



SHIRELAND TECHNOLOGY PRIMARY



Applicant Information

Class Teacher in Key Stage 1 or 2
Shireland Technology Primary
September 2025

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 a new innovative two-form entry free school primary that opened in 2019 and has a growing roll as we fill each new year group.

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.

Our school has recently been rated as **outstanding** by Ofsted in all areas: quality of education, behaviour and attitudes, personal development, and leadership and management; giving us the overall rating of **outstanding**. They said that we '**provide an exceptional education for all pupils**'.

Ofsted praised our school for providing a rich, exciting, well-structured and resourced curriculum that meets the needs and interests of all our learners and they recognised the exceptionally high standards of teaching that enable our pupils to make excellent progress. They highlighted that pupils' behaviour in class and around school was '**impeccable**'. They also commended the positive and respectful relationships that exist in our school community along with the strong sense of belonging and pride that our pupils have in their school.

This **exceptional** Ofsted report is not only a validation of our efforts, but also a motivation for us to continue to improve and excel. We will always look for ways to continue to enhance our provision and outcomes for our pupils.

At Shireland Technology Primary, we have a crystal-clear vision and direction for our school and with the support and collaboration with families and the wider community, we are confident that we can go beyond this judgement. Together, we have created a culture of excellence, aspiration, and enjoyment of learning that pupils will carry with them beyond their time with us. *It is what makes our school a special place to work, learn and grow.*

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 five Secondaries and seven Primaries in the family. 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 the Trust to No more than 16 schools or 9,000 students within a West Midlands hub-based structure.
- To evolve the operating model to ensure proactive and process driven whole organisation improvement.
- To ensure the organisation has the capacity to deliver the operating model in a way that enables and protects.
- To create a structure for collaboration (staff and students) within sectors and across the Trust.
- To create an environment for staff to develop professionally, personally and with a sense of purpose.
- To create a structure that ensures Technology is used to maximise organisational improvement.

Primary

The primary schools within the Trust work closely with each other and put 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, work well in a team and provide improved outcomes for our pupils; nothing less than **exceptional** is acceptable.

Applications

To apply for this position please go to: <https://careers.shirelandcat.net/>

Closing date for applications: Friday 7th February 2025.

We reserve the right to close this post early.

Interviews: Thursday 13th February 2025.

May be subject to change.

Job Description

Job Title	Key Stage 1 or 2 Primary Teacher
Salary	TMS/UPS £31,650-£49,084 per annum
Responsible to	The Principal and Associate Principal
Starting	September 2025

We welcome applications from ECTs

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.

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.

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 Teacher

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

<ul style="list-style-type: none"> • To think creatively; innovate; anticipate and solve problems. • To be able to enthuse others and strive for self-improvement 	
<p>Approach to Work</p> <ul style="list-style-type: none"> • To show a commitment to working in partnership with families to provide the best education possible for our pupils. • To be passionate about children's learning and making a difference. • To think out of the box when issues arise and be flexible and adaptable when needed • To have extremely high expectations of self and others. • To be able to work under pressure, maintaining a sense of perspective and humour. • To work collaboratively with others. • To have commitment, honesty and dedication. 	Application and Interview
<p>Experience/Qualifications and Training</p> <ul style="list-style-type: none"> • Qualified teacher status. • To have a very good understanding of Safeguarding responsibilities. • To be able to demonstrate recent professional development. • Recognise own professional development needs and be willing to learn new skills. 	Application Form

Timeline

Closing date for applications is Friday 7th February 2025.

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.