



Teacher
(Raising Standards Lead)
Recruitment Pack

**ALWAYS
LEARNING**



Tyndale Primary School, Tyndale Avenue, Yate, Bristol, BS37
5EX

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www.tyndaleprimaryschool.com

Headteacher: Miss K Parkhouse

May 2022

Dear Candidate

Thank you for your interest in the post of Teacher (Raising Standards Lead) here at Tyndale Primary School.

Are you an ambitious Primary School Teacher looking for a new challenge?

Are you ready to have a real impact in a School and experience leadership opportunities in the wider Greenshaw Learning Trust team?

Here at Tyndale we are able to offer you a supportive and exciting role within a School that is improving the lives of the children within our community. If you are looking to develop and gain valuable experience come and visit our school and what we are able to offer, call our school office for a tour today.

We are a proud member of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing their own distinctive character. The Greenshaw Learning Trust website www.greenshawlearningtrust.co.uk provides a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information. The Tyndale Primary School website www.tyndaleprimaryschool.com will also provide further information on the school.

Tyndale Primary School is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

Yours faithfully
Katie Parkhouse
Headteacher

Greenshaw Learning Trust – About us

The Greenshaw Learning Trust (GLT) provides an effective structure for schools to achieve real benefits from school-to-school collaboration, and a culture of trust and openness that promotes honest and transparent dialogue and mutual support.

At the heart of the Trust is proven school improvement advice and guidance – with regular meetings with school leaders, input from specialist primary and secondary experts and staff training and development in all our schools.

All schools in the Trust receive expert advice and fast-response support on budget planning and monitoring, payroll, human resources, employment and legal advice, purchasing, capital projects, admissions, policy development and audit. Our catering team provides advice and guidance on meeting the statutory responsibilities for food standards, healthy eating and safety, and helps our schools achieve higher take-up of meals and significant cost savings through quality improvement and the central procurement of food supplies.

Each school's local governing body receives support and advice to ensure that they can contribute effectively to the governance and leadership of their school, including tailored guidance to chairs and clerks and governor training.

The Greenshaw Learning Trust is committed to meeting the needs of every student – our schools offer a wide range of special needs provision and across the Trust we have extensive expertise in behaviour, attendance, family liaison and therapies to support our students and their teachers.

The Greenshaw Learning Trust Mission Statement

- We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.
- We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.
- We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.

Greenshaw Learning Trust Employee Benefits

The Greenshaw Learning Trust recognises that our employees are our most important asset and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- Excellent CPD opportunities and career progression.
- Employer Contributions to Local Government Pension Scheme.
- Cycle to work scheme.
- Gym membership scheme.
- Employee Assistance Programme.
- Eye Care Voucher scheme.

Terms and Conditions

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|-----------------------------|--|
| Reporting to: | Head Teacher |
| Contract: | Permanent |
| Salary: | Teacher Pay Scale |
| Hours of Work: | 32.5 hours per week |
| Medical Examination: | The appointment is subject to a satisfactory medical report. |

Superannuation: Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme. Details of the Teachers' Pension Scheme are available at: <https://www.teacherspensions.co.uk/>

Probationary Period: New employees are required to complete a six-month probationary period.

Disclosure & Barring Service Check: This appointment is subject to the receipt of a satisfactory Disclosure and Barring Service check.

Teacher (Raising Standards Lead) Tyndale Primary School

Main Responsibilities of the Post

In addition to those professional responsibilities that are required of all classroom teachers (Teacher Standards), the post holder's key responsibility will be to focus on raising the standards of teaching, learning, achievement and attainment for pupils.

The post holder will be accountable to the Headteacher.

Professional Responsibilities

The post holder will be required to model excellence in their professional skills and judgement to carry out, in a collaborative manner, the professional duties set out below;

- Teach across all year groups to build capacity for colleagues' professional development and school improvement
- Model teaching which accelerates pupils' progress
- Embed aspirational expectations of all pupils irrespective of background, SEND and low prior attainment
- Collaborate with SLT to support organisation of robust support and interventions

- Drive the agenda of raising achievement of key marginal pupils in core subjects
- Support children to over-achieve through ambitious target setting
- Lead a Core Subject curriculum development, implementation and outcomes
- Closely collaborate with the teaching team to embed the school's quality first teaching principles
- Contribute to CPD facilitating professional dialogue focussing on the progress of pupils
- Support monitoring the effectiveness of teaching and learning interventions
- Celebrate successes with children, staff and parents
- Plan and deliver parent workshops and training sessions, including Y6 Standards and SATs meetings
- Attend training and conferences as appropriate, feeding back ideas to colleagues
- Take responsibility for specific areas from the School Development Plan as required
- Providing an effective role model in terms of own classroom practice
- Ensuring effective implementation of school improvement priorities
- Contribute to high quality coaching and mentoring and access to appropriate training and other CPD opportunities

Other Specific Professional Responsibilities

The post holder will be responsible for;

- Leading a Core Subject
- Training staff across the school in approaches to Raising Standards
- Work closely with the Headteacher for Teaching and Learning, particularly around the preparation and arrangement for End of Key Stage assessments

Person Specification

Listed below are the minimum requirements considered necessary for the post. In your application, please address each of the areas asterisked, giving details of your experience together with examples of how you have undertaken tasks that illustrate clearly that you have the relevant experience, abilities, skills, knowledge and commitment for the post.

| MINIMUM ESSENTIAL REQUIREMENTS | | METHOD OF ASSESSMENT | Essential | Desired |
|---|--|--------------------------------|-----------|---------|
| 1. Training, Qualifications, Experience | | | | |
| 1.1 | To be a qualified teacher | Application Form | X | |
| 1.2 | To have attended recent relevant courses | Application Form | | X |
| 1.3 | To have had a minimum of 3 years teaching experience in the primary sector | Application Form | X | |
| 1.4 | To have had experience of planning, determining, organising and evaluating a major aspect of the school and/or the curriculum | Application Form/ Interview | | X |
| 1.5 | Experience of leading a Core Subject | Application Form/ Interview | | X |
| 2. Abilities | | | | |
| 2.1 | The ability to plan, determine, organise and evaluate the curriculum of a Key Stage | Interview | | X |
| 2.2 | The ability to sustain a broad overview of the school's needs and to assist in the organisation of the work of the school through appropriate delegation | Application Form/ Interview | | X |

| | | | | |
|--------------------------|---|--------------------------------|---|---|
| 2.3 | The ability to initiate, manage and monitor changes and their effects | Application Form/ Interview | X | |
| 2.4 | The ability to lead, manage and communicate with all staff ensuring the maintenance of proper professional standards | Application Form/ Interview | X | |
| 2.5 | The ability to appraise the quality of teaching and learning in the school and the educational standards achieved by all pupils | Interview | X | |
| 2.6 | The ability to promote the social, cultural and moral development of all pupils | Interview | X | |
| 2.7 | The ability to promote effective links with parents, other schools, the local community and other relevant bodies | Interview | X | |
| 3. Specialised Knowledge | | | | |
| 3.1 | Understanding of methods to accelerate progress and promote high standards of attainment | Application Form/ Interview | X | |
| 3.2 | Knowledge of the latest developments in the curriculum and a critical understanding of approaches to learning | Application Form/ Interview | | X |

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|---|---|--------------------------------|---|--|
| 3.3 | In depth knowledge of a Core Subject and the ability to promote high standards in this area | Application Form/ Interview | X | |
| 4. Work Related Circumstances – Commitment: | | | | |
| 4.1 | To the school's Equal Opportunity Policy | Application Form | X | |
| 4.2 | To promoting the school as part of the community | | X | |
| 4.3 | To support the Senior Leadership Team, Governors and wider Greenshaw Learning Trust team in the leadership of the school and supporting in other area schools where required. | Application form | X | |
| 4.4 | To demonstrate agility of practice to teach in different classes from Reception to Year 6 | Application form | X | |
| 4.5 | To developing colleagues' professional effectiveness as well as your own | Application form | X | |

This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The line manager may stipulate other reasonable requirements. The job description will be reviewed regularly and may be subject to change.

The Recruitment Process

1. Applications

To apply for this vacancy, please apply here <https://www.greenshawlearningtrust.co.uk/join-us/staff>

Applications must be received no later than **9am on Friday 20th May 2022**. Applications received after this date and time will not be considered.

The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

2. Shortlisting

Shortlisted candidates will then be invited to attend for an interview. Please make sure you have given day and evening telephone numbers on which you can be reached.

3. Interview

Interviews will be held **Wednesday 25th May 2022**.

4. Notification of outcome

Candidates will be notified of the outcome as soon as possible following the interview process. Please ensure you have given day and evening telephone numbers on which you can be reached.

5. Feedback

Unsuccessful shortlisted candidates will have the opportunity for professional feedback during the week following the interviews.

6. Taking up post

The successful candidate will take up the post as soon as possible.