

Teacher (Maternity Cover)

Three Peaks Primary Academy

April/May 2024



**THREE PEAKS
PRIMARY
ACADEMY**
*Creative
Education
Trust*



Dear Colleague

Thank you for taking the time to find out more about the opportunity of working at Three Peaks Primary Academy in Wilnecote, Tamworth.

Three Peaks is a Primary Academy serving families from predominately, the Stoneydelph and Wilnecote areas of Tamworth. Three Peaks is part of The Creative Education Academies Trust and converted to an academy on December 1st 2014.

The Academy is on a constant journey to raise standards so that the pupils get the best possible start to their education. We want them to be independent learners and successful members of society. In

September 2017 Ofsted graded us as being Good in all areas and this was reconfirmed in February 2023. As a school which has been on a real journey, we were extremely pleased that the hard work had been recognised and the results seen. We now face the exciting challenge of moving the school on towards achieving an Outstanding judgement.

As a school, we seek to provide our pupils with a range of learning experiences that inspire and motivate them to succeed. We are proud of our school and the improvements that have been made in recent years and are keen to employ people who will help us to evolve further.

My passion and vision for quality education is clear. I demand the highest expectations from everyone who works with the children of Three Peaks. It is important to aim for nothing short of outstanding outcomes for all pupils, whilst concentrating on the individual, encouraging and nurturing personal interests and giving the time to discover individual talents and skills. A school must create a learning environment and establish a love of learning so that pupils gain an enthusiasm for learning that remains throughout life. All pupils should achieve their full potential across a wide and varied curriculum, including academic, artistic and athletic studies.

At Three Peaks, we will work hard to ensure that our pupils experience the richness of the cultural world. Pupils will learn to be a member of the wider community, they will develop their understanding of a range of views and beliefs and develop their understanding and appreciation of British values. We will support them as they develop as citizens and learn to work as part of a team.

You can watch a short video on what it means to be part of Creative Education Trust, illustrating our 'Knowledge Connected' approach to learning on our YouTube channel: www.youtube.com/user/creedacad.

I look forward to receiving your application.

Yours sincerely,

Richard Penn-Bourton
Headteacher

You can find out more at:
www.creativeeducationtrust.org.uk

'We are passionate about learning and teaching and want to inspire a love of learning in all of our students'

ABOUT CREATIVE EDUCATION TRUST



Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.



Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities

Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

Our Values

Ambition

We are ambitious in everything because only the best will do

Excellence

We do not stop at 'good enough'

Creativity

We connect our knowledge in innovative ways

Resilience

When the going gets hard, we up our game and reach our goal

Inclusion

Every child and every colleague matters – we will work for and with them all

Respect

We value the ideas of others and make sure all voices are heard

You can find out more at:

www.creativeeducationtrust.org.uk

ABOUT THREE PEAKS PRIMARY ACADEMY



At Three Peaks Primary Academy, teachers and support staff observe and assess individual pupils to understand what skills and knowledge they have, and how they learn best. This enables us to work more effectively with pupils to establish where they are in their learning, where they need to go and the best way to get there.

We use tracking systems to identify pupils who are making less than expected progress and who need extra support, as well as those who are working at higher levels and need additional challenge.

Our aim is to provide all pupils with a broad, relevant and engaging curriculum that will equip them with the key skills required to succeed in the next stage of their education and in their adult lives. Our curriculum focuses on skill development and allows room for creativity – both for the teachers and pupils. It is supported by the use of laptops, Chromebooks and other technology and enhanced by a wide range of educational trips and visitors.



Our site and school:

- Three Peaks Primary Academy comprises of three buildings set in large grounds which are used to enrich the children's learning experiences. The school is well resourced and includes dedicated teaching spaces for ICT, Music and Modern Foreign Languages. There is also a large, newly refurbished library and several nurture rooms.
- Our classrooms are well equipped and inviting learning zones. All classrooms benefit from being grouped in year groups which helps to develop teamwork and opportunities to maximise learning and intervention opportunities. The layout of the school also allows for the development of phase teams.



Our school motto is:

'Believe in yourself – Be the best you can be!'

SUPPORT FOR OUR STAFF

Staff wellbeing is recognised as being of great importance and the facilities allow for us to have a large staffroom and dedicated PPA space which provides all members of staff with the opportunity to work together in a comfortable environment with all the appropriate resources close to hand.

You will find an academy that:

- Provides strong and effective leadership at all levels
- Fosters and develops a strong team ethos among all its staff
- Is highly supportive and values and develops people
- Is forward thinking and outwardly facing
- Is committed to developing staff and student leadership skills and encourages wider participation in local and national agendas
- Offers an exceptionally supportive community and Academy Council
- Has a staff wellbeing group to ensure their views are represented at senior leadership team meetings



You can find out more at:

www.creativeeducationtrust.org.uk

TEACHER (MATERNITY COVER) JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

Three Peaks Primary Academy, Tamworth

SALARY AND HOURS

Main Pay Scale

Part-Time – 0.4 FTE (Thursday, Friday)

Fixed Term

REPORTING LINES

Reports to Deputy Headteacher

THE ROLE

- To be responsible for achieving the best possible standards in work and conduct for all pupils in the class and to promote and safeguard the welfare of all pupils within the school.
- All Teachers are required to carry out the duties of a school teacher as set out in the current 'School Teachers' Pay and Conditions Document' and all Teachers job descriptions are linked to the DfE Teachers' Standards 2012. Teachers' work performance will be assessed against the Teachers' Standards as part of the performance management process.
- Set high expectations which inspire motivate and challenge pupils.
- Promote good progress and outcomes by pupils Be aware of pupils' capabilities and prior knowledge. Plan teaching to build on these, demonstrating knowledge and understanding of how pupils learn.
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions and to underpin good quality teaching and learning.

PRINCIPAL DUTIES AND RESPONSIBILITIES

As a class teacher:

- Monitor the personal and social development, health and welfare of each pupil in the class

You can find out more at:

www.creativeeducationtrust.org.uk

- Have a thorough knowledge of all pupils in the class through data provided, and contact with pupils, parents and staff colleagues as appropriate
- Be aware of the relevant curriculum for all pupils in the class and monitor the academic progress of pupils through their reports, studies, grades and contact with other teachers.
- Encourage and be aware of the involvement of pupils in the school's extracurricular activities.

Demonstrate good subject and curriculum knowledge:

- Maintain a secure up-to-date knowledge of relevant subject areas through participation in training and development opportunities identified by the school or as an outcome of the appraisal process.
- Deliver the curriculum as relevant to the age and ability of the pupils.
- Set appropriate homework in line with school policy and the homework timetable.
- Support the development the pupils' reading, writing, mathematics and communication skills through the curriculum.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English at all times.

Plan and teach well-structure lessons:

- Contribute to the development of schemes of work.
- Engage in short medium and long term planning of lessons and sequences of lessons.
- Demonstrate a clear understanding of appropriate teaching strategies relevant to the age and abilities within the group.
- Plan and undertake enrichment & extension activities where possible to consolidate and extend the knowledge and understanding pupils have acquired.

Adapt teaching to respond to the strengths and needs of all pupils:

- Monitor the progress of groups to close any gaps between them.
- Teach appropriately differentiated lessons which will
- Enable pupils of lower ability to engage with the subject and learn effectively
- Challenge and stretch pupils of higher ability.

Make accurate and productive use of assessment:

- Use formative and summative assessment opportunities to maximise pupils' progress.
- Use relevant data to monitor progress, set targets, set homework and plan subsequent lessons.

Manage behaviour effectively to ensure a good and safe learning environment:

- Use Implement whole school strategies to support behaviour for learning.
- Carry out morning afternoon and break time duties as directed.
- Establish a framework for discipline with a range of strategies using praise, sanctions and rewards consistently and fairly.
- Maintain good relationships with pupils, exercise appropriate authority and act decisively as necessary.
- Be a positive role model and consistently demonstrate the positive attitudes, values and behaviour which are expected of pupils.
- Promote and safeguard the welfare of all pupils within the school, raising any concerns in accordance with the school's protocols and procedures.

Fulfil wider professional responsibilities

- Support the school's Initial Teacher Training activity as appropriate.
- Take opportunities to develop professionally and share good practice to develop consistently high standards of teaching and learning.
- Work collaboratively with our partner schools to support pupils' transition.
- Facilitate the work of support staff to enhance pupils' progress.
- Work collaboratively with parents and carers to support pupils' progress.
- Support pupils to develop wider key skills
- Uphold all school and Creative Education Trust policies.
- Attend and actively participate in meetings.
- Make a positive contribution to the wider life and ethos of the school.
- Lead an after-school activity once per week either curriculum based or an extra-curricular club.
- To take an active role in activities such as Open Evenings, Parents Evening, Sports days etc.

This job description is not necessarily a comprehensive definition of the post, and the post holder will be required to undertake other duties appropriate to the grade and character of the work as directed

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	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified Teacher Status 	<ul style="list-style-type: none"> • Masters degree in Education
EXPERIENCE	<ul style="list-style-type: none"> • Experience of working across EYFS, Key Stage 1 or Key Stage 2. • A good concept of recent curriculum changes 	<ul style="list-style-type: none"> • Experience in two different Key Stages
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Understanding of the National Curriculum for EYFS, KS1 and/or KS2 • Good awareness of Phonics (e.g. Read, Write, Inc.) • Knowledge of relevant policies/codes of practice and awareness of legislation; • Ability to monitor pupils' responses to learning and provide detailed and regular feedback to on pupils' achievement/progress; • Ability to relate well to children and adults; • Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these. • The ability to use an imaginative range of teaching strategies to promote high expectations and high levels of challenge in the classroom • The ability to plan for progression in learning, using intervention as necessary. • The ability to use assessment for learning to improve teaching and learning as well as to assess and record student progress. • The ability to establish a safe and purposeful working atmosphere that supports learning and in which students feel secure and confident. • The ability to make use of technology to develop teaching resources as well as to enrich the curriculum. • A commitment to make a positive difference to children and young people. • A commitment to working collaboratively within the faculty. 	<ul style="list-style-type: none"> • Specific expertise and enthusiasm for planning and teaching a creative, cross curricular approach • Understanding of strategies and methodologies for quality first teaching
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Confident and efficient in managing classes and behaviour. • Focused on ensuring all children make progress. • Ability to relate to young people and adults in an empathetic manner. • Demonstrable experience of building effective relationships. • Demonstrates resilience, motivation and commitment to driving up standards of work and achieving excellence. • Ability to respond swiftly and effectively to the unexpected. • Excellent communication skills, both orally and in writing e.g. letters and reports. 	<ul style="list-style-type: none"> • Demonstrate an absolute commitment to CPD within the last 12 months
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> • A demonstrable commitment to supporting and promoting safeguarding, equality and diversity. 	
SAFEGUARDING	<ul style="list-style-type: none"> • A thorough understanding of up-to-date safeguarding requirements and best practice. 	
OTHER REQUIREMENTS	<ul style="list-style-type: none"> • Willingness to learn and develop own skills, support the school mission and values. 	

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.