



KS1 or KS2 Teacher Application Pack



April 2021



Introduction

*Thank you for your interest in our **KS1 or KS2 Teacher** post at Larkrise Primary School. These roles have been created due to teachers relocating out of Oxfordshire. We are currently looking for two teachers to teach in KS1 or KS2.*

We hope this application pack will give you an understanding of our values and vision for our children, staff and wider school community. We would also like to extend an invitation to you to come and visit our school virtually or in person and have a conversation about your future and ours. If you would like to take up this offer, please arrange a time to meet Jon Gray, the Headteacher, by contacting Sam or Donna in the school office via 01865 721476.

In September 2020, we finalised our new Mission, Vision and Values. Our staff and governors have used it to create our strategic development over the next five years. If you are successful in becoming a **Teacher** at our school, you will play a significant role in realising this Mission, Vision and Values. You will also need a creative spark to bring our ambitious plans into reality.

We realise that you can't achieve this alone, and we are particularly proud of the team we are developing at Larkrise. Our staff team is energetic, enthusiastic, supportive, and want to offer our children the very best educational experiences. Our children want to achieve whilst enjoying their education. If you are successful, you will also be supported by our governors and Friends of Larkrise, an ever-growing group of parents/carers; both are fully supportive of the school and its future.

It is an exciting time for Larkrise Primary School. In February 2019, we joined the River Learning Trust (RLT). The RLT is a Multi-Academy Trust responsible for several schools and a school-centred initial teacher training provider (SCITT) within Oxfordshire. The schools and SCITT are united by their commitment to the principles of the Trust and a shared belief in the benefits of everything that is gained by working together. Information about the growing River Learning Trust by visiting www.riverlearningtrust.org.

Being part of RLT gives the school opportunities to work more closely with a diverse range of schools, benefiting both our staff and children. The Trust schools are also involved in working with Oxfordshire Teaching School Alliance (OTSA) which provides further access to support and development opportunities. Larkrise is a strategic partner school within OTSA ([Click here](#) for more information).

At Larkrise, we are excited by the opportunities of working more closely with such a diverse range of schools which will benefit both our staff and children.



The school serves one of the most diverse and international cities in the UK. Our children come from a wide range of economic and cultural backgrounds. We also have many different languages spoken at the school; we had twenty other languages spoken at the last count. We are similar to the national average with children entitled to Pupil Premium funding, and Special Educational Needs support. We believe that this diverse and vibrant catchment of East Oxford should be celebrated and be reflected in our curriculum.

We also want to support you to further develop your career as a teacher and leader so that you can grow within your new role. We are very proud of the opportunities we provide to our staff to enhance both their experience and effectiveness further. We will do this by developing your individual Continued Professional Development and Learning plan with the support of the wider RLT. We will be fully committed to your professional development.

If you are currently an experienced or Newly Qualified Teacher who would love to work in our school, you are very welcome to apply. We seek candidates who are excited by and relish the prospect of working as a teacher in our school.

Yours sincerely,



Jon Gray (Headteacher)



Charlotte Stewart (Deputy Headteacher)



Mission-Vision-Values

Mission: A vibrant and caring school which proudly reflects the diversity of our community.

Vision: To provide a world class curriculum with high expectations of every child and within which wellbeing is nurtured and learning is limitless.

Inspire



Inspire through
Creativity, Kindness
and Adventure

Creativity



Inspire
curiosity and
encourage
innovation.

Kindness



Show kindness
to ourselves,
each other, our
community and
our environment

Adventure



Meet the
challenge by
embracing new
opportunities
whilst striving
for excellence.



The Principles of the River Learning Trust



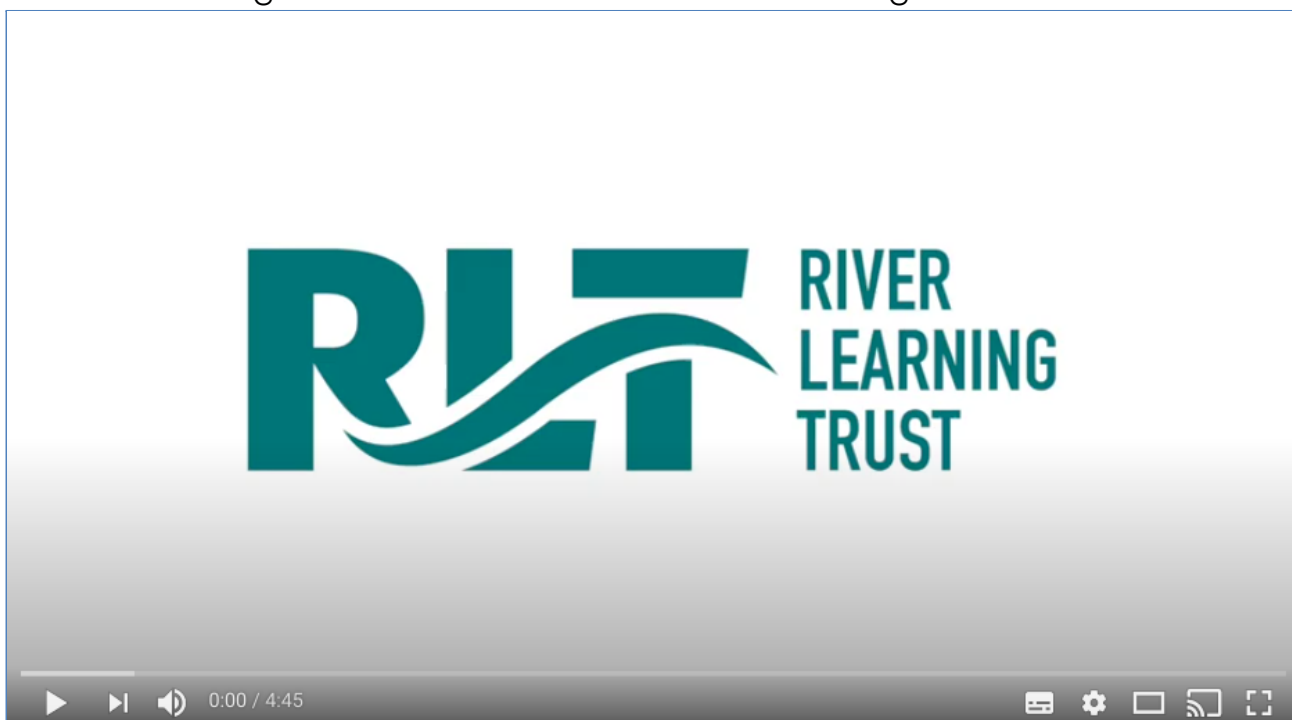
The River Learning Trust (RLT) is a multi-academy trust responsible for several schools and a school-centred initial teacher training (SCITT) provider within Oxfordshire. The schools and SCITT are united by their commitment to the principles of the trust and a shared belief in the benefits of everything that is gained by working together.

The River Learning Trust is a community of children, young people and adults with shared principles, including:

- Commitment to **Excellence**; striving for the best educational experience
- Everyone **Learning**; creating and taking opportunities that enhance lives
- Respectful **Relationships**; acting with care, integrity, and fairness in all we do

([Click here](#) for more information).

Click on the image below to watch a video about working in a school within RLT.



Clicking on the image below will take you to our Staff Charter.



THE RLT STAFF CHARTER

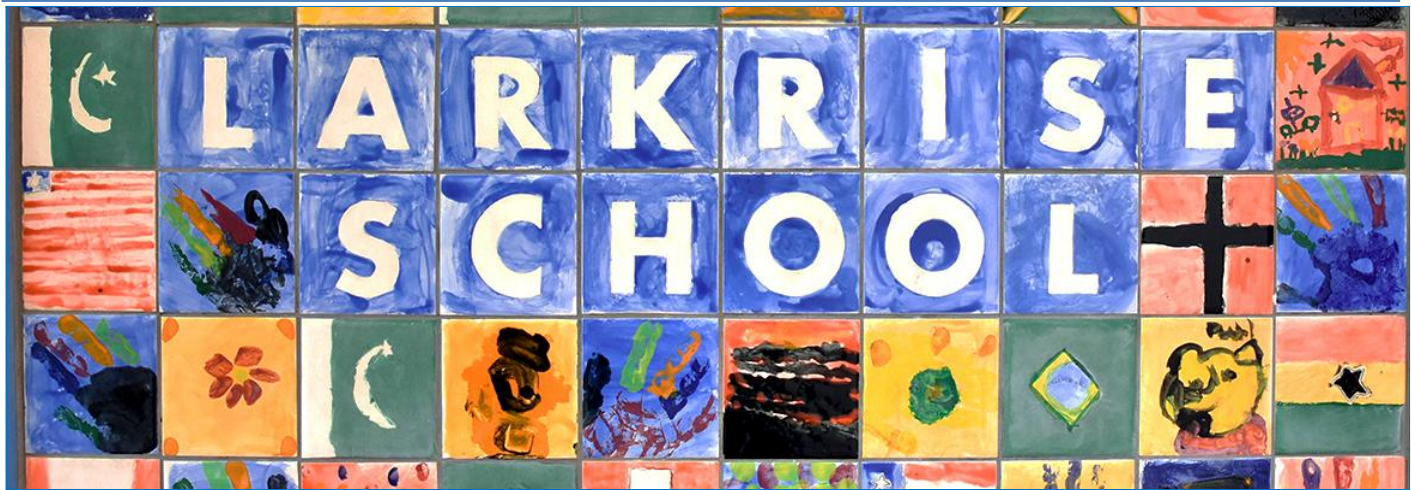
A core principle at RLT is Respectful Relationships where acting with care, integrity, and fairness is demonstrated within schools, the SCITT, and the Central Team. We value each member of our professional community and value our health and wellbeing. Our Staff Charter sets a standard which we all seek to follow; great schools thrive because of the people in them.

As an employee of RLT:

YOU WILL BE SUPPORTED TO GROW AND DEVELOP AS A GREAT PROFESSIONAL:



- You will have access to development opportunities in your school and across the Trust in a culture of collaboration and teamwork.
- We will help you to achieve excellence through high quality professional feedback and dialogue.
- Our appraisal processes will always be supportive and developmental.
- Integrity and professionalism underpin our approach to accountability.



KS1 & 2 Teacher Selection Criteria

The selection criteria, job description and person specification show the key abilities and skills required for this opportunity. The selection panel will assess each candidate against the criteria listed in the person specification, expecting them to demonstrate knowledge and understanding of each area and show evidence of having applied (or awareness of how to apply) this knowledge and understanding in a primary school context.

The panel will use the following assessment tools throughout the selection process:

- Application form via the TES. Click on this [link](#).
- Application Statement showing how you meet the selection criteria and explaining why you would like to work at Larkrise Primary School
- Interview
- Watching you teach a class of children or a video of you teaching your own class
- 10-minute presentation



Teacher Job Description

Job Title	Teacher
Reports To	Lower, Middle or Upper School Phase Leader
Salary	Teachers Main Pay Scale or Upper Pay Scale
Contract	Full-Time Permanent Post from 1st September 2021

Introduction

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.

The performance of all the duties and responsibilities shown below will be under the reasonable direction of the Headteacher and Deputy Headteacher. They will be mindful of their duty to ensure that the employee has a reasonable workload and sufficient support to carry out the duties of the post.

Duties

Teaching & Learning

- To carry out the professional duties of a Main Grade Teacher under the Teacher's Contract (as defined in the most recent School Teachers' pay and Conditions document), ensuring the education and welfare of a class of pupils having due regard to the school's Mission, Vision and Values.
- To be an excellent role model for the school community.
- To teach children within KS1 or KS2.
- Lead by example, focusing on providing an excellent education for pupils in your class.
- To be an integral part of the Larkrise team to contribute to the school's ambitious school improvement programme.
- Keep up to date with developments in education.
- Commit to your professional development, proactively identifying development opportunities.

Pastoral Care

- To help promote and safeguard the welfare of all children.
- To promote self-discipline, high standards of behaviour, and positive attitudes on all children and implement policies and procedures to foster them.
- Ensure that a high standard of care for all children is maintained.

- To develop and implement equality of opportunity effectively throughout the school.
- Be aware of and support differences and ensure all pupils have equal access to opportunities to learn and develop.

Communication and Community Links

- Build positive relationships with members of the school community.
- To fully support the life and work of the school.
- Contribute to creating an ethos within which staff are motivated and supported to develop their skills and knowledge.
- Develop and maintain positive and effective professional relationships with colleagues, parents/carers, the local community and Governors.
- To provide information to the Governing Body to meet its responsibilities.
- To ensure that parents/carers and children are well informed about the curriculum, attainment and progress and can understand and contribute to targets for improvement.

Health and Safety

Taking appropriate responsibility for one's own health, safety and welfare and the health and safety of pupils, visitors, and work colleagues in accordance with the requirements of legislation and locally adopted policies, including taking responsibility for raising concerns with an appropriate manager.

Safeguarding

Larkrise Primary School and The River Learning Trust is committed to safeguarding and promoting the welfare of all children and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance. Employment will also be conditional on the receipt of at least two acceptable references (one from current/latest employer) and evidence of the formal qualifications required for the role.



Subject Leader Duties and Responsibilities (for experienced teachers only)

At Larkrise, we are currently developing a new curriculum called **Inspire Curriculum**. This will be developed by working in Teams over six areas of learning.

- English
- Science, Technology, Engineering & Mathematics
- Cultural Education
- Creative Arts
- Environmental
- Mind, Body & Soul

Within each team, we will have subject leaders who will:

- Promote the highest standards of achievement in a subject area through effective leadership and management.
- Support the raising of standards within the subject they lead across the whole school with support from the Leadership Team.

Subject Leaders will take responsibility for providing leadership and management for their subject area to secure:

- **Improved standards of learning and achievement for all**
- **High-quality teaching**
- **Effective use of resources**

Strategic direction

- Develop and implement snapshots for your subject
- Promote the subject, its importance and value
- Have a thorough understanding of how well the subject is being delivered and the impact it has on pupil achievement
- Use this understanding to feed into the school improvement plan and produce an annual subject improvement plan and a short term action plan every half term. This will be done with the support from other members of the Curriculum Change Team.
- Work with the SENCo to ensure the curriculum matches the needs of all pupils.
- Liaise with RLT subject groups, attending meetings and participate in projects or events

Leading the curriculum

- Develop and review the vision, aims and intent for your subject area annually
- Oversee the planning of the curriculum content, ensuring it is well sequenced to promote pupil progress
- Ensure the curriculum is effectively and consistently implemented
- Make sure there is an effective system of assessment that oversees the progress of pupils
- Have an overarching responsibility for pupils' achievement and standards in the subject area

Leading and managing staff

- Lead staff meetings on your subject
- Provide support to staff regarding teaching and learning, resources, and planning in your subject area
- Monitor teaching and learning to assess how well the subject area is being implemented and how well it is delivered across the school

- Provide feedback to staff based on the above observations to identify CPD
- Coach and model team teaching
- Support teachers in making accurate assessments, tracking progress, and managing internal and external moderation.

Efficient and effective deployment of resources

- Provide support with displays for the subject area across the school to ensure they are stimulating, of high quality, and inspire curiosity in pupils
- Audit, check and manage resources to ensure they are up to date and match pupil and curriculum needs.
- Manage the subject budget effectively to ensure it is spent on resources that add value and enhance the learning experience

We are actively looking for teachers with expertise in the following subjects:

- Computing
- Design Technology
- Drama
- Modern Languages
- Music

Note

Whilst every effort has been made to explain the primary duties and responsibilities of the post, each task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.



KS1 or KS2 Teacher Person Specifications

	Essential	Desirable
Qualification & Experience	• Qualified teacher status • Degree level qualification • Evidence of engagement in professional development	• More than two years successfully teaching in KS1 or KS2 • Experience of teaching across the primary school age range • Experience of working in other schools facing challenging circumstances • Masters degree • Experience of Subject Leadership
Knowledge & Skills	• Provide excellent teaching • Excellent classroom behaviour management • A clear understanding of primary education • Experience of working with children with SEND • Excellent interpersonal skills • A commitment to outdoor learning • Ability to support parents/carers to improve outcomes for their children	• A proven record of raising achievement • Experience in teaching across Key Stages • Extensive experience of working with children with SEND • Experience of working with children with EAL
Subject Leadership	For NQTs • Ability to support a subject leader to develop your own capacity to lead a subject in the future.	Teachers with more than one year's experience. • Experience of effective working with Governors (e.g. as Teacher Governor) • Experience of successful coordination of a curriculum subject area • Curriculum areas of interest to the school include; Computing Design Technology Drama Modern Languages Music
Personal Qualities	• Sense of humour • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality • An understanding of the importance of working in partnership with other schools in the wider RLT promotes improvements in education for staff and children.	• The ambition to develop a leadership career in education

The Interview Process



The deadline for applications is 12 Noon on Monday 10th May 2021 via the [TES application form](#). If you have a preference for KS1 or 2, please state it in your application.

The interview panel will meet on the same day, and email selected candidates to invite them for an interview. The interviews will take place on Monday 17th May 2021.

The selection panel will include the Headteacher, Deputy Headteacher and Assistant Headteacher. It may also include one of our phase leaders.

As part of the interview process, we ask prospective candidates to prepare a 10-minute presentation answering the following questions:

How do your past and current experiences prepare you for the new role as a Teacher at Larkrise?

What would you like to achieve in this role?

We will also ask you to teach the first 20 minutes of a lesson. You will have the choice of teaching a class at Larkrise or send in a video of teaching your own class. This video will be deleted once used as part of the interview process and will only be viewed by the selection panel.