



Job Application Pack

Kensington Junior Academy

Temporary Teacher

Maternity Cover April 2022 – July 2022

Salary: Qualified Teacher Pay Scale point 1 – 6

£26,214 - £37,461 per annum

Closing Date: Monday 14th February 2022 at 9am

Interview Date: Week commencing 28th February 2022

January 2022

Welcome from the Chief Exec



Dear Candidate

Thank you for showing an interest in joining our team at Djanogly Learning Trust. We have a simple shared mission here at Djanogly – to make a difference to the lives of our children and their families.

Children at our established academies are leaving well prepared for the next stage in their learning. End of key stage achievements are in line, above or rapidly catching up with national averages. Children make great progress in our academies, both in terms of academic achievement and in their development as future citizens. Our children are engaged and keen to learn, they are polite and supportive towards each other. Visitors to our academies always comment on the warm welcome and the calm atmosphere.

Where newer academies have joined our Djanogly family it's because they share our commitment to our children and communities as well as our drive to be the best we can be.

As professionals, we know that this doesn't happen by accident. We are committed to providing high quality support to all our staff, whatever their role. Our continuous professional development strategy is called 'Journey to Excellence' and through this, we ensure that everyone has opportunities that are unique to them.

A recent Ofsted at one of our primary schools states:

"The journey to excellence ethos permeates all aspects of the school...Staff are extremely positive about this approach and said that it helped them to improve"

This is a tremendous opportunity to make a difference and to be part of a dynamic and innovative staff team. We look forward to receiving your application and working with you on your own professional journey to excellence.

Best regards



Liz Anderson
CEO
Djanogly Learning Trust



Letter from the Head of School

Kensington Junior Academy is an ambitious school where children are valued and placed firmly at the heart of everything we do. Everyone is committed to making a difference for the children and families in our community.

Making a difference at Kensington Junior Academy really does mean just that. Our children are fantastic and the job satisfaction that you have from working with them and being part of our community is enormous. We have a constant drive to improve so that everyone, children and adults alike, can succeed.

People ask me why they should work at Kensington Junior Academy. My message is clear: at the end of each day you know that you can go home, having worked hard, but really know that you have had a big impact on the lives of our children and their families. You have made a real difference.

We set high expectations of ourselves and our team but your career development and professional worth is huge and much greater at Kensington Junior Academy than in other schools.

At Kensington Junior Academy we strive to eliminate barriers to learning, enabling children to feel safe and secure in a vibrant, high-quality learning environment. We recognise that this takes everyone working as a team, united in striving to give our children the best possible education.

If you are considering joining us then please take the time to come and visit us to see for yourself and see the high standards we have set for all our children and staff.

It is an exciting time to join the journey of our school as we partner with Djanogly Learning Trust to harness their expertise and ethos to enhance our schools rich history.

I look forward to reviewing your application form and possibly meeting you in the near future.

Kind regards

Lindsey Partridge
Head of School

Application Details

We are looking for a creative and enthusiastic Class Teacher to join our team here at Kensington Junior Academy. We need professionals who are committed to providing a creative curriculum which supports all children to learn effectively. Everyone who visits us comments on the calm atmosphere, the enthusiasm our children have for learning and the great sense of team amongst staff and children alike. We are a school that values every individual and puts our children at the heart of everything we do.

We have a strong ethos of continuing professional development across every all roles. Leaders know that children succeed because of the commitment, knowledge and professionalism of our team who provide high quality learning experiences.

We need teachers who:

- Have high expectations for themselves, colleagues and all children
- Are committed to providing high quality, creative learning experiences for all
- Have excellent communication skills
- Have a strong belief in positive behaviour management
- Are innovative and creative
- Know that we are all learners and are committed to continued professional development
- Have a good sense of humour (it helps!)

Further details of this post, the school and the Trust are included in this pack and details of how to apply can be found below.

How to Apply

Should you wish to apply for the post, please complete and return an application form along with a covering letter addressed to Mrs Partridge, which clearly demonstrates your suitability for this role. Applications can be submitted via email to l.gray@kensington.djanogly.org with Application in the subject line, or by post, for the attention of Ann Mallon, to the following address:

Kensington Junior Academy
St John's Road
Ilkeston
Derbyshire
DE7 5PA

Closing Date

Please ensure your application form arrives by **9am on Monday 14th February 2022.**

Interview

Interview for the role will be held during week commencing 28th February 2022.



Djanogly Learning Trust

Job Description

Djanogly Learning Trust Vision

We believe that every child has the right to an education that gives them the best opportunity to succeed and prosper. We know that this takes great people, hard work and attention to detail. This is a considerable responsibility and we take it very seriously. Everyone within our trust is fully committed to learning. Our ethos is to be innovative in order to improve, to develop resilience in order to face challenges, and to strive for excellence in everything we do.

| | |
|------------------------|-----------------------------------|
| Job title | Class Teacher |
| Hours and weeks | 37 hours per week, all year round |

Djanogly Values

Employees who demonstrate a commitment to our core values of Excellence, Resilience and Innovation will:

- Embody the belief that every child has the right to an excellent education and constantly strive to give every child the best opportunity to succeed and prosper through their contribution to the Trust
- Recognise and demonstrate the importance of working hard, showing resilience and paying close attention to detail to ensure every child achieves their best.
- Strive for excellence by demonstrating a commitment to innovation, engaging in CPD and constantly striving to improve provision and outcomes for pupils.

Djanogly Behaviours

Employees will demonstrate their professionalism and promote a positive culture by:

- Behaving in a professional manner at all times
- Developing professional working relationships with all colleagues and stakeholders, showing understanding and mutual respect in all aspects of their role
- Taking personal responsibility by paying attention to the small things to intercept issues before they become a larger problem
- Resolving any issues in a professional, calm manner, seeking support where necessary and always demonstrating kindness and respect for others
- Starting and ending the day with the same emotional constancy with every interaction.

Job Purpose:

This job description is taken from the agreed DfE Teachers Standards September 2012.

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

Job Responsibilities:**PART ONE: TEACHING****A teacher must:****1. Set high expectations which inspire, motivate and challenge pupils**

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

2. Promote good progress and outcomes by pupils

- be accountable for pupil's attainment, progress and outcomes
- be aware of pupil's capabilities and their prior knowledge, and plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study.

3. Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupil's interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English across the whole curriculum
- when teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- when teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

4. Plan and teach well-structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

5. Adapt teaching to respond to the strengths and needs of all pupils

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupil's ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupil's education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

6. Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupil's progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

7. Manage behaviour effectively to ensure a good and safe learning environment

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the academy's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to pupil's needs in order to involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

8. Fulfil wider professional responsibilities

- make a positive contribution to the wider life and ethos of the academy
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to pupil's achievements and well-being.

PART TWO: PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

1. Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside the academy, by:
 - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position

- having regard for the need to safeguard pupil's well-being, in accordance with statutory provisions
 - showing tolerance of and respect for the rights of others
 - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
 - ensuring that personal beliefs are not expressed in ways which exploit pupils vulnerability or might lead them to break the law.
2. Teachers must have proper and professional regard for the ethos, policies and practices of the academy and maintain high standards in their own attendance and punctuality.
 3. Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Djanogly Learning Trust General Requirements:

Policies and procedures

You will comply with all policies and procedures at all times which include:

- ensuring the safeguarding of young people by adherence to the child protection and safeguarding policies.
- ensuring all equality, diversity and health and safety requirements are upheld in the performance of your duties.
- ensuring you comply with the Trust's Staff Behaviour policy, including outside of work where applicable.

Professional Development

- You are required to undertake professional development as part of your job description. This includes contributing to regular 'check ins' and Journey to Excellence reviews with your J2E reviewer, proactively seeking professional development to improve your performance.

This job description is not a complete description of the role, as you are required to undertake any other reasonable duties as directed by the academy leader and the leadership team.

Djanogly Learning Trust Person Specification

In order to be considered for interview all essential criteria must be met.

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|------------------|---------------|
| JOB TITLE | Class Teacher |
|------------------|---------------|

| Requirements | Essential | Desirable | Short listing criteria |
|--|------------------|------------------|-------------------------------|
| Qualifications | | | |
| Good honours Degree | X | | X |
| Qualified Teacher Status – degree or equivalent | X | | X |
| Masters qualification | | X | |
| Experience | | | |
| Experience in the year group or subject area required | X | | X |
| Experience of teaching in a diverse range of settings | X | | X |
| Experience of contributing to extra-curricular programmes | | X | |
| Experience of working with pupils with SEN needs | X | | |
| Skills | | | |
| Excellent teaching skills with clear communication to set goals and pupil expectation | X | | |
| An ability to use your own initiative | X | | |
| Excellent skills in the ability to use ICT programmes for teaching and learning and for data management and record keeping | X | | |
| The application form should demonstrate accurate and correct use of English language | | | X |
| Skills and abilities -other | | | |
| Sensitivity, flexibility and a sense of humour | X | | |
| A positive and flexible approach, open to challenges | X | | |
| Personal Qualities | | | |
| Belief in the values and behaviours of DLT | X | | |
| Evidence of continuing professional development | X | | |
| Commitment to equal opportunities and diversity in the performance of duties | X | | |



What is it like to work at Djanogly Learning Trust?

The best way for us to know what it is like to work for the Trust is to seek staff opinion. This is very important to us and we use a variety of methods to gather feedback. For example we undertake an annual staff survey. **In 2020, 97% of our staff said that they feel proud to work for the Trust and 93% would recommend others to work for us.**

Our values are at the heart of everything we do and we are very proud that **94% feel they are part of a strong team and 95% understand the benefits of working in a trust which shares best practice, networks and collaborates effectively with other academies in our group. Even better, 98% say that our actions are in line with our Trust values to put children first.**

As part of our journey to excellence and our commitment to active employee engagement, we have an **employee voice forum and a wellbeing committee**. Both of these are attended by staff from across the Trust at all levels to feedback to the CEO and HR about areas for development.

We hold an annual Trust INSET event which all staff attend. This year we asked staff to use words to describe their overriding feelings about working in the Trust. We are so proud to share their thoughts below.





Our School

Kensington Junior Academy is a junior school with a rich history situated in the community of Ilkeston. Our aim is to create a learning environment where governors, teachers and parents work together in an atmosphere of mutual respect and trust, enabling all children to feel valued and allowing for the best possible educational achievement.

Our Future

To continue our journey Kensington Junior Academy have decided to join the family at Djanogly Learning Trust. We officially joined the Djanogly Learning Trust in August 2019.

Overview of the Trust

Djanogly Learning Trust is a dynamic Multi Academy Trust based in the East Midlands. Our Trust group is committed to providing high quality education for all our children, regardless of their backgrounds. Our track record demonstrates our ability to deliver on our core goal; achievement for every child. Our portfolio of schools covers a range of contexts.

Our values are central to the positive ethos that we develop throughout our family of schools. This approach is focused on securing success for all our learners and providing them with the very best life opportunities.

We believe nothing is more important than making a difference for our children.

Our Vision and Ethos

We believe that every child has the right to an education that gives them the best opportunity to succeed and prosper. We know that this takes great people, hard work and attention to detail. This is a considerable responsibility and we take it very seriously. Everyone within our trust is fully committed to learning. Our ethos is to be innovative in order to improve, to develop resilience in order to face challenges, and to strive for excellence in everything we do.

Innovation

We believe it's vital to look for new and creative approaches in order to maintain our ongoing commitment to improving our teaching and learning provision. We strive tirelessly to achieve the best, are not afraid to take risks and are never complacent. All of our staff are actively encouraged to look for improved ways of working and to promote an atmosphere of trust.

Resilience

We believe it's crucial for both children and adults to develop a strong sense of self in order to succeed in challenging times. Our mission is to ensure that our children and staff have the independence to work things out for themselves, the confidence to ask for help when they need it and the courage to never give up.

Excellence

We believe that everyone deserves to experience excellence. Our organisation is ambitious and we endeavour to support all our children and staff to reach their full potential. We commit to delivering high quality professional support at all levels as part of our journey to excellence. By providing this excellence in teaching and learning, we ensure that all our children have the necessary knowledge and skills to succeed.



OUR Curriculum at Kensington Junior School

We receive children from several infant school at 7 and they leave us at 11 to go to various secondary schools. The standard number for each year group is 60 pupils. We currently have eight classes.

Children are taught in mixed ability classes, with the children split with equal numbers of boys and girls.

Our curriculum refers to all planned activities that we organise in order to promote learning, personal growth and development, it takes account not only the formal requirement of the National Curriculum and any changes to national policy but broader educational initiatives such as:

- **Excellence and Enjoyment and Creativity**
- **Every child Matters**
- **ICT proficiency**
- **Health Promoting Schools**
- **Anti-Bullying Charter**
- **Inclusion**
- **The Derbyshire Agreed Syllabus for RE**
- **Extra-Curricular and extended school provision.**

Special Education Needs

Individual programmes of work with targets (IEPs), are set for each child in need of extra support and these are subject to regular reviews which involved parents.

Children who have learning difficulties are monitored carefully by all staff involved and the curriculum is differentiated to the level which the children require. Help and advice from specialist teaching staff outside school is sought if necessary. We have links with medical organisations of the County for the children who are partially hearing or partially sighted so their progress can be monitored and sustained.

The school is committed to supporting all children with a variety of medical needs, and work in close liaison with parents to remove any barriers to learning.

In return we offer you:

- A fully supportive team of professionals to work with
- A positive working environment where everyone is valued
- An environment where good behaviour and good manners are a priority
- A commitment to continued professional development for all
- A real commitment to work-life balance.

Safeguarding and Child Protection

Kensington Junior Academy and Djanogly Learning Trust are committed to safeguarding and promoting the welfare of all children and expects all staff to share this commitment. All new staff with the Trust will be subject to an enhanced DBS check and all other safeguarding requirements in accordance with DfE legislation.

Senior leaders are all accredited Designated Safeguarding Leads who staff should refer any safeguarding concerns to straight away. All members of staff will received training in line with our safeguarding and child protection policy.

Recruitment Privacy Notice

Please see supporting documentation.

Equal Opportunities

Kensington Junior Academy welcomes enquiries from everyone and values diversity in our workplace. A commitment to promoting diversity and developing a workplace environment where all staff are treated with dignity and respect is central to our recruitment process.

Our Academies:



Djanogly City Academy

Originally one of the first City Technology Colleges in the country, DCA is a 7-form entry secondary school in Nottingham. It is based across two sites 5 minutes apart; Sherwood Rise site for years 7 and 11 and Gregory Boulevard site in Hyson Green for years 8-9-10. We plan to extend our post-16 provision from September 2023. Judged 'Good' by Ofsted in 2018, our scholars make significantly better progress than national average.

Djanogly Northgate Academy

Northgate is a 2-form entry primary school in New Basford, Nottingham and a founding member of Djanogly Learning Trust in 2011. A popular and over-subscribed school where everyone is valued, they have been judged consistently 'Good' since 2009.



Djanogly Strelley Academy



Strelley is a 2-form entry primary based to the north of Nottingham. It has gained a strong reputation locally for its support for some of our most vulnerable children and their families. It was judged 'Good' in 2017 and strives to be a school where everyone is recognised, welcomed and respected.

Djanogly Sherwood Academy

Sherwood shares our Sherwood Rise site with Djanogly City Academy. It is a 2-form entry primary with provision for children from 2 to 11 years. It was established in 2014 to provide high quality education provision for the growing local community. Judged 'Good' in 2018 in partnership with Northgate it has strong support from its diverse community where everyone belongs.



Springfield Academy



Springfield is a single form entry primary in Bulwell, north Nottingham. The school moved to a fantastic new building in 2017, with improved resources and environment for all the children and particularly the youngest. Springfield knows that success comes through cooperation; we do better working together.

Langley Mill Academy

Langley Mill is a 3-form entry junior school in Langley Mill, Derbyshire. It has recently expanded from 2-form entry to cope with a rising demand for places at this popular community school. Langley Mill's motto is 'Live Laugh Learn' and they do plenty of all three.



Laceyfields Academy



Laceyfields is a small infant school in Langley Mill, catering children from 3 to 7 years. They joined the Trust in 2019 to ensure that their children could benefit from being part of something bigger. This has helped them to provide an even broader range of opportunities to achieve their ambition to 'Help Little Minds Grow'.

Kensington Junior Academy

Kensington is a 2-form entry junior school in Ilkeston, Derbyshire. They actively promote a culture where children care for themselves and each other, for their school and their community, and where they can develop as happy, responsible and self-disciplined members of society.

