



# Diocese of Salisbury

## Academy Trust

*'Beyond expectations for all of God's children'*



## Blandford St. Mary

### CE Primary School

## 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](http://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.



# Blandford St. Mary

## CE Primary School

### Letter from Headteacher

Dear Applicant,

Thank you for showing an interest in the advertised position of Teacher at our wonderful school. The school is proud to be part of the successful Diocese of Salisbury Academy Trust (DSAT) which we joined in 2019. We are a one form entry primary school where children truly are at the heart of everything we do.

Our Biblical underpinning, '***Let all that you do be done in love,***' permeates through our school. The atmosphere at Blandford St Mary is friendly and all of our staff are valued, well cared for and respected. The children behave well, are keen to learn and are respectful to each other, staff and visitors.

We strongly believe that education is a partnership between home and school, and ensuring that our children have a happy and secure first experience of school is very important to us. Therefore, we are looking to appoint a committed, conscientious teacher with Early Years experience who is warm and friendly, and is able to nurture those partnerships between home and school. In addition, we are seeking to appoint a teacher who knows how to make learning exciting, engaging and interesting for the youngest members of our school family.

Candidates are welcome to visit to the school. Please contact our school office by emailing [office@blandfordstmary.dsat.org.uk](mailto:office@blandfordstmary.dsat.org.uk) or by telephoning 01258 453331 to book this in.

We look forward to hearing from you.

Best wishes

Mrs Rosaleen Beaver



Blandford St. Mary  
CE Primary School

## Our School

Blandford St Mary is located in the village and civil parish of Blandford St Mary, on the south bank of the River Stour, immediately opposite the larger market town of Blandford Forum. We are a mixed gender, one form entry primary school with children aged between 4 and 11. We have a PAN of 210 children, arranged into 7 classes – Reception through to Year 6.

We offer excellent standards of care, guidance and support and a high-quality learning environment to support all learners equally. We achieve above national expectations at the end of each Key Stage through the delivery of rigorous learning. 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.

Our vision statement, ***'Knowing we are loved, we learn and grow to be the best that we can be,'*** is at the core of everything we do. It underpins our teaching and learning, and provides an environment which prepares our pupils as confident, happy citizens.

Our vision is underpinned by the following 1 Corinthians 16:14, ***'Let all that you do be done in love.'***

Our mission is to provide the highest quality teaching and learning for all our children, where every individual is cherished within our school family and know that they are loved unconditionally, where diversity is celebrated and opportunities for all are constantly sought.

Ofsted 2019 states that, 'Expectations are consistently high across the school. Teachers plan interesting lessons and incorporate new vocabulary at every opportunity. No learning time is wasted. Staff expect pupils to work hard, to try their best and work earnestly.'



# Job Advert

<b>Job Title</b>	Teacher
<b>Academy Name</b>	Blandford St Mary Primary School
<b>Location</b>	Blandford Forum, Dorset
<b>Contract Type</b>	Permanent – full time
<b>Salary</b>	M1 – M6
<b>Pension</b>	Teachers' Pension Scheme
<b>Contact</b>	Rosaleen Beaver – Headteacher 01258 453331 or <a href="mailto:office@blandfordstmary.dsat.org.uk">office@blandfordstmary.dsat.org.uk</a>
<b>Closing Date</b>	Thursday 23 <sup>rd</sup> March 2023
<b>Interview Date</b>	Wednesday 29 <sup>th</sup> March 2023
<b>Start Date</b>	As soon as possible

Our school vision is to be the best that we can be for all the pupils in our care. Following our 'Good' inspection and rapid improvements made across the school, we are looking to recruit a new teacher to our incredible team. In particular, we are looking for an excellent, passionate and inspirational teacher. Not only would you have the opportunity to teach our wonderful pupils, but you would also be joining a hard-working, supportive and committed team and community.

We are looking for:

- A teacher that can inspire and motivate our learners;
- A teacher with high expectations and a drive to enable pupils to be the best that they can be;
- A teacher that promotes high standards of behaviour;

We can offer:

- Support in a school that is forward thinking and innovative;
- Children who are motivated, enthusiastic and articulate in their learning;
- A strong commitment to a drive for excellence;
- An ethos focused on raising standards for all;
- The opportunity to work in a team where enthusiasm, hard work and initiative are appreciated, but above all, one where the shared agenda of improvement is central;
- A supportive SLT that has a strong ambition and vision for the school's future.

Applications can be made via the attached application form and returned to Miss Sheryl Ross – Forum Hub Administrator at [sross@dunbury.dsat.org.uk](mailto:sross@dunbury.dsat.org.uk)

Blandford St Mary is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful candidate will be required to have an Enhanced Disclosure and Barring Service check in line with the Government's Safer Recruitment guidelines. Blandford St Mary values the diversity of our workforce and welcomes applications from all sections of the community.

Please view our Privacy Notice for those who have applied to work at the Trust at [www.dsat.org.uk/data-protection](http://www.dsat.org.uk/data-protection)



# Job Description



This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the Education Act 1997, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of government.

**Job Title:** Teacher

**Grade:** M1-M6

**Reports To:** Headteacher

## Main Duties:

### 1. Planning, Teaching and Class Management

- To teach allocated pupils by planning their teaching to achieve progression of learning through:
  - identifying clear teaching objectives and specifying how they will be taught and assessed;
  - setting tasks which challenge pupils and ensure high levels of interest;
  - setting appropriate and demanding expectations;
  - setting clear targets, building on prior attainment;
  - identifying SEN or very able pupils;
  - providing clear structures for lessons maintaining pace, motivation and challenge;
  - making effective use of assessment and ensure coverage of programmes of study;
  - ensuring effective teaching and best use of available time;
  - monitoring and intervening to ensure sound learning and discipline;
  - working in accordance with school policies, providing excellent moral, social, spiritual and cultural role models;
  - putting the needs of the school's pupils first and actively promote and enthusiasm to learn;
  - actively promoting environmental sustainability;
- To use a variety of teaching methods to:
  - match approach to content, structure information, present a set of key ideas and use appropriate vocabulary;
  - use effective questioning, listen carefully to pupils, give attention to errors and misconceptions;
  - select appropriate learning resources and develop study skills through library, ICT and other sources;
  - ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
  - evaluate their own teaching critically to improve effectiveness.
- To liaise with other teachers in the year group, key stage and, where appropriate, other phases, in planning, delivering, assessing and evaluating each area of the curriculum.
- To take account of pupils' needs by providing structured learning opportunities which develop the areas of learning identified in national and local policies, and particularly the foundations for literacy and numeracy.
- To encourage pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively.
- To use a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.
- To manage parents and other adults in the classroom.

2. **Monitoring, Assessment, Recording, Reporting**

To:

- assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
- mark and monitor pupils' work and set targets for progress;
- assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving;
- prepare and present informative reports to parents.

3. **Other Professional Requirements**

To:

- have attained the National Standards for Qualified Teacher Status;
- enhance and update their teaching skills through continuing professional development;
- have a working knowledge of teachers' professional duties and legal liabilities;
- operate at all times within the stated policies and practices of the school;
- establish effective working relationships and set a good example through their presentation and personal and professional conduct;
- endeavour to give every child the opportunity to reach their potential and meet high expectations;
- 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 responsibility for their own professional development and duties in relation to school policies and practices;
- liaise effectively with parents and governors;
- take on any additional responsibilities which might from time to time be determined.

4. **To fully comply with the Trust's safeguarding policy.**

5. This job description is not exhaustive and will be subject to periodic review. It may be amended to meet the changing needs of the business. The post-holder will be expected to participate in this process and we would aim to reach agreement on any changes.

# Person Specification

Key criteria	Essential	Desirable
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• Have qualified teacher status.</li> <li>• Proven experience of teaching in EY or a key stage.</li> <li>• Use of ICT to support teaching and learning.</li> </ul>	
<b>Knowledge &amp; Understanding</b>	<ul style="list-style-type: none"> <li>• A secure knowledge of a key stage.</li> <li>• A secure knowledge and understanding of the teaching of phonics</li> <li>• Ability to plan and deliver stimulating lessons.</li> <li>• Have an understanding of how to use assessment for learning.</li> <li>• Be able to keep detailed records and monitor children's progress.</li> <li>• Be able to use a variety of behaviour management strategies.</li> <li>• Have an understanding of SEND</li> <li>• Keep up to date with current initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of recent and relevant professional development.</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Be an excellent teacher.</li> <li>• Ability to differentiate for individuals.</li> <li>• Have an understanding of learning styles and child development.</li> <li>• Be able to work as part of a team.</li> <li>• Have the ability to lead curriculum subjects.</li> </ul>	<ul style="list-style-type: none"> <li>• Use data to inform school target setting.</li> <li>• Experience of leading a curriculum area in school.</li> </ul>
<b>Working with others</b>	<ul style="list-style-type: none"> <li>• Be able to build positive relationships with children and adults.</li> <li>• Be a role model to staff, children and the community.</li> <li>• Liaise with and report to parents, governors and outside agencies.</li> </ul>	<ul style="list-style-type: none"> <li>• Show experience of working alongside others.</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Organised.</li> <li>• Flexible.</li> <li>• Enthusiastic.</li> <li>• Committed.</li> <li>• Self-motivated</li> <li>• Excellent communication and interpersonal skills.</li> <li>• Show initiative</li> <li>• Resilient</li> <li>• Be reflective on own practice.</li> <li>• Have a desire to engage in own professional development.</li> <li>• Good sense of humour!</li> </ul>	





# 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/welcome](http://www.dsat.org.uk/welcome).