behaviour and Safety of children will be outstanding in all our schools

Our Trust policy can be found here:

- <https://www.npatschools.org/index.php/about-us/npat-documents>



How to Apply

To apply for this position, please complete the attached Trust Application Form and submit, together with a letter of application of no more than two sides of A4 supporting your application.

Please return by email to samchambers@blackthorprimary.net or by post to Mrs Sam Chambers, Blackthorn Primary School, Waingrove, Northampton, NN38EP.

Start Date: **1 September 2024**

Closing date: **Tuesday 21 May 2024.**

Interviews will be held at **9am on Wednesday 23 May 2024.**

Visits to the school

We strongly recommend that any interested candidate spends some time with us in our Treetops provision. This is a fantastic opportunity to meet the staff and children while getting to know our provision, ethos and values. Please contact the school office to arrange all visits to the school. We would love to see you!

