



# **KS1 or KS2 Teacher Application Pack**



# Contents

|   |                                     |
|---|-------------------------------------|
| <b>Letter from Catherine Paine, Chief Executive Designate</b> ..... | 3                                   |
| Our Cornerstones and Touchstones .....                              | 5                                   |
| The role .....  | 6                                   |
| The application.....  | 6                                   |
| The application process and timetable .....                         | <b>Error! Bookmark not defined.</b> |
| Safeguarding, Safer Recruitment and Data Protection.....            | <b>Error! Bookmark not defined.</b> |
| Job Description and Person Specification .....                      | 9                                   |
| <b>Other Expectations</b> .....                                     | 9                                   |



# 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 Miss Helen Bye, Headteacher, Scientia Academy REAch2 Academy Trust

Dear Candidate

Scientia Academy is a two-form entry primary school providing a part time morning and afternoon Nursery. We offer a friendly and stimulating environment, where children are encouraged to become confident, caring, articulate and independent learners on their journey to secondary education and use their abilities to the full. We provide a calm and happy atmosphere and set high standards of respect, courtesy, hard work and achievement for all children and adults.

The school is equipped with modern purpose-built classrooms, state of the art ICT suite and 4D cinema an extensive library, art and craft rooms in an expertly designed learning environment. We offer extended school services, which include Breakfast and After School Clubs. Enriching the curriculum as much as possible through educational and residential trips, visiting speakers and professionals drawing upon the local and wider community. Parents are encouraged to become actively involved in their children's learning through regular coffee mornings, termly review days.

We are very proud of the social and cultural diversity of our school. The children and staff come from a variety of backgrounds and cultures and we aim to celebrate the richness that this brings to the school. This diversity is reflected in our curriculum, our policies and procedures and our school environment.

At Scientia the staff are committed to provide excellence in teaching and learning for every child in our school. We are looking for people who will bring these traits to our school as well as complementing the collegial atmosphere that already exists here at Scientia. If you feel that Scientia is the right type of environment for you then we would love to hear from you.

**Miss Helen Bye**

**Headteacher, Scientia Academy REAch2 Academy Trust**

# 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

**Teacher: Key Stage 1 or 2 Suitable for ECT's**

**Location** – Scientia Academy, Mona Road, Burton on Trent, DE13 0UF

Employer - Reach2 Academy Trust

**Full Time – Permanent**

**Salary** – MPS

## About the Role:

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

Scientia Academy are seeking to appoint an energetic and enthusiastic Class Teacher to join our team on our exciting journey towards being an outstanding Academy.

We aim to appoint someone who can make a real difference and help secure outstanding outcomes for our children and families.

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

- passionate about teaching at primary level (KS1 and/or KS2),
- committed to a child-led approach to teaching and learning,
- committed to ensuring that all children achieve their very best,
- able to work in partnership with children, parents, staff, governors, and the wider community,
- able to challenge children to achieve beyond their expectations,
- able to provide stimulating and engaging experiences for all our children and support them in becoming lifelong learners,
- committed to promoting inclusion, equality and celebrating diversity,
- able to deliver effective phonics using the RWI program.

## Why work at Scientia Primary Academy?

- excellent Early Career Teacher's induction programme,
- a fantastic well resourced, modern work environment with the latest technology,

- we can offer you pupils who are curious, keen, and enthusiastic to learn,
- a chance to work in a diverse, inclusive, vibrant community,
- we have an inclusive, nurturing culture and an ethos that recognises the contribution of every member of the school community,
- we have committed, enthusiastic and supportive colleagues who are open to new ideas and strive for excellence through continuous professional dialogue,
- excellent CPD opportunities, within the school and as part of a Multi Academy Trust,
- a commitment to staff well-being.

This is an exciting opportunity, and we look forward to receiving your application.

Visits to the school are available, please email [recruitment@scientia-academy.org.uk](mailto:recruitment@scientia-academy.org.uk) to arrange a suitable time.

## The application

You are invited to submit an application form to **Marion Chimenes, School Business Manager**, [recruitment@scientia-academy.org.uk](mailto:recruitment@scientia-academy.org.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

|                              |                                    |
|------------------------------|------------------------------------|
| <b>Application deadline:</b> | Thursday 1 <sup>st</sup> June 2023 |
| <b>Interviews:</b>           | Tuesday 13 <sup>th</sup> June 2023 |
| <b>Salary:</b>               | Main Pay Scale                     |
| <b>Start date:</b>           | 01 September 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

|                        |   |
|------------------------|---|
| <b>Job Title:</b>      | Teacher   |
| <b>Salary:</b>         | Main Pay Scale  |
| <b>Responsible to:</b> | Headteacher   |
| <b>Job purpose:</b>    | 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 - Teacher

| Attributes                    | Essential   | Desirable   | How Identified?  |
|-------------------------------|---|---|--|
|                               | <ul style="list-style-type: none"> <li>Right to work in the UK.</li> </ul>  |   |  |
| <b>Relevant Experience</b>    | <ul style="list-style-type: none"> <li>Ability to achieve high quality outcomes in the classroom.</li> <li>A commitment to improving standards and ensuring all learners are achieving their best.</li> <li>An excellent knowledge of the primary curriculum.</li> <li>Evidence of consistently good or outstanding teaching in KS1 and/or KS2.</li> </ul>  | <ul style="list-style-type: none"> <li>Proven record of effective subject leadership.</li> <li>Core subject leadership.</li> </ul>  | <p>Application form and letter of application</p> <p>Interview including teaching.</p> |
| <b>Training</b>               | <ul style="list-style-type: none"> <li>Qualified Teacher Status.</li> <li>Be able to bring energy and enthusiasm to the post.</li> <li>Be hard working, committed and flexible.</li> <li>Make teaching, learning and the curriculum creative and fun.</li> <li>An understanding of what constitutes an outstanding school.</li> <li>Work effectively as part of a team.</li> <li>A willingness to use a variety of teaching strategies to engage all learners.</li> </ul> | <ul style="list-style-type: none"> <li>Relevant training in the core subjects.</li> <li>Support for an enriched curriculum through out-of-hours learning and educational visits.</li> </ul> | <p>Application form and letter of application</p> <p>References</p>                    |
| <b>Knowledge &amp; Skills</b> | <ul style="list-style-type: none"> <li>Sound knowledge of the primary curriculum.</li> <li>Proven ability to plan and assess effectively.</li> <li>Proven ability to use assessment information to set targets and inform future plans.</li> <li>Proven ability to create and maintain a stimulating and challenging learning environment.</li> </ul>   | <ul style="list-style-type: none"> <li>Ability to lead subject areas to implement positive changes.</li> <li>Good communication and planning with support staff.</li> </ul>                 | <p>Application form.</p> <p>References.</p> <p>Interview including teaching.</p>       |

|   |   |   |  |
|---|---|---|--|
| <b>Additional Factors</b>   | <ul style="list-style-type: none"> <li>• High expectations of children's learning and behaviour.</li> <li>• A willingness to learn and continue to strive for excellence.</li> <li>• Willingness to engage in and learn from professional development activities.</li> <li>• Proven ability to manage one's time and prioritise effectively.</li> <li>• Ambition and determination to excel as a teacher, learning from others and being an active member of a team, able to use initiative, and make a really effective contribution.</li> <li>• Ability to work well under pressure, resilience and a good sense of humour.</li> <li>• Evidence of a commitment to safeguarding and promoting the welfare of children and young people.</li> <li>• Commitment to promote and support the aims of REAch2.</li> </ul> | <ul style="list-style-type: none"> <li>• Can exercise an effective home / school life balance.</li> </ul> | <p>Application form.</p> <p>Interview including teaching.</p> <p>References.</p> |
| <b>All the above attributes will be verified via references which will be followed up prior to appointment.</b> |   |   |  |

I have read and understand my job description.

\_\_\_\_\_

Employee Printed Name

\_\_\_\_\_

Employee Signature

\_\_\_\_\_

Date

\_\_\_\_\_

Headteacher Printed Name

\_\_\_\_\_

Headteacher Signature

\_\_\_\_\_

Date