



# Candidate Pack





## Contents

Welcome from the Trust Leader .....	3
Our Vision.....	5
Safeguarding .....	6
Equality and Diversity .....	6
About the Trust .....	7
Our locations .....	7
A Great Place to Live .....	8
What we offer .....	9
Benefits .....	10
Learning and Development.....	11
Professional development .....	11
Training and Continuing Professional Development .....	11
Early Career Teachers.....	11
Apprenticeships .....	12
Support .....	12
In our classrooms .....	13
Across our schools .....	13
Wellbeing .....	14
Summary of Trust Objectives 2019-2022 .....	15
The Role .....	16
Job Description.....	16
Person Specification.....	19
How to apply .....	21

Due to our commitment to environmental sustainability, we provide a digital copy of this document. If for any reason you require this document in any other format, please contact us directly.





## Welcome from the Trust Leader

**Dan Morrow, CEO for Dartmoor Multi-Academy Trust (DMAT)**

Dear Applicant,

Thank you very much for your interest in applying for this post. I hope you enjoy reading this recruitment pack which will give you a flavour of Dartmoor Multi Academy Trust and the exciting journey we are on.

I was first drawn to our family of schools by the strong foundations on which it was built; specifically, its Co-operative values which resonate with my personal beliefs, my professional ethos, and my ambitions for every child. As a young person, certainly I would have thrived in such a values-driven environment.

We are proud of the professional support and development that we can offer you. We want you to have the best start when you join us so that you flourish and achieve genuine professional fulfilment. We are working ever harder to ensure that our commitment to professional growth and wellbeing is the lived experience of every member of our Trust.

On a personal level we are looking for a candidate with the ambition to help us grow our Trust and all that it offers our children, families, and communities. If you are confident that you have the skills, drive and vision to realise our ambitions, we sincerely hope that you will apply.

*"Dartmoor Multi Academy of Trust was established as a family of schools and each and every day we are committed to deepening and cherishing that connection. We serve a diverse range of communities in Devon and are blessed with a landscape and setting that is breathtaking; our mission is to ensure that the Education we provide to our children is equally expansive and rich."*

**Dan Morrow, CEO of DMAT**



We are at an exciting time in the development of our Trust of Schools. Whilst we are rightly proud of all that has been achieved historically, we are ambitious to continue to improve the Quality of Education that our children receive and deepen and broaden our connection and service to our Communities. With firm foundations of trust, respect, and cooperation; DMAT is now extending our reach more intentionally into true Civic leadership. We believe we are an important part of the transformation needed to ensure that all can thrive and succeed.

The values of this Trust are based on the cooperative principles and complemented by the Christian ethos of our Faith schools. In our broad and inclusive approach, we offer a home for all and we accept all for who they are, and who they are becoming.





# DMAT Candidate Pack



You will be reading this following the most extraordinary of times for all in the wake of the Pandemic. There is no doubt that much has changed for all and the extent and truth of that is yet to be truly felt.

What is true is that schools and Trusts of schools have an even more vital role in ensuring that our Society, and most especially the next generation, can heal and grow. We must restore, repair, rebuild and indeed reimagine the entitlement and provision that is needed to give children not just opportunities in a world we cannot predict; but within a present that few of us can comprehend. We need to be the strength and the compassion to imagine more.

Join us in our journey of transformation, hope and healing. Join us in who we are and who we are becoming.

On the following pages you will find details of the role to assist you in completing and tailoring your application. **To apply you should submit the following:**

- A completed application form which shows your full career history. Please explain any career breaks.
- A supporting statement explaining why you are interested in this role. Please detail how your skills, qualities, and experiences, will help you to meet the requirements of this role and fulfil the person specification. We recommend no longer than two pages.
- The declaration form. Completion of the equalities section is not mandatory. This is requested for monitoring purposes in line with our commitment to equality and diversity.
- An indication on the declaration form if you cannot attend any of the interview dates.

Please note that applications can only be considered if all the documentation is complete.

**The closing date for application is 9am 6<sup>th</sup> October and interviews will take place 15<sup>th</sup> October 2021.**

If you'd like to find out more about the post, or arrange a visit to the school, please contact Sue Jerrett, email [s.jerrett@tavistockcollege.org](mailto:s.jerrett@tavistockcollege.org)

We welcome applications through eTeach. If you have any queries regarding how to apply, please contact Michelle Carter on 01409 259613 or email [recruitment@dmatschools.org.uk](mailto:recruitment@dmatschools.org.uk).

Wishing you the best of luck with your application.

Kind regards,

**Dan Morrow**





# Our Trust Promise: Transformation



## Our Vision

**Together**, we are a family of schools united in our mission to nurture and strengthen our communities through exceptional education, serving the needs and aspirations of our children, our colleagues, and our communities. We will transform the life chances of children and adults alike, within and beyond our Trust.

**By working together, living our co-operative values, and creating opportunities for every individual to thrive, we will reveal the champion within all our people: our children, our colleagues, our communities.**

**Our children** will have experiences and opportunities, both within and outside the classroom, which enable them to discover the world, and themselves, with kindness, confidence, courage, and optimism. By nurturing the champion within each individual child, regardless of background, we will help them find joy in their learning and opportunity in life.

**Our colleagues** will receive exceptional professional development. We will invest in you to reveal the champion within and give you the opportunity to go as far as you can go. You will have the chance to pursue your interests, shape our Trust and find the joy in what is authentically special to you about our brilliant profession.

**Our communities** will be both the key to our journey and our legacy as our children grow to drive the communities of the future. As civic leaders, we will collaborate with others to be ambitious community builders, thriving together. Our schools will be hubs of their communities, nurturing and supporting our parents, carers, and wider communities, helping to reveal the champion within all.

**We stand by the principles and values of the International Co-operative Alliance: the 'SEEDSS' we sow to enable our pupils to thrive.**

<b>Self-Help</b>	We believe we are all special and unique. We will inspire and be inspired so we all develop the knowledge, skills and understanding, as well as the resilience, aspiration and confidence to find our niche and consciously chart our own destiny. We will embrace our vulnerabilities and will know when and how to seek help.
<b>Equality</b>	Inclusion is the soul of our Trust: opportunities are given to reveal the champion within all of us. We nurture everyone, especially those in greatest need, to ensure equality for all. Every member of our Trust family is unconditionally loved and respected.
<b>Equity</b>	We believe every child, regardless of background, has the right to the best education. Through the development of skills and knowledge, and opportunities and experiences, we prepare them for their life now and in the future. We value every member of our Trust family.
<b>Democracy</b>	We serve our communities as leaders committed to improving the social and economic health of our children, families and wider society. We create opportunities to provide for and nurture the most vulnerable. Diverse voices are encouraged, represented and valued so we can understand and best serve our whole community.
<b>Solidarity</b>	We stand together to overcome challenges, have high aspirations and celebrate achievement. Our mutual respect is lived through language and behaviour to enhance unity and achieve our vision. Through positive relationships, embracing and promoting differences and understanding varying viewpoints, we will flourish together, leaving no one behind.
<b>Self-responsibility</b>	We are all responsible for the choices we make, our behaviours and attitudes and the way we think and feel. We are liberated to take ownership of our responsibilities. It is our individual and collective responsibility to actively engage in living and contributing to the vision and values of our Trust. Together, the Trust can be more than the sum of its exceptional parts.





## Safeguarding

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We operate in accordance with the Child Protection and Safeguarding Policy. All applicants will be subject to a full Disclosure and Barring Service. Please see our Child Protection and Safeguarding Policy. [Policies and Documents - Dartmoor Multi Academy Trust \(dartmoormat.org.uk\)](https://dartmoormat.org.uk/Policies-and-Documents-Dartmoor-Multi-Academy-Trust)

## Equality and Diversity

Our ambition is to work together to promote a more inclusive environment, which attracts all candidates and signals our commitment to celebrate and promote diversity. We want to see a teaching profession and wider school community that prides itself on promoting a diverse workforce, that supports the progression and retention of all staff.

Each part of our family of schools can play a valuable role in supporting the progression of all teachers and support staff and removing any biases in recruitment practice. Everyone has a part to play in this. The Trust is committed to promoting a diverse and inclusive community - a place where we can all be ourselves and succeed on merit. We offer a range of inclusive employment policies, flexible working arrangements, staff engagement forums, and facilities and services to support staff from different backgrounds.

Please see our Equality and Diversity Policy. [Policies and Documents - Dartmoor Multi Academy Trust \(dartmoormat.org.uk\)](https://dartmoormat.org.uk/Policies-and-Documents-Dartmoor-Multi-Academy-Trust)



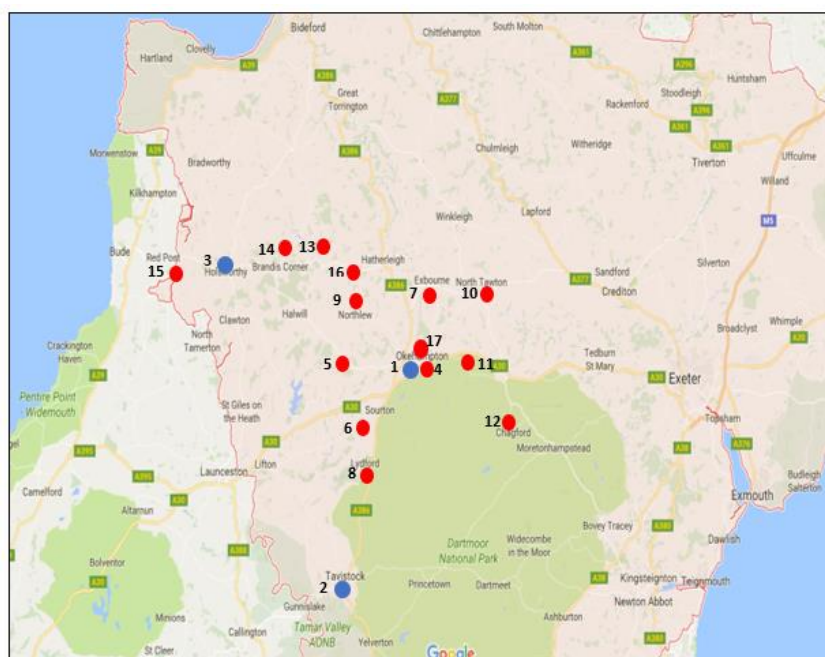


## About the Trust

Our Trust was created in January 2018. It consists of 17 schools which have come together, based on a shared vision which encompasses the values of both the Cooperative movement and the Church of England. We are excited about the opportunities that such a cross phase Trust can offer our community.

We are committed to creating an ambitious, forward thinking learning environment for all our pupils, students, and staff. Every child in each of our Trust schools is entitled to excellent teaching every lesson of every day. This ambition drives our commitment to making our Trust a great place to be, work, and learn. Our Trust offers diverse opportunities for everyone in our community to grow, develop and fulfil their ambitions.

## Our locations



● Secondary schools

● Primary schools

- 1 Okehampton College
- 2 Tavistock College
- 3 Holsworthy College
- 4 Okehampton Primary School
- 5 Boasley Cross Primary School
- 6 Bridestowe Primary School
- 7 Exbourne C of E Primary School
- 8 Lydford Primary School
- 9 Northlew & Ashbury C of E Primary School
- 10 North Tawton Primary School
- 11 South Tawton Primary School
- 12 Chagford C of E Primary School
- 13 Black Torrington C of E Primary School
- 14 Bradford Primary School
- 15 Bridgerule C of E Primary School
- 16 Highampton Primary School
- 17 St James C of E Primary





# DMAT Candidate Pack



*"It's great to work at a trust which is so clearly led by its values. Working in this welcoming team I know that every voice is listened to and I feel it's a place where I'll be able to grow as a leader and make my mark in my own way. This is a trust which will be taking strides and making a big impact on the West Devon community in the coming months and years and I'm excited to be along for that journey. The stunning Dartmoor scenery is a big bonus too!"*



Ed Finch, Trust Champion

## A Great Place to Live



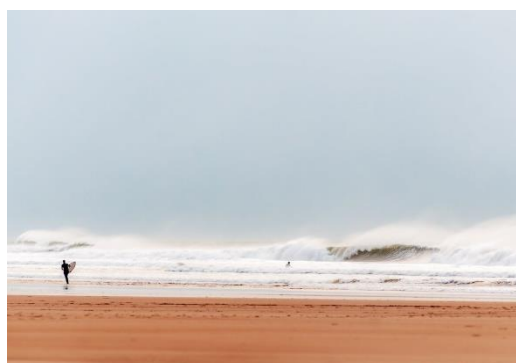
One of the best things about being part of our Trust community is the opportunity to work in one of the most beautiful parts of the country. Its varied and stunning landscapes offer a range of activities to be enjoyed. Devon is the only county to have two coastlines which include the fascinating Jurassic coast of the south, and the beaches of the north.

So, if you love surfing or any other water sports, we will have the perfect beach for you, from Croyde to

Salcombe. Both coasts are encompassed by the South West Coast Path, much-loved by walkers. Devon boasts two of the country's 15 National Parks and Dartmoor, with its high granite tors, ancient settlements and myths and legends provides the spectacular backdrop to our Trust. This makes our immediate setting a great place for walking, mountain biking, wildlife watching and all kinds of outdoor activities.

The Cathedral city of Exeter sits approximately 30 minutes' drive from many of our schools. This exciting city offers the Princesshay shopping centre, and a variety of independent bars and restaurants, many of which can be found on the popular quayside. This historically significant city is also home to the Exeter Chiefs at the Sandy Park stadium.

Devon has good transport links with the rest of the country. There are major rail stations in Plymouth and Exeter, with trains that can reach London within two-and-a-half hours. Devon is also well served by Exeter Airport, and has ferry links to the continent from



**Dartmoor**  
MULTI ACADEMY TRUST





# DMAT Candidate Pack



Plymouth. The Trust is located very near to an extensive cycle network which takes you around the county, from Drake's Trail to the Granite Way.

By working for the Dartmoor Multi Academy Trust, you will be supported to make a real difference to our communities which make up this vibrant county. Whatever your interests, Devon has something for everyone. We hope that you will have the same passion for our county, its countryside, and our communities as we do.

*"My PGCE training was cut short by the pandemic so, as an NQT, it was very important to me to find a position within a supportive and caring Trust. It has more than lived up to expectations and I feel lucky and proud to be part of such a fantastic community where relationships are everything."*

**Laura Samuel**  
Teacher of French and German  
Okehampton College



By joining us you will become part of our family of schools. Our mission is to deliver the highest possible quality of education to ensure that all our young people and children are able to succeed. We educate the whole child through a rich and deep curriculum. We know that it is through our shared passion, values, and determination that we deliver the best educational outcomes to pupils from all backgrounds.

We live in a demanding educational landscape, and as part of our valued team, you will understand the barriers to success which can face our pupils. Like us, you will be committed to overcoming these barriers through education, and by acting as a focal point for our communities. Our strength lies in belonging to a clear values-based organisation which enables us to focus on building the connections between staff, pupils, and families. Our schools are community-oriented centres, and by joining us you will be as committed to maintaining the viability of rural schools and all that they offer.

We seek applicants who share our values and possess the determination to successfully deliver our vision.

## What we offer

- Being part of a family of schools within a values-based Trust.
- A comprehensive induction and support programme.
- Recognition of the importance of work life balance. Your emotional well-being is important to us. We strive to balance life and work. We endeavour to create the best possible environment in which you can grow and enjoy a genuinely fulfilling professional life.
- A passionate commitment to your continuing professional development with learning routes to match your interests and ambitions.
- Opportunity to work in partnership with colleagues across the Trust.
- Career progression within the Trust.





# DMAT Candidate Pack



*"In this trust there is always a reason to smile! We are a team that you can rely on - everyone looks out for each other and support is never too far away!"*

Rebecca Tooms  
Early Career Teacher  
St James Church of England Primary



## Benefits

- **Flexible working opportunities.** Whether you are new to the workplace, an experienced employee, a parent or a carer, we endeavour to support everyone to work in ways that enable them to fit their life around their work. You can apply for a range of options which we are committed to exploring with you. Please refer to our Flexible Working Requests Policy at <https://www.dartmoor.org.uk/policies-and-documents.html>
- **Generous annual leave entitlement**
- **Excellent pension scheme.** Membership into Teacher and Support Staff pensions.
- **Competitive pay**
- **Annual pay progression for teachers**
- **Cycle to work scheme**
- **Tech and salary sacrifice scheme.** 5000 products available from Apple store or directly from Currys PC World
- **Childcare Scheme**
- **Provision of IT equipment** (dependent on role)
- **Free onsite parking**

*"It is a privilege to work amongst many selfless and hardworking colleagues/friends to aid in the delivery of teaching and learning. The direction of the trust allows access to opportunities in upgrading our skillsets which in turn is reflected in the excellent support we provide to our staff and students."*

Kai Lau  
Digital Services Technician  
Holsworthy Community College





## Learning and Development

### Professional Development

We understand that school culture and job satisfaction are together associated with higher achievement for our children. We will ensure that you are equipped with the knowledge and skills to meet new and challenging opportunities with confidence. We want you to thrive in your role and move towards your future goals. It is in this commitment that we live our co-operative values. We all need to feel that we are part of an effective team, and that we are valued and respected by others. At Dartmoor Multi Academy Trust we encourage everyone to develop their skills and knowledge through enriching learning experiences. This starts when you join us with a comprehensive induction and support programme.

Our aim is to recruit, develop, and retain people who are committed to their own growth through high quality continuing professional development. We offer a range of training routes to match your personal interests and ambitions. It is through this commitment to professional learning that we strive to support everyone in achieving a genuinely satisfying and fulfilling professional life. We strive to grow together, as part of the communities which form our wider family of schools.

### Training and Continuing Professional Development

Our professional development offer is led by trained and committed experts from across our organisation, as well as from partnerships with trusted accredited providers. For the range of courses available to Trust staff, through our partnership with Dartmoor Teaching School Alliance, see <https://www.dartmoortsa.org.uk>. We also offer opportunities to explore secondment across our Trust.

The development of all our staff is of key importance and we have held support staff conferences which offer a genuine choice of development and training. Our Educare learning platform offers many more possibilities which will enable you to build your knowledge, understanding and confidence in areas such as Safeguarding, First Aid, and wellbeing in children and young people.

### Early Career Teachers

We welcome applications from Early Career Teachers (ECTs). As you are aware, following changes to the statutory induction process, induction for ECTs (formally NQTs) is now two years.

To support ECTs through induction, our programme of support is designed to help ECTs form a secure foundation upon which to fulfil their professional responsibilities and go on to build a successful and fulfilling career.





# DMAT Candidate Pack



As an ECT within Dartmoor Multi Academy Trust, we are pleased to provide:

- A structured two-year package of support, development and training; delivered through a mix of face-to-face and online modules; in partnership with the South West Institute for Teaching and Teach First
- Access to resources and research via a dedicated virtual learning environment
- Access to coaching sessions via a dedicated mentor
- Membership to the Chartered College of Teaching
- Opportunities to collaborate and share practice with fellow ECTs
- Further professional development opportunities within the Trust

## Apprenticeships

We provide a comprehensive Apprenticeships Programme for our existing staff, as well as for new staff. Apprenticeships are not just for school leavers. Apprenticeship frameworks range from Level 2 to Masters' level. We have built partnerships with a number of local training providers which support this programme of development.

Through our partnership with the Dartmoor Teaching Schools Alliance, we can also fund NPQH, NPQSL, and NPQML programmes through our Apprenticeships Programme. For more information about Apprenticeships, follow the link [here](#).





## Support

We are working hard to make our community a great place to work so that our values underpin everything that we do, and everything that we are. We aim to show compassion and care through listening, empathy and understanding. We are currently evolving our People Strategy and your wellbeing sits at its centre. All of our colleagues are valued members of our community, and we take seriously the demands of their job. We start from an assumption of professional trust that everyone seeks to do their best. We ask all leaders to set a good example. We ask that they actively seek to reduce the level of potential stress and anxiety whilst maintaining high standards and expectations.

**What does this mean for you?**

### In our classrooms

- Staff are not expected to submit daily lesson plans.
- IT systems are designed to establish practices and processes that minimise the replication of resources. Sharing of suitable resources is encouraged across the Trust.
- There is no imposed Trust-wide expectation of marking without due regard to policies in individual schools. Each school may have a different approach that is developed by subject specialists. There is no acknowledgement marking, and live marking is encouraged. Marking and feedback will be specific to reduce time spent out of school hours and to increase impact.
- We will not overburden staff with the collection of unnecessary student data. Professional judgement is integral to our systems.

### Across our schools

- There is no expectation that staff will respond to emails outside of normal working hours. We trust our staff to make professional decisions about when they work outside school hours.
- Where new initiatives and policies are introduced, we will carry out a workload impact assessment. Serious consideration is given to what we might stop doing to make space for new expectations.

**In all that we do we look first for the evidence of positive impact on student learning, outcomes or staff well-being. If the evidence is not there, we don't do it!**





## Wellbeing

Your well-being has never been more significant than in recent times. We provide confidential support for employees on personal or work-related matters. Services include:

- Employee Assistance programme – APL Health and Well-being Service
- Staff Wellbeing sessions (through APL such as yoga, health checks, massage to name a few)
- Supportive induction processes
- Cross school Health and Wellbeing group
- Use of onsite fitness facilities in many of our schools
- Key staff trained in mental health first aid to offer an additional layer of staff support
- Our Educare learning platform offers courses which focus on supporting staff well-being.





## Summary of Trust Objectives 2019-2022

### Positive Environment

- School leaders and staff will create positive environments within their schools which will impact on successful behaviours and attitudes within all of its pupils.

### Personal Development

- The world is rapidly changing, with it the stresses and challenges that our school communities are experiencing. We want our young people to be confident, considerate, positive participants; armed with the skills and abilities to tackle the many challenges that they will undoubtedly face in the future.

### Leadership and Management

- The Trust expects and demands high quality leadership and management across all aspects of the organisation.

### Teaching & Learning

- It is an objective of the Trust that high quality Teaching and Learning underpins school improvement at all levels. This is particularly the case with English and Mathematics, two subjects which are a priority focus across all schools within the Trust.

### Sound Financial Management

- The Trust has a turnover of in excess of £24 million a year. Financial probity is therefore of utmost importance and will be expected of all employees at all times.

### Compliance

- The Trust will comply with all statutory requirements.

### Curriculum

- Each school will ensure its curriculum is broad, challenging and relevant for the communities they serve whilst recognising the need to produce global citizens for the future.

### Communication

- Clear, easily accessible communication is critical for any organisation to be successful. The Trust recognises its size and aims to create structures that facilitate good communication within and across the Trust schools and Central Team.

*Full Version – Trust Objectives 2019/22 – [www.dartmoormat.org.uk/trust-objectives.html](http://www.dartmoormat.org.uk/trust-objectives.html)*





# Our Trust Promise: Transformation



## The Role

The Dartmoor Multi Academy Trust is now in its fourth year since its formation in January 2018. The Trust is at an important juncture as it seeks to build on its current position in the next phase of its development. As a new member of our team, you will become part of a Trust which is seeking to make further improvements in performance across its schools. You will also play an important role in increasing the Trust's capacity to contribute to the wider national debate on enhancing life chances for children through education. We encourage applications from people who have a passion for inclusion, social regeneration and recognise the power of education to change lives. Candidates will have the necessary experience, skills, knowledge, or potential to contribute to the Trust becoming a leader in its field.

Growing even stronger partnerships across all our schools forms an important part of our Trust's core purpose, as well as realising that our diverse range of schools all have something unique to contribute. In joining our Trust, you will become part of a wider family of schools which has great potential and is ready for its next stage of development. Ultimately, you will play an essential role in helping the Trust to achieve its ambitions of becoming the best for the communities that it serves.

### Job Description

<b>Post:</b>	<b>Teacher of Mathematics</b>
<b>Responsible to:</b>	<b>Academy Principal</b>
<b>Salary:</b>	<b>TPS</b>
<b>Location:</b>	<b>Tavistock College</b>
<b>Working pattern:</b>	<b>Full Time, Fixed Term Maternity Cover</b>
<b>Start Date:</b>	<b>1<sup>st</sup> November 2021</b>

### Main Duties and Responsibilities:

#### 1 Set high expectations which inspire, motivate and challenge students

- Establish a safe and stimulating environment for students rooted in mutual respect.
- Set goals that stretch and challenge students of all backgrounds, abilities and dispositions.
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of students.

#### 2 Promote good progress and outcomes by students

- Be accountable for students' attainment, progress and outcomes.





- Be aware of students' capabilities and their prior knowledge, and plan teaching to build on these.
- Guide students to reflect on the progress they have made and their emerging needs.
- Demonstrate knowledge and understanding of how students learn and how this impacts on teaching.
- Encourage students 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 students' 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, whatever the teacher's specialist subject.
- If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics.
- If 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 students 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 students**

- Know when and how to differentiate appropriately, using approaches which enable students to be taught effectively.
- Have a secure understanding of how a range of factors can inhibit student'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 students' education at different stages of development.
- Have a clear understanding of the needs of all students, 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 access the relevant subject and curriculum areas, including statutory assessment requirements.
- Make use of formative and summative assessment to secure students' progress.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Give students regular feedback, both orally and through accurate marking, and encourage students 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 school'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 students' need in order to involve and motivate them.
- Maintain good relationships with students, 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 school.
- 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 students' achievements and wellbeing.

### **Data Protection / General Data Protection Regulations Compliance**

The Privacy Notice sets our general principles in relation to Data Protection and the General Data Protection Regulations. You should also abide all Trust policies relating to the use of data including but not limited to:

- Acceptable Use Policy
- Records Retention Policy
- Personal Data Breach Procedure





# DMAT Candidate Pack



- Employee Code of Conduct
- E-safety Policy
- Social Media Policy
- Use of Personal Devices Policy

Our Privacy Notice for Employees explains how we use your personal data.

On appointment, your main place of work will be at Tavistock College but you may be required to work at any other premises occupied by the Employer or any of the Employer's Academies within Devon as directed by the Employer.

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers' Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Principal.

Teachers must abide by the Teachers' Standards throughout their career. Teachers (and staff appointed under Teaching Staff Terms and Conditions) must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

You should note that a duty of confidentiality applies to all personal data seen prior to the first day of employment (for example, pupil lists for the purposes of lesson planning or other activities to support teaching and learning). This reflects the custom and practice of those contracts of employment starting on the first day of term while recognising the need to be aware of and plan to support pupil need.

## Person Specification

### Our Purpose:

- The schools in the Dartmoor Multi Academy Trust exist to provide a rich and balanced educational environment which caters for the whole person- academically, vocationally, socially, morally, spiritually, physically, emotionally and environmentally.
- This is not confined to a traditional class-based education; instead, we provide a hub for children, parents, carers, staff and wider stakeholders to see each school as the heart of a healthy community. We raise aspirations and expectations for all, codified in our Trust mission statement.

**The mission of our Trust is to provide the highest possible quality of education for all local children, in order to ensure pupils from all backgrounds are able to succeed.**





# DMAT Candidate Pack



Qualifications	
Essential	Desirable
<ul style="list-style-type: none"><li>• Good degree or relevant vocational qualification pertaining to the subject to be taught.</li><li>• Qualified Teacher Status (QTS.)</li></ul>	<ul style="list-style-type: none"><li>• Further professional level qualifications (e.g. Masters qualifications).</li></ul>
Experience and abilities	
<ul style="list-style-type: none"><li>• Demonstrable, successful experience of teaching (employment or ITT).</li><li>• Evidence of continued professional development / research.</li></ul>	<ul style="list-style-type: none"><li>• Awareness of national strategies and recent curriculum. developments.</li><li>• Understanding of IAG (Information, Advice and Guidance) pertaining to the key stages taught.</li></ul>
Job related abilities	
<ul style="list-style-type: none"><li>• Good organisational skills.</li><li>• Ability to work co-operatively within a team and on own initiative.</li><li>• Ability to work within academy policies and procedures with an awareness of equal opportunities.</li><li>• Good communication skills.</li><li>• Good understanding of literacy and numeracy.</li><li>• Good administration and ICT skills.</li><li>• Ability to teach creatively, adapting to the needs of a variety of students.</li><li>• An understanding of student-centred learning and ability to develop effective relationships with students and staff.</li><li>• Willingness to undertake further professional development in order to enhance skills.</li></ul>	<ul style="list-style-type: none"><li>• A wide range of personal interests.</li><li>• Willingness to be involved in extra-curricular activities.</li><li>• Experience of coaching and mentoring.</li><li>• To be able to present well to parents/carers, students and staff</li></ul>
Personal/Other Relevant Attributes	
<ul style="list-style-type: none"><li>• Commitment to the values of the International Co-operative Alliance.</li><li>• Able to demonstrate clarity of purpose.</li><li>• Open, responsive &amp; reflective.</li><li>• Ability to work on own initiative and also as part of a team.</li><li>• "Can do", self-motivated attitude and resilience.</li><li>• Ability to formulate appropriate questions.</li><li>• Able to make considered decisions and where necessary, take assessed. Considerable personal enthusiasm with a high level of integrity and professionalism.</li></ul>	<ul style="list-style-type: none"><li>• An understanding of and commitment to the values and principles of the International Co-operative Alliance.</li></ul>





# DMAT Candidate Pack



<ul style="list-style-type: none"><li>• Resilience – underpinned by good personal administrative and time management skills – the ability to work to deadlines and ensure completion.</li><li>• Operate with a consistent and clear set of moral values that are compatible with the mission and values of the Trust.</li><li>• Commitment to the highest standards of child protection.</li><li>• Commitment to equal opportunities – and to upholding Trust policies.</li></ul>	
<b>Equal Opportunities</b>	
<ul style="list-style-type: none"><li>• The Dartmoor Multi Academy Trust is committed to promoting a diverse and inclusive community: a place where we can all be ourselves and succeed on merit. We are an equal opportunities employer.</li></ul>	
<b>Safeguarding</b>	
<ul style="list-style-type: none"><li>• The Dartmoor Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake an Enhanced Disclosure via the Disclosure Barring Service (DBS).</li></ul>	

## How to apply

**Please apply via our eTeach portal. To apply you should submit the following:**

- A completed application form which shows your full career history. Please explain any career breaks.
- A supporting statement explaining why you are interested in this role. Please detail how your skills, qualities, and experiences, will help you to meet the requirements of this role and fulfil the person specification. We recommend no longer than two pages.
- The declaration form. Completion of the equalities section is not mandatory. This is requested for monitoring purposes in line with our commitment to equality and diversity.
- An indication on the declaration form if you cannot attend any of the interview dates.

Please note that applications can only be considered if all the documentation is complete.

**The closing date for application is 9am 6<sup>th</sup> October and interviews will take place 15<sup>th</sup> October 2021**

If you'd like to find out more about the post, or arrange a visit to the school, please contact Sue Jerrett, email [s.jerrett@tavistockcollege.org](mailto:s.jerrett@tavistockcollege.org).

We welcome applications through eTeach. If you have any queries regarding how to apply, please contact Michelle Carter on 01409 259613 or email [recruitment@dmatschools.org.uk](mailto:recruitment@dmatschools.org.uk).





# DMAT Candidate Pack

