

Permanent Reception or Key Stage One Class Teacher At Henhurst Ridge Primary Academy Information Pack



Providing the roots to grow & the wings to fly.

REAch2 Registered address:
REAch2 Academy Trust
Henhurst Ridge Primary Academy,
Henhurst Ridge,
Burton on Trent.
DE13 9TQ

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Letter from Sir Steve Lancashire, Chief Executive, REAch2 Academy Trust

Dear Candidate,

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children - many of whom haven't previously received the educational opportunities they deserve.

The Trust has academies based all across England and includes schools at various stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Teachers within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence, and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

Sir Steve Lancashire

CEO and Founder, REAch2

Welcome Message from Head teacher

Dear Candidate,

The school opened in September 2018 with a Reception class of 17 children. We now have Nursery through to, and including Year 2 with 115 children on roll and this is growing all the time. Next academic year, we will have Year 3 for the first time! The school is constantly growing and evolving as new children, year groups and staff come and join us. From how we develop our curriculum to what extra-curricular activities, we will provide for our children. Every day is new and exciting and we would love for you to be part of this amazing journey with us!

With State of the Art facilities, including: the latest Promethean board technology for teaching, a Drama/Dance Studio, Cooking & Specialist practical area, an outdoor classroom & Multi Use Games Arena; the learning opportunities are outstanding! We continue to put our own personalized stamp on a brand new building and we are looking for someone to help us do this.

Our school mascot, the Hen Harrier, helps to spell out our seven core values which underpin all aspects of academy life which mirror REAch2's Touchstones:

- **H**onesty
- **A**spiration
- **R**esponsibility
- **R**esilience
- **I**nnovation
- **E**veryone working together
- **R**espect

We want staff that can contribute to these values, who truly want to make our school a great place to be in all aspects and are committed to providing an exciting, innovative and hands on curriculum where children learn through experience and are not afraid to make mistakes. Team work is key and being ready to roll your sleeves up and turn your hand to anything in the first few years of opening is an essential.

We want someone who wants to contribute to shaping our school and the community it serves.

If you think you can do this and you can **'provide the roots for our children to grow & the wings to fly,'** this is the school for you! Apply now.

Yours sincerely,

Charlotte Hopkins

Head teacher

The application process and timetable

Unfortunately, visits to the school are not possible at the moment. We are offering virtual tours with the Head teacher via Zoom, with a chance for an informal chat. Please contact Jane Dennis on 01283 372200 to book on one of these tours:

Wednesday 24th February at 3:30pm

Thursday 4th March at 4pm

Wednesday 10th March at 4pm

You are invited to submit an application form, which is available together with this document.

REAch2 Academy Trust has an Equal Opportunities Policy for selection and recruitment. Applicants are requested to follow this link & complete the online Equal & Diversity Monitoring Form. The results will go straight to HR for collation & Analysis.

https://forms.office.com/Pages/ResponsePage.aspx?id=EGorfMwEtEi30d9QFOXXNJ4DEcgd411KhziQrNunT_hUMIJXTkhNVIEOSlhKV0FWTEk2Wkw1TTUwRS4u

In accordance with our Safeguarding Policy the successful candidate will be required to have an Enhanced DBS with Child Barred List check.

Completed application forms should be sent to: recruitment@henhurstridgeacademy.org

Application deadline & Shortlisting: 9am on Friday 12th March 2021

Interviews: Week beginning 15th March 2021

Background on REAch2

The REAch2 Academy Trust originated from the successful school improvement and partnership work led by Hillyfield Primary Academy in Waltham Forest, London. The Trust has grown to become a national family of primary academies committed to raising standards and achieving excellence for all pupils, whatever their background or circumstance.

Schools, staff and children within the Trust benefit from a strong ethos of support and collaboration across the REAch2 family. Teachers within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust.

REAch2 Trust is part of a teaching school alliance (led by the REAch2 Tidemill Academy in Deptford). As a result, teachers and leaders within the REAch2 family are able to access a range of teacher and leadership development opportunities, including the Improving Teacher Programme and the Outstanding Teacher Programme, as well as programmes for middle leaders and newly qualified teachers.

The Trust is focused on ensuring it supports, develops and empowers its staff so that, in time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. This underpins our approach to school improvement – including the successful improvements that have been achieved so far in many of our schools that have joined the Trust as sponsored academies.

REAch2 benefits from the involvement of leading educationalists, including our board member Professor John West-Burnham, and strong links to prestigious institutions such as the Institute of Education.

Our Clusters

There are 60 schools within our Trust and these are divided into 10 clusters that are each led by a Deputy Director of Education. The Clusters are organised geographically so this gives lots of opportunity for cross-school collaboration and the ability to share resources, staffing and training. We are part of Cluster 2 which includes the following schools:

Henhurst Ridge Primary Academy, Burton
Scientia Academy, Burton
Five Spires Academy, Lichfield
Springhill Academy, Burntwood

Our cornerstones and touchstones

REAch2 is a cornerstone of every academy in the Trust: a strong, responsible foundation providing a solid base, from which every academy can build and grow. Defined by the values of **excellence, quality, delivery and standards** - these features give the Trust its enduring attributes and its inherent reliability. What gives each REAch2 Academy its uniqueness are the touchstones of the Trust: seven principles which make our Academies distinctive. Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

The touchstones are:

- **Learning:** children and adults will flourish in their learning and through learning discover a future that is worth pursuing;
- **Leadership:** we aspire to an unwavering emphasis on the highest quality of leadership at all levels. The Trust seeks out talent, develops potential and spots the "possible" in people as well as the "actual".
- **Enjoyment:** children deserve enjoyment in their learning and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging will release in children their natural curiosity, fun and determination.
- **Inspiration:** inspiration breathes energy and intent into our schools: through influential experiences of people and place, children are compelled to believe that no mountain is too high and that nothing is impossible.
- **Inclusion:** we celebrate the economic, social and religious differences that serving a range of communities across the country brings and we encourage diversity. Embracing inclusion, particularly those children with special education needs, ensures that the Trust serves all and believes everyone can and must succeed.
- **Responsibility:** we take accountability seriously and by being responsible for every child, we act judiciously with control and care. We don't make excuses, but mindfully answer for actions and continually seek to make improvements.
- **Integrity:** we are a trust that has a strong moral purpose. As a Trust we recognise that we lead by example and if we want children to grow up behaving appropriately and with integrity then we must model this behaviour. We welcome the fact that all our decisions and actions are open to scrutiny.

You can learn more about the touchstones, and hear from staff and pupils across REAch2 schools, at our website: www.reach2.org

Job Description and Person Specification

| | |
|------------------------|---|
| Job Title: | Teacher |
| Salary: | Main Pay Scale |
| Responsible to: | Headteacher |
| Job purpose: | To work with colleagues and children to create the best possible learning environment and to enable all children to achieve the highest standards possible. |

Key Responsibility Areas

The Main Duties and Responsibilities of the post are:

This job is to be performed in accordance with the School Teachers' Pay and Conditions Document.

Achievement:

- To ensure all pupils make good progress from their starting points
- To close the achievement gap for any underperforming groups of pupils
- To ensure that all pupils aspire towards national age-related expectations or above

Teaching:

- To be a motivated, enthusiastic quality teacher.
- To deliver the school's curriculum, including new educational initiatives, and use a wide range of teaching styles which take into account the diverse demands of children's learning thereby supporting the ethos of the school.
- To plan according to the school's policy, work which addresses the wide range abilities and enables all pupils to achieve their full potential.
- To acknowledge and identify children's needs in accordance to the school's SEND policy
- To mark, record and assess pupil's work in accordance with the relevant school's policies.
- To keep records of achievement in accordance with the school's policies.
- To support the Head and SLT in all areas of agreed school policy and practice.
- To communicate to Team Leaders or SLT any areas of concern.
- To co-ordinate a named curriculum area or aspect, reviewed annually.

Other Expectations

- To create a stimulating and well-organised environment in which all children develop academically, emotionally, physically and socially.
- To develop a wide range of pupil's skills and encourage independence.
- To provide opportunities for pupils to present their work in a variety of ways.
- To create an atmosphere that encourages care and concern for others and their environment, whilst promoting self-confidence, self-esteem and self-control. To uphold high standards of discipline and show consistency in dealing with children's behaviour, whilst understanding the needs of the individual. To be responsible for the discipline of all children in the school as needs arise and act according to the school's Behaviour Policy.
- To write records of and reports on the personal and social needs of pupils.
- To maintain a positive relationship with parents.
- To meet with and consult with parents of pupils regularly.
- To liaise with external agencies.
- To maintain confidentiality where appropriate.
- To be aware of, and follow the school's Safeguarding policy and procedures
- To implement the school's Health and Safety Procedures as outlined in the school's policy
- To keep up to date with current educational issues and further one's own professional development.
- To participate in self-evaluation and performance management.
- To provide basic first aid and seek assistance when necessary.
- To participate in and contribute to staff meetings and training.
- To be concerned with the general welfare of the children and report any concerns of safeguarding children to the designated person.
- To participate in the supervision of students in training when required.
- To undertake any other duties as directed by the Headteacher

This job description will be informed by the Pay and Conditions document and will be reviewed annually.

Person Specification:

| Attributes | Essential | Desirable | How Identified? |
|-------------------------------|---|---|--|
| Relevant Experience | <ul style="list-style-type: none"> Ability to achieve high quality outcomes in the classroom A commitment to improving standards and ensuring all learners are achieving their best An excellent knowledge of the primary curriculum including experience of teaching Phonics Evidence of consistently good or outstanding teaching | <ul style="list-style-type: none"> Proven record of effective subject leadership Experience of Talk for Writing Teaching in Year 1 or 2 | <p>Application form and letter of application</p> <p>Interview including teaching.</p> <p>References</p> |
| Training | <ul style="list-style-type: none"> Qualified Teacher Status. Be able to bring energy and enthusiasm to the post Be hard working, committed and flexible Make teaching, learning and the curriculum creative and fun An understanding of what constitutes an outstanding school Work effectively as part of a team A willingness to use a variety of teaching strategies to engage all learners | <ul style="list-style-type: none"> Relevant training in the core subjects Support for an enriched curriculum through out-of-hours learning and educational visits | <p>Application form and letter of application</p> <p>References</p> |
| Knowledge & Skills | <ul style="list-style-type: none"> Sound knowledge of the primary curriculum Proven ability to plan and assess effectively Proven ability to use assessment information to set targets and inform future plans Proven ability to create and maintain a stimulating and challenging learning environment Proven ability to develop excellent working relationships with children, parents and colleagues | <ul style="list-style-type: none"> Ability to lead subject areas to implement positive changes Good communication and planning with support staff | <p>Application form.</p> <p>References</p> <p>Interview including teaching.</p> |

| | | | |
|---------------------------|--|--|--|
| Additional Factors | <ul style="list-style-type: none"> • High expectations of children's learning and behaviour • A willingness to learn and continue to strive for excellence • Willingness to engage in and learn from professional development activities • Proven ability to manage one's time and prioritise effectively. • Ambition and determination to excel as a teacher, learning from others and being an active member of a team, able to use initiative, and make a really effective contribution. • Ability to work well under pressure, resilience and a good sense of humour • A commitment to safeguarding | <ul style="list-style-type: none"> • Can exercise an effective home / school life balance | <p>Application form.</p> <p>Interview including teaching.</p> <p>References.</p> |
| Other | <ul style="list-style-type: none"> • Right to Work in the UK • A commitment to the Vision and Values of REAch2 • Enhanced DBS with Child Barred List check | | |

All the above attributes will be verified via references which will be followed up prior to appointment.