

KS2 Teacher Maternity cover Application Pack



Contents

Letter from Catherine Paine, Chief Executive Designate	3
Our Cornerstones and Touchstones	5
The role	6
The application.....	8
The application process and timetable.....	8
Safeguarding, Safer Recruitment and Data Protection.....	9
Job Description and Person Specification	10
Other Expectations	10



Letter from Catherine Paine, Chief Executive Designate

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven't previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

Catherine Paine

Chief Executive Designate, REAch2 Academy Trust

Letter from Diane Raftery, Headteacher, Five Spires Academy

Dear Candidate,

Five Spires Academy is a one form entry school located in beautiful Lichfield. The school opened as a new academy in September 2015 to meet the increasing demand for primary school places in the area.

Our school is a happy, thriving school that is proud to be part of our local community. We like to think of Five Spires as a family that embraces everyone in its community, from pupils and staff to governors, parents, and carers. As a school, we live and breathe our school motto: *'Everyone Inspire, Everyone Aspire'*. This message underpins everything that we do, be that in the classroom, on the sports field or in the wider school community.

The school has excellent facilities on offer, including: 4D Cinema and sensory room, the latest Promethean board technology, a cooking and DT kitchen area as well as a Multi-Use Games Arena (MUGA). We are extremely proud of our school and pupils.

Our bespoke, creative 'mini-mission' curriculum enriches children's learning experiences and ensures that a love of learning is fostered in every child, in every classroom, every day. It is delivered through a wealth of relevant, real-life problem-solving opportunities where connections are made between subjects. Our lively curriculum is designed to be varied and engaging and as a result, children are absorbed in their learning, actively seeking ways to overcome any obstacles that they meet.

Five Spires pupils are resilient: they relish a challenge and use mistakes as further opportunities to learn. They are encouraged to become independent, autonomous, and confident learners who take every opportunity to be the best that they can be.

Every member of the Five Spires team believes passionately in the importance of learning in a caring and nurturing environment so that all children develop and achieve their best as valued members of the school family. We strive to ensure that every child fulfils their potential in all areas of school life and look forward to welcoming you into our happy school.

We are looking for creative, dedicated individuals who share our passion, vision, and ethos to ensure we offer a first-class educational experience for our children. We are a small team, and we work together, alongside our supportive school community and Governing Body, to continually develop and grow. We welcome professionals who can help to continually shape our school community and our curriculum, and 'go the extra mile' in order to ensure that Five Spires Academy remains a thriving provider of outstanding educational experience and achievement for all our pupils.

Diane Raftery

Our Cornerstones and Touchstones

REAch2 is the Cornerstone of the Trust: providing a strong, responsible foundation from which every academy develops and grows. A cornerstone provides a subtle yet paramount role in the construction of a building and ensures that REAch2 is a trustworthy, accountable and inspirational organisation, delivering the best possible learning experience.

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

Inspiration breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. [You can learn more about REAch2 at our website: www.reach2.org](http://www.reach2.org)



The role

January 2023 Start

Teacher: Key Stage 2

Location – Five Spires Academy, Cherry Orchard, Lichfield WS14 9AN

Employer - Reach2 Academy Trust

Full Time – Maternity Cover

Salary – MPS 1 – MPS 6

We are a wonderful one-form entry school located in historic Lichfield with staff who are passionate about delivering a first-class education to our children. We are a small team, and we work together, alongside our supportive school community and Governing Body, to continually develop and grow on our journey towards being an outstanding Academy. Our pupils are polite, well behaved, love learning and are proud of their school.

About the Role:

Are you a teacher with a passion for teaching and learning, looking for an exciting new role?

Five Spires have an exciting opportunity for a passionate, dedicated class teacher to join our team. We are seeking creative individuals with high expectations who can inspire children, make learning fun, ensuring the very best for the children that we teach.

We aim to appoint an individual who shares our passion, vision, and ethos to ensure we offer a first-class educational experience for our children.

What we are looking for in our teaching staff – someone who:

- has teaching experience in KS2, with proven ability as a strong classroom practitioner,
- has excellent subject knowledge and a sound understanding of the primary national curriculum,
- is passionate about teaching at primary level, a hardworking and dedicated practitioner; able to motivate and inspire pupils,
- is enthusiastic, resourceful, and committed to ensuring the highest possible standards of pupil achievement and personal development, supporting every child to flourish,
- is committed to promoting inclusion, equality and celebrating diversity,
- is willing to contribute to the life of the school and its community,
- has a commitment to their own personal and professional development,

- able to work in partnership with children, parents, staff, governors, and the wider community,
- is able to work co-operatively as part of a team,
- has a good sense of humour and willing to 'go the extra mile',
- takes responsibility for promoting and safeguarding the welfare of children and young people within the school.

Why work at Five Spires Academy?

- a supportive Leadership team committed to your professional development,
- fantastic, enthusiastic children who are eager to learn,
- a professional, dedicated, and friendly teaching team, who are open to new ideas and strive for excellence through continuous professional dialogue,
- excellent Early Career Teacher's induction programme,
- wonderful facilities, such as a 4D-cinema suite to support teaching, learning and sensory needs,
- we can offer you pupils who are curious, keen, and enthusiastic to learn,
- a supportive wider school community,
- a wider network within REAch2 Academy Trust of support, exceptional practice, and excellent CDP,
- a commitment to staff well-being.

If you feel you have the necessary attributes, are highly motivated and dedicated to making a positive difference to children's lives then we would love to hear from you.

We welcome and encourage informal visits, so if you are interested in joining us, please contact our school office on 01543 223680 to arrange an appointment.

Additional Information

Five Spires Academy and REAch2 are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults; all staff must share this commitment. The successful candidate will be required to undergo appropriate screening including an Enhanced DBS with a Children's Barred List Check and two satisfactory references.

The application

You are invited to submit an application form to **Maria Barnard, School Business Manager, maria.barnard@fivespiresacademy.co.uk**

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust's online [Equality & Diversity Monitoring Form](#) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check.

The application process and timetable

Application deadline:	Sunday 30 th October 2022
Interviews:	Wednesday 9 th November 2022
Salary:	MPS
Start date:	1 st January 2023

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that those who work in an academy are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all our pupils.

We will seek to recruit the best applicant for the job based on the abilities, qualifications, experience as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your information will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](#).

Job Description

Job Title:	Teacher
Salary:	Main Pay Scale
Responsible to:	Headteacher
Job purpose:	To work with colleagues and children to create the best possible learning environment and to enable all children to achieve the highest standards possible.

Key Responsibility Areas

The Main Duties and Responsibilities of the post are:

This job is to be performed in accordance with the School Teachers' Pay and Conditions Document.

Achievement:

- To ensure all pupils make good progress from their starting points.
- To close the achievement gap for any underperforming groups of pupils.
- To ensure that all pupils aspire towards national age-related expectations or above.

Teaching:

- To be a motivated, enthusiastic quality teacher.
- To deliver the school's curriculum, including new educational initiatives, and use a wide range of teaching styles which take into account the diverse demands of children's learning thereby supporting the ethos of the school.
- To plan according to the school's policy, work which addresses the wide range abilities and enables all pupils to achieve their full potential.
- To acknowledge and identify children's needs in accordance to the school's SEN policy.
- To mark, record and assess pupil's work in accordance with the relevant school's policies.
- To keep records of achievement in accordance with the school's policies.
- To support the Head and SLT in all areas of agreed school policy and practice.
- To communicate to Team Leaders or SLT any areas of concern.
- To co-ordinate a named curriculum area or aspect, reviewed annually.

Other Expectations

- To create a stimulating and well-organised environment in which all children develop academically, emotionally, physically and socially.
- To develop a wide range of pupil's skills and encourage independence.
- To provide opportunities for pupils to present their work in a variety of ways.
- To create an atmosphere that encourages care and concern for others and their environment, whilst promoting self-confidence, self-esteem and self-control. To uphold high standards of discipline and show consistency in dealing with children's behaviour, whilst understanding the

needs of the individual. To be responsible for the discipline of all children in the school as needs arise and act according to the school's Behaviour Policy.

- To write records of and reports on the personal and social needs of pupils.
- To maintain a positive relationship with parents.
- To meet with and consult with parents of pupils regularly.
- To liaise with external agencies.
- To maintain confidentiality where appropriate.
- To be aware of, and follow the school's Safeguarding policy and procedures.
- To implement the school's Health and Safety Procedures as outlined in the school's policy.
- To keep up to date with current educational issues and further one's own professional development.
- To participate in self-evaluation and performance management.
- To provide basic first aid and seek assistance when necessary.
- To participate in and contribute to staff meetings and training.
- To be concerned with the general welfare of the children and report any concerns of safeguarding children to the designated person.
- To participate in the supervision of students in training when required.
- To undertake any other duties as directed by the Headteacher.

These duties are not exhaustive and may be varied to meet the changing demands of the school at the reasonable direction of the Headteacher. This job description does not form part of the contract of employment.

Person Specification

FACTORS	ESSENTIAL	DESIRABLE	MEASURED BY
<ul style="list-style-type: none"> Right to work in the UK 	*		
QUALIFICATIONS AND SKILLS <ul style="list-style-type: none"> Qualified Teacher status Graduate Clear communication/questioning skills – precise approach to written communication ICT competent – Able to use IWB Able to inspire children’s interest in learning A full Enhanced Disclosure from the Disclosure and Barring Service 	* * * * * *		A A O I A O O A I
SPECIAL KNOWLEDGE, ABILITIES AND/OR EXPERIENCE <ul style="list-style-type: none"> A clear understanding of the National Curriculum, planning, assessment and of modern primary school teaching techniques Awareness of national trends and developments High expectations of self, pupils and staff Clear and balanced views about pupil welfare and discipline Understanding of child development and ability to recognise and respond to the individuality of pupils A commitment to the integration of children with special educational needs in mainstream school environment Evidence of commitment to personal and professional development Commitment to the involvement of parents in their children's learning A good understanding of and commitment to interagency working Knowledge of strategies to support learning, progress and standards across the curriculum in KS2 – evidence of impact on progress Secure in delivering high quality phonics and how to teach early reading Knowledge of how ICT can be used to support/ enrich learning Effective classroom management skills – able to provide an effective environment for learning 	* * * * * * * * * * * *	* * *	A R O I A I A R O I A I A O I A O I A I A I A I A R O I A A O

<ul style="list-style-type: none"> Knowledge and experience of curriculum planning and assessment with particular regard to KS2. Clear understanding of the role of assessment in the development of learning Successful record of teaching within primary/KS2 	<ul style="list-style-type: none"> * * 		<ul style="list-style-type: none"> A O I A O I R
PERSONAL QUALITIES <ul style="list-style-type: none"> Flexibility of approach Well-organised Supportive – desire and ability to work closely as part of a team Able to respond to and seek advice Has a positive attitude and a love of learning Is an outstanding and reflective classroom practitioner Is energetic, motivated and caring Is committed to school improvement at all levels Well-developed interpersonal skills and the ability to develop and maintain good relationships with staff, parents, and pupils Personal and professional integrity Ability to work under pressure while maintaining a cheerful disposition Flexible attitude towards responsibilities in school 	<ul style="list-style-type: none"> * * * * * * * * * * * * 		<ul style="list-style-type: none"> R O R I R R O R I O R I O R I A R I O R I A O R I A O R I A O
INTEREST AND MOTIVATION IN THE JOB <ul style="list-style-type: none"> Enthusiasm for children’s learning A desire to make a positive difference to the lives of children A highly professional approach Commitment to the job and the school. Ability and commitment to work closely with, and support the Headteacher. Willingness to contribute to all areas of school life. Strong commitment to the importance of the school as part of the community. A strong belief in the importance of the development of the emotional, cultural/spiritual/sporting interests of the child. A sense of balance - with a life outside of school. Sense of humour! 	<ul style="list-style-type: none"> * * * * * * * * * * 		<ul style="list-style-type: none"> O I R A O I R A O I R A O I R A O I R A O I R A O I R A O I R A O I R A O I R A
*Key: A=Application, R=Reference, O=Observation, I=Interview			

I have read and understand my job description.

Employee Printed Name

Employee Signature

Date

Headteacher Printed Name

Headteacher Signature

Date