



# focus-trust

## Boothroyd Primary Academy

# Appointment Information Pack



|                                |  |
|--------------------------------|--|
| <b>Vacancy</b>                 | Teacher  |
| <b>Location</b>                | Boothroyd Primary Academy  |
| <b>Start date</b>              | As per Advertisement   |
| <b>Closing date &amp; time</b> | As per Advertisement   |
| <b>Salary</b>                  | <b>MPS / ECT</b>   |
| <b>Return application to</b>   | Boothroyd Primary Academy, Temple Road, Dewsbury, WF13 3QE via email on <a href="mailto:boothroyd.recruitment@focus-trust.co.uk">boothroyd.recruitment@focus-trust.co.uk</a> |

## Welcome from the Academy Principal

Thank you for requesting an application pack for the advertised vacancy.

This pack is intended to provide you with some basic information, however, the best way of finding out about the academy is by visiting, looking around and getting a feel for the school!. We are very proud of our school and would encourage you to make an appointment and come and find out for yourself how wonderful the staff and children are!

We are a happy school and the staff, not only deliver a high standard of education, but care very much about each child's welfare. Our pupils are very proud of Boothroyd Academy and tell us they love coming to school!

Boothroyd Primary Academy is a Community Primary School catering for girls and boys aged 4-11. Our Nursery, which opened in January 2016, ensures pupils are 'school ready' when joining reception.

We are very proud of the ethos of Boothroyd Primary Academy. It underpins all our work, play and our relationships with each other.

We really value the partnership between home and school and believe it is extremely important that parents feel comfortable in talking to us about problems and also that they feel they are listened to. Parents are encouraged to drop in to school anytime to talk to me or to arrange a time to see their child's class teacher.

We are proud of our children. Children at the school care for each other. They support each other in a variety of ways in lessons and during playtimes. They look after new children to the school and take responsibility for their own behaviour, making Boothroyd a really good place to work and to learn. The children act as fabulous ambassadors for the school in our extended links with other schools, and in the local community. The school's standing in the community, links with local mosque leaders, and a high level of parental satisfaction engenders a high level of trust in the school.

The school has extensive, well developed grounds which are used to support outdoor learning. We take every opportunity to invite in visitors, go on school trips and to extend our curriculum beyond the school day to include sports and art activities.

I look forward to meeting you should you choose to apply and visit the school- good luck!

**Mr Matt Birkett**  
*Principal*

## Academy details

|                  |  |
|------------------|--|
| <b>Address</b>   | Boothroyd Primary Academy, Temple Road, Dewsbury, WF13 3QE   |
| <b>Telephone</b> | 01924 562425   |
| <b>Email</b>     | <a href="mailto:boothroyd.recruitment@focus-trust.co.uk">boothroyd.recruitment@focus-trust.co.uk</a> |
| <b>Website</b>   | <a href="http://www.Boothroydprimaryacademy.co.uk">www.Boothroydprimaryacademy.co.uk</a>             |

# Job Description

|                       |                           |
|-----------------------|---------------------------|
| <b>School/Academy</b> | Boothroyd Primary Academy |
| <b>Job title</b>      | KS1 or 2 class teacher    |
| <b>Accountable to</b> | Principal                 |
| <b>Line manager</b>   | Key Stage Leader          |

## Introductory statement

The responsibilities and professional duties of the post are to be performed in accordance with the provisions of the most recent version of the Teachers' Standards.

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, colleagues and external agencies in the best interests of their pupils.

## Purpose of the role

To ensure all pupils achieve high standards of learning and well-being.

## Main duties

### 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
- Lead by example and demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils

### Promote good progress and outcomes by pupils

- Be accountable for pupils' attainment, progress and outcomes.
- Plan teaching to build on pupils' capabilities and prior knowledge.
- 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.

### Demonstrate good subject and curriculum knowledge

- Have a secure knowledge of all curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings.
- Demonstrate a critical understanding of developments in curriculum areas, and promote the value of learning and scholarship.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of Standard English, whatever the teacher's specialist subject.
- Demonstrate a clear understanding of the teaching of systematic synthetic phonics, reading and the teaching and application of basic skills.
- Demonstrate a clear understanding of the teaching of mathematics and the application of basic skills.

### Plan and teach well-structured lessons

- Impart knowledge and develop skills and understanding through effective use of lesson time.
- Promote a love of learning and children's intellectual curiosity.
- Set and assess homework and plan other out-of-class and enrichment 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 review, design and provision of an engaging curriculum.

### 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 pupils' 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 pupils' education at different stages of development.
- Make effective use of resources (including other adults) to impact on pupil learning and progress.
- 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.

#### **Make accurate and productive use of assessment**

- Undertake formative, summative and statutory assessments in line with the Academy's policy and assessment calendar.
- Make use of formative and summative assessment to plan for and secure pupils' progress.
- Use data to monitor progress, set targets, and plan subsequent lessons.
- Give pupils regular and timely feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.
- Prepare and present written and verbal reports for parents and carers.

#### **Manage behaviour and resources 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, around the academy and when learning off-site, 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 pupils' needs in order to involve and motivate them.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- Ensure the learning environment is kept well ordered, tidy and free from hazards.

#### **Fulfil wider professional responsibilities**

- Make a positive contribution to the wider life and ethos of the Academy and the Trust.
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- Deploy support staff and other adults in a support role effectively.
- Liaise with external agencies with regard to pupil progress, safety and welfare.
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues and external advisers.
- Work with other staff across the Trust and in other maintained schools.
- Communicate effectively with parents with regard to pupils' achievements and well-being.
- Lead an area or strand of school improvement (excl NQT).

#### **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.

- 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 pupils' 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; and
  - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the Academy and the Trust, and maintain high standards in their own attendance and punctuality.

- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities; and within the policies, handbooks and guidelines of the Academy and of the Focus-Trust.

## **General**

The post holder will:

- Be expected to actively support work and values of the Focus-Trust;
- Be expected to undertake such additional duties as may reasonably be requested by the Principal or their representative.
- Respect confidentiality of staff, pupils, families and visitors and not breach this trust. Any breaches of confidentiality must be reported to the Principal immediately.
- Comply with the requirements of all policies, procedures & handbooks of the Focus-Trust and individual academy.
- Participate in arrangements for appraisal and in the identification of areas in which s/he would benefit from training and undergo such training.
- Proactively keep abreast of developments in relation to the post, and whenever possible and appropriate, attend professional development opportunities.
- Comply with and support all requirements related to equal opportunities and safeguarding children.

This job description is neither exhaustive nor exclusive, and it may, after consultation with the post holder be subject to modification and amendment in accordance with the needs of the academy.



## Boothroyd Primary Academy Class Teacher Personnel Specification

**App**- application form

**Ref**- Reference

**SP**- Selection process. This could include a range of exercises, including an interview

| <b>Knowledge, experience and skills</b>  | Essential/<br>Desirable | How<br>identified |
|--|-------------------------|-------------------|
| <b>Experience</b>  | <b>E/D</b>              | <b>App/sp/ref</b> |
| Ability of raising attainment of all pupils  | E                       | Ref               |
| Ability to reflect on practice and improve teaching methods to increase pupils achievements                                  | E                       | Ref               |
| Ability to continually improve teaching and learning through schemes of work, assessment and extra curriculum activities etc | E                       | App               |
| <b>Knowledge</b>   |                         |                   |
| Up to date knowledge in the primary curriculum   | E                       | App/SP            |
| Ability to use strategies needed to establish consistently high aspirations and standards of results and behaviour           | E                       | App/SP            |
| <b>Skills</b>  |                         |                   |
| Able to play a full and active role in a team  | E                       | Ref               |
| Clear understanding of expectations, accountabilities and consistency  | E                       | SP                |
| Aligned with the Trusts values   | E                       | App               |
| Motivated to continually improve standards and achieve excellence  | E                       | Ref               |
| Commitment to the safeguarding and welfare of all pupils   | E                       | App/SP            |
| Excellent classroom practitioner   | E                       | App/Ref           |
| Effective and systematic behaviour management, with clear boundaries, sanctions, praise and reward                           | E                       | SP/Ref            |
| Excellent communication, planning and organisational skills  | E                       | App/Ref           |
| <b>Fulfil wider professional responsibilities</b>  |                         |                   |
| Understand when and how to seek advice and support.  | E                       | App               |
| Able to develop and maintain good relationships with staff, parents, pupils, governors and the community                     | E                       | Ref               |
| Committed to own development as a professional.  | E                       | App               |
| Able to reflect on own practice and identify areas for improvement   | E                       | SP                |
| <b>Qualifications and training</b>   |                         |                   |
| Qualified Teacher Status or other educational qualification  | E                       | App               |
| Qualified to degree level and above  | E                       | App               |
| Evidence of further professional development.  | D                       | App               |
| <b>Personal qualities and attributes</b>   |                         |                   |
| Moral purpose (Equality, children and adults treated with respect)   | E                       | SP                |
| Excellent communicator (Listening, putting a message across)   | E                       | SP                |
| Child centred  | E                       | SP                |
| Resilient  | D                       | SP                |
| Integrity  | E                       | SP                |
| Self motivated and able to motivate others   | E                       | SP                |
| Enjoys challenge   | E                       | SP                |
| Works to deadlines   | E                       | SP                |
| Enthusiastic and optimistic  | E                       | SP                |

## About our school

### Here at Boothroyd Primary Academy we aim to provide:

- a wide range of experiences to enhance learning through a rich curriculum
- teaching that inspires and challenges
- a safe, bright, welcoming and happy environment in which to learn
- a warm welcome for all - working in and with the whole school community to ensure success of our children
- equal opportunity for each individual to succeed, and respect for differences
- opportunity for children to express themselves creatively, to grow in confidence, and to fulfill their potential.

### Furthermore, we aim to develop children and young adults who are:

- honest, loyal and trustworthy
- considerate, kind and tolerant
- courageous, resilient and strong of character
- loyal, loving and fair.

### We believe in education that is free to all and that:

- entitles all children to the same high standards and expectations
- is the responsibility of all – staff, parents and the wider community
- reflects the background and needs of our children - instilling ambition and independence
- gives all children access to their learning and helps them to develop skills for life as an adult and an awareness of the wider world and their place in it.

### We believe our children are growing up in a rapidly changing world. We will strive to prepare them for this by:

- developing their skills and interests in technological innovations that will enable them to take their place in a changing employment market
- ensuring that the values that our families currently hold dear are strengthened
- supporting them to play their part in combating global warming and encouraging them to use our natural resources carefully.

### Our curriculum

Learning experiences at Boothroyd Academy are rich and varied in order to expand the experiences of the children. Learning is planned for both in and out of the classroom, and will involve many visits to sites outside school, including Crow's Nest Park and local museums. The National Curriculum and the Early Years Foundation Stage Curriculum is delivered through themes chosen to fuel the imagination of the children.

### Our extra-curricular activities

We have over 30 sports and activity clubs running throughout the year such as archery, football, crafts, street-dance, reading and cooking. Children get opportunities to take part in inter-school sports and community events



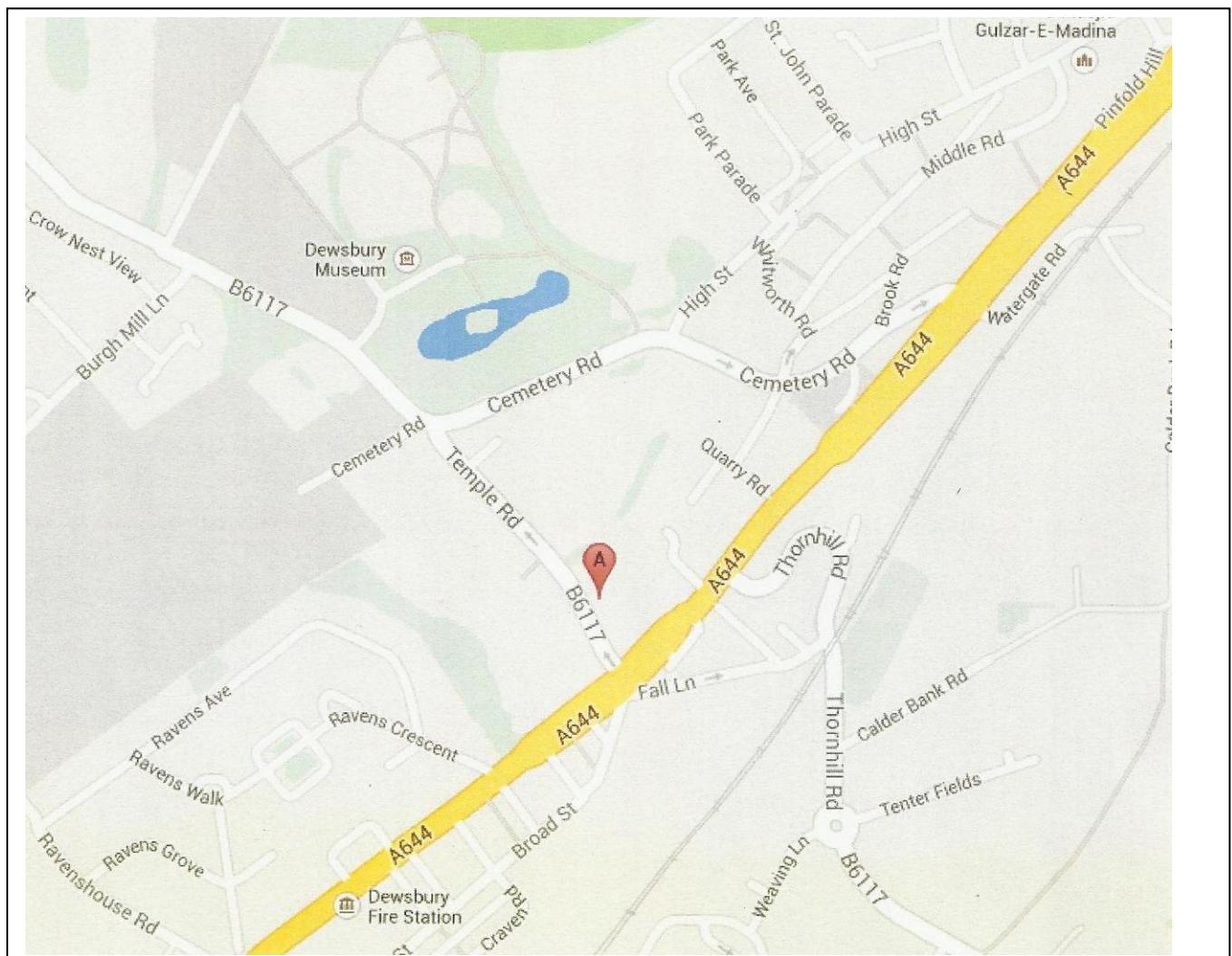
## School Quick Facts

|                                 |                             |
|---------------------------------|-----------------------------|
| <b>Type of school</b>           | Primary (converter academy) |
| <b>Age range</b>                | 4 -11                       |
| <b>Location/LA</b>              | Dewsbury, Kirklees          |
| <b>Number of children</b>       | 625                         |
| <b>Number of teaching staff</b> | 34                          |
| <b>Number of support staff</b>  | 93                          |
| <b>% FSM</b>                    | 36%                         |
| <b>% SEN</b>                    | 16%                         |
| <b>% EAL</b>                    | 79%                         |



## Our geographical area

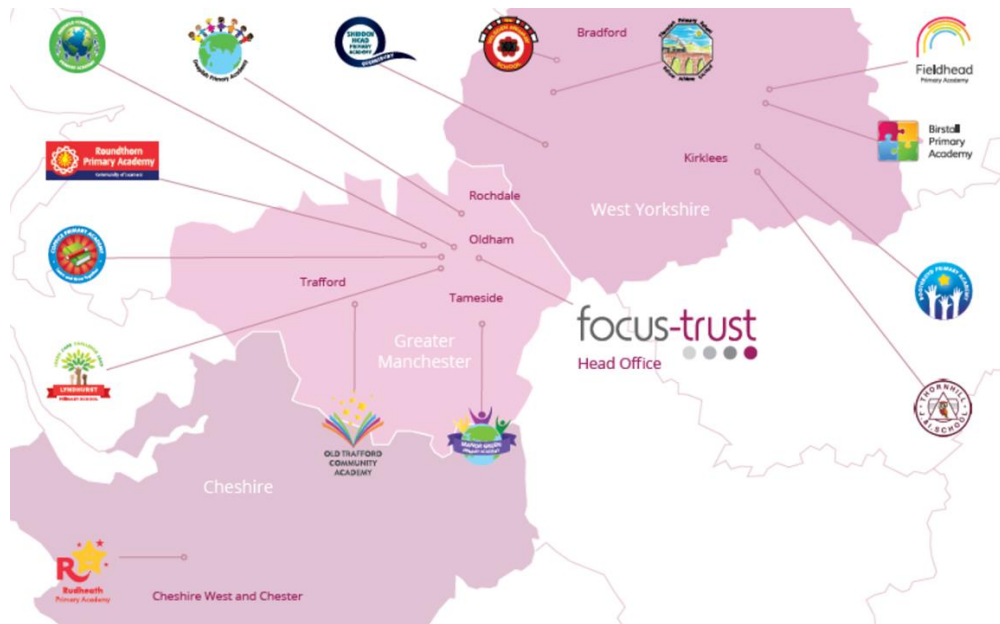
We are situated in Westtown, Dewsbury about 1 mile from the town centre. The car park is on Cemetery Road.





## Background to the Trust

Focus-Trust was incorporated in May 2012 as a primary trust. The Trust has links with Focus Education (sponsor) but is an entirely separate legal entity. As with all academy trusts, the Trust is a company limited by guarantee and an exempt charity. The Trust's offices are in the same building as Focus Education. This is an architect designed converted church; a unique and amazing place to be based.



The defining feature of Focus-Trust is that it is a specialist primary phase trust. This means that the work of the Trust is driven by the distinctive needs of primary schools. Whilst the Trust has robust systems for accountability, each school has their own distinctive ethos, and this is a commitment to every school when they convert and join the Trust.

Focus-Trust currently has a small centrally employed team. The members of the team are highly skilled and committed to the vision, culture and values of the Trust.

All the schools within the Trust are willing partners who have actively chosen to join Focus-Trust and there is a very high degree of consensus, cooperation and commitment from within the group.

The Trust has robust policies and systems in place to govern and guide its work. These have been gradually implemented as the Trust has grown. The Trust has established productive relationships with trade unions and meets half termly with a group of national trade union representatives to discuss policy development. This has enabled us to introduce and change a range of policies in a streamlined and cooperative way.

### Vision

'Great academies at the heart of our communities' - with our Community Champions and colleagues, we strive to ensure we are making a difference in the local and national communities and the community is supporting us.

### Commitment

'Learning together – making the difference'

## **Collective Efficacy**

We have a well-developed and securely embedded culture of Collective Efficacy. By this we mean we have 'A shared commitment to work together on the things that matter to improve outcomes for all.'

## **The Focus-Trust Values**

Professional honesty is at the heart of everything we do. The Trust knows the academies well because of the strong working partnership between academy leaders and the Trust team. It is only by being honest and transparent with a balance of credible challenge and effective support, that we can move forward and get the best for all children and staff. Our work is underpinned by our values:

**Care** for children, adults and the learning environment

**Dare** to do things differently and have a go

Be **fair**, honest and inclusive – demonstrating integrity

**Share** expertise and best practice for the benefit of all learners

## **What you might want to know about Focus Trust**

### **Pensions**

Focus Trust contributes to Teachers' Pensions and Local Government pensions in the same way and with the same level of contribution as local authorities.

### **Employer Relations**

Focus Trust has a Trade Union agreement which recognises the teacher and support staff unions. This is further supported by an ongoing and productive relationship with key trade union officials.

### **Equality of opportunity**

Focus-Trust is an equal opportunity employer, dedicated to a policy of non-discrimination in employment on any basis including age, gender, race, colour, nationality, ethnic origin, disability, gender, religion, age, marital status, sexual orientation and/or medical condition.

### **Safeguarding**

Focus-Trust is committed to safeguarding and promoting the welfare of all children and young people. There is an explicit expectation that all employees share this commitment and adhere to all safeguarding policies and procedures. Applicants should be aware that the recruitment process will include an assessment of your suitability to work with children.

### **Dress code**

We expect all staff to dress professionally and appropriately for the roles undertaken. We pride ourselves on the high standards of dress of both our pupils and staff; these standards are led by our staff who we expect to set an example.

### **Policies**

Focus-Trust and the academies have a range of policies and handbooks that help to make clear our expectations and ways of working. These are always shared openly with staff and are accessible to everyone. There are several policies that prospective employees should be aware of when making an application. All members of staff will be asked to sign a declaration as part of the induction process to acknowledge that they have read and understand some of the key policies, e.g. Safeguarding and Child Protection, Health and Safety, Acceptable use of IT.

### **Right to work in the UK**

Under the Asylum and Immigration Act 1996, it is a criminal offence to employ anyone who is not entitled to live or work in the United Kingdom. Applicants can expect us to ask for proof of this at interview stage, where you will be asked to provide some original documentation to confirm that you are eligible to work within the UK. Photographic proof of identity will also be required.

**Validation of qualifications and identity**

All shortlisted candidates will be asked to bring original certificates or relevant qualifications and identity documents to interview. These will be photocopied and kept on file and, if appropriate, may be confirmed as genuine with the relevant awarding bodies. The copies of the successful candidate will be retained on their personnel file. The copies of unsuccessful candidates will be treated as confidential waste and disposed of appropriately.

**References**

If you are shortlisted, we will take up references before the interview date. One of your referees must be your current or most recent employer. Two satisfactory references must be received before we can confirm any offer of an appointment. The information we request will relate to salary, length of service, skills and abilities, suitability for the job, disciplinary record and suitability to work with children. Copies of references or open references will not be accepted. On receipt of references, your referees may be contacted to verify any discrepancies, anomalies or relevant issues as part of the recruitment verification process.

**Knowledge and skills profile**

This is an important part of your application and is your opportunity to explain how you meet the person specification for the post. You should demonstrate your skills, knowledge and experience and give short examples. Describe how you match the requirement of the job; include experience gained from previous jobs, community or voluntary work. Ensure that the information you give is well organised, relevant and brief. You may find it helpful to use sub-headings in order to keep your statement well focused. If you do not submit this profile you will not be considered for short listing.

**Disability**

To comply with the Equality Act 2010, we are legally required to consider making reasonable adjustments to ensure that disabled people are not disadvantaged in the recruitment and selection process. We are therefore committed to meeting, wherever possible, any needs you specify on the application form. Please contact the Claire Livingstone if you need to discuss this in any detail. We will consider any reasonable adjustment under the terms of the Act to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

**Disclosure of a criminal record**

Employment in this role is subject to an enhanced check with the Disclosure and Barring Service (DBS). Checks will also be made against the lists showing people barred from working with children. All checks must be satisfactory before any offer of employment can be confirmed and before commencement of work can take place.

**Thank you for taking the time to read this information pack.  
We wish you every success in any application you may make.**