



**Applicant Information**

Class Teacher

Shireland Technology Primary

## Shireland Technology Primary

Shireland Technology Primary School is part of the Shireland Collegiate Academy Trust and is situated in Smethwick in the West Midlands.

We are new innovative two-form entry free school primary and situated on the same site as the three times outstanding secondary school Shireland Collegiate Academy. Our purpose is to **empower pupils to achieve beyond expectations by providing the best technology-enabled education opportunities.**

We believe passionately in making a significant difference to the lives of all the children in our care. Having a great team of staff who work together well and have the drive and ambition to shape our school to be the best it possibly can be from every perspective, will enable us to achieve this aim.

As a **technology primary**, we use technology not just in the classroom, but across all aspects of the school to help improve processes and make us more efficient and effective; we expect all staff across various positions to be willing to use technology to support their role.

We are looking for enthusiastic and innovative people who have a pride in their work, are motivated, resilient, work well within a team and who will help us on our journey to provide **exceptional provision** for all pupils and their families as we grow.

Join us and we can give you that sense of purpose and drive that makes you feel that you are having an impact and making a difference to many.

## The MAT

The Shireland Collegiate Academy Trust objectives:

- A MAT where outcomes for young people in terms of progress are above the national average.
- A MAT where our academies are either Good or Outstanding within 3 years of joining.
- A financially healthy and stable MAT.
- A MAT that prides itself on its use of technology for teaching and non-teaching aspects.
- A MAT with a structure for rapid growth when needed.
- A MAT that builds partnership working to achieve outstanding educational outcomes and experiences.

Founded by the three times outstanding Shireland Collegiate Academy in April 2007, there are currently there are 3 Secondaries and 4 Primaries in the family with others set to join in the near future. All of them are situated within the West Midlands area.

## Our 5 Year Strategy

To build a better future for all within our Academies who in turn will positively impact their communities.

- To grow to a Trust of 10 Academies.
- To expand within the Primary sector using technology as a key too for progress with the Free School programme as our main delivery vehicle.
- To establish an operating model that creates a proactive and process driven delivery support model.
- To ensure each academy has a wraparound structure for pastoral support including behaviour.
- To create a curriculum delivery model within each of our academies that is responsive to change and can be adapted to meet individual student's needs.
- To create a model of inter-academy support and skill sharing to support student and staff progression.

## Primary

The primary schools within the Trust across the West Midlands work closely with each other and put the professional development of staff at the heart of their school improvement strategy.

Our three core values, EXCITE, EXPLORE, EXCEL are across all of the Primaries and are interwoven through everything that we do; from curriculum to family events and staff professional development.

We are dedicated to providing exciting learning experiences for our pupils, sparking curiosity and developing authentic learning experiences which will ultimately lead to achievement for all.

To ensure that our pupils get the best out of their education with us; that they enjoy the very best learning experiences that we can give them, it is vital that our staff are **excited** to work with us. Anyone who works with us in any of our primary schools needs to constantly strive to be better and provide improved outcomes for our pupils; nothing less than **exceptional** is acceptable.

## Applications

Thank you for your interest in the post. Please note the closing date for applications is **Friday 21<sup>st</sup> January 2021**

## Job Description

**Job Title**                      **Primary Teacher**

**Grade**                         **TMS/UPS**

**Responsible to**        **The Principal**

### The primary purpose of the role

To meet all the teacher's standards and carry out those duties and responsibilities contained within the "School Teacher's Pay and Conditions Document. To support the Principal, SLT and Trustees in creating an effective and high achieving primary school and deliver successfully the vision and ethos laid out in the education brief.

Safeguard and promote the welfare of children and young people and follow school and Trust policies including the staff code of conduct.

### Main Duties

- As Class teacher and within the context of the academy policy, identify educational aims and objectives for the class and create medium and short term plans.
- To prepare and teach a weekly timetable of lessons and activities appropriately matched to the age and range of abilities of every pupil in the class.
- To have available weekly and daily plans of teaching and learning activities prepared for the class.
- To ensure that the classroom practice supports all school and Trust policies.
- To insist on high standards of learning, behaviour, attendance and punctuality from pupils
- To deliver the curriculum in an exciting and stimulating way that aids children's progression of both knowledge and skills
- To be ambitious for all learners planning appropriate activities that ensures progress for all
- To assist in the assessment of individual pupils and groups of pupils.
- To know the specific learning abilities and personal circumstances of every pupil in the allocated class.

- To provide information on pupils with special educational needs and assist the SENCO/Principal in providing effective support
- To monitor, record and comment on the learning and social development of each pupil through the school's reporting systems. To provide guidance and advice to parent on educational and social matters and, report on their child's progress
- To provide a purposeful and stimulating learning environment.
- To keep accurate and up to date daily register.
- To participate in the school's Professional Development Programme and contribute to the development of school policy by attendance at staff meetings, planning and INSET days
- To participate in the arrangements for the appraisal of performance
- To use technology to enhance, support and accelerate the learning of pupils both in class and remotely and to assist the role of a class teacher such as planning, data collection and feedback.
- To co-operate in any other activities and developments as reasonably requested
- To work closely with the support staff and outside agencies to ensure proper inclusive practice in the classroom.
- To meet informally each day with support staff and to ensure that there is differentiation for all pupils in the classroom.
- To keep up to date with current research and findings about how best to create learning opportunities for our children at Shireland Technology Primary and adapt practice according to findings
- To further their skills and knowledge and actively pursue your own professional development. To be self-aware and role model continuous self-development.

## Special Conditions of Employment

### **Rehabilitation of Offenders Act**

- This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this post is subject to an enhanced DBS disclosure which confirms the appointee is not on the Children's Barred list being obtained. If you are shortlisted you will be asked to disclose any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013) – a failure to do so is likely to result in dismissal should it later be discovered. Any information given will be treated entirely as confidential and will be considered only in relation to this application.



- Any arrests, convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the principal by the postholder. Failure by the postholder to do so, or the obtaining by the postholder of a relevant conviction caution or reprimand, may be managed in accordance with Trust Disciplinary Procedure.

### **Equality and Diversity**

- Shireland Collegiate Academy Trust is committed to developing, maintaining and supporting a culture of equality and diversity across all aspects of the Trust's work. As such, it is committed to fulfilling its Equality Duty obligations and expects all staff and volunteers to share this commitment. This Duty requires the Trust to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they encounter with dignity and respect and are entitled to expect this in return.

### **Training and Development**

- The Trust has a shared responsibility with the postholder for identifying and satisfying training and development needs. The postholder is expected to actively contribute to their own continuous professional development and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

### **Mobility**

- The postholder may also be required to work at other establishments of the Shireland Collegiate Academy Trust, whether current or future, either on a temporary or permanent basis, as the Trust may reasonably require for the proper performance and exercise of your duties. There is an expectation of reasonable travel in connection with job role.

### **Amendments**

- This job description may be subject to review and / or amendment at any time to reflect the requirements of the role. Amendments will be made in consultation with any existing postholder and will be commensurate with the grade for the job. The postholder is expected to comply with any reasonable management requests.

**Safer Recruitment –. Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects its entire staff to share this commitment. All post-holders will be required to have an Enhanced Disclosure from the Disclosure and Barring Service (DBS), including a Children's Barred List check for post carrying out a regulated activity.**

## Person Specification

### Job Title

MINIMUM ESSENTIAL REQUIREMENTS	METHOD OF ASSESSMENT
<p><b>Skills and Knowledge</b></p> <ul style="list-style-type: none"> <li>To be an excellent classroom practitioner</li> <li>To have an up to date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children.</li> <li>Ability to extract, analyse and evaluate issues from data, and to implement strategies for improvement for all pupil in your class.</li> <li>Ability to communicate effectively with staff and parents.</li> <li>To be proficient with the use of technology for learning and willingness to innovate</li> <li>To have a good understanding of teaching phonics in Key Stage One</li> <li>Have knowledge of the importance of tracking progress and target-setting in order to bring about improvement.</li> <li>Have a sound knowledge of the National Curriculum; how skills and knowledge develop and what is needed for pupils to learn and make progress.</li> <li>Have a sound understanding of the statutory assessment procedures in Key Stage One</li> </ul>	<p>Application, Interview and Assessment Centre</p>



<p><b>Personal Qualities</b></p> <ul style="list-style-type: none"> <li>• To have excellent time management and organisational skills.</li> <li>• Smart business-like appearance</li> <li>• To be decisive, have a positive attitude and a creative outlook.</li> <li>• To be driven and be self-motivated</li> <li>• To have exceptional communication and interpersonal skills.</li> <li>• To think creatively; innovate; anticipate and solve problems.</li> <li>• To be able to enthuse others and strive for self-improvement</li> </ul>	<p>Application, Interview and Assessment Centre</p>
<p><b>Approach to Work</b></p> <ul style="list-style-type: none"> <li>• To show a commitment to working in partnership with families to provide the best education possible for our pupils.</li> <li>• To be passionate about children's learning and making a difference.</li> <li>• To think out of the box when issues arise and be flexible and adaptable when needed</li> <li>• To have extremely high expectations of self and others.</li> <li>• To be able to work under pressure, maintaining a sense of perspective and humour.</li> <li>• To work collaboratively with others .</li> <li>• To have commitment, honesty and dedication.</li> </ul>	<p>Application and Interview</p>
<p><b>Experience/Qualifications and Training</b></p> <ul style="list-style-type: none"> <li>• Qualified teacher status.</li> <li>• To have a very good understanding of Safeguarding responsibilities.</li> </ul>	<p>Application Form</p>

<ul style="list-style-type: none"> <li>• To be able to demonstrate recent professional development.</li> <li>• Recognise own professional development needs and be willing to learn new skills.</li> <li>• Willing to participate fully in all relevant training, including training to support the postholder in their safeguarding responsibilities.</li> </ul>	
<b>Practical &amp; Intellectual Skills</b> <ul style="list-style-type: none"> <li>• Commitment to safeguarding children &amp; young people.</li> </ul>	
<b>Legal Requirements</b> <ul style="list-style-type: none"> <li>• Enhanced Disclosure &amp; Barring List Check confirming the appointee is not on the Children's Barred List.</li> <li>• This post is covered by Part 7 of the immigration Act (2016) and therefore the ability to speak fluent English is an essential</li> </ul>	

### Timeline

Closing date for applications is: Friday 21<sup>st</sup> January 2022

Following the shortlisting process, successful candidates will be invited for interview.

Unsuccessful (shortlisted) candidates will get the opportunity to obtain verbal feedback once the process is completed.

If after reading the information provided you feel that you meet the specification for the post, we would like to hear from you.