

# Application Pack

Teacher (Temporary positions)  
Three Positions available

An extraordinary education for every pupil



# Welcome

Summerhill Primary Academy has proudly been part of the highly successful Rivers C of E Academy Trust since November 2020. We are part of a dynamic trust of sixteen primaries, first and nursery schools and a thriving teaching alliance with a strong educational reputation. As a member of our 850+ staff community, you will have access to a collaborative network of colleagues who work together to drive high standards and benefit from a contributing pension scheme, access to continued professional development and opportunities for internal talent management.

Summerhill Primary Academy is a four-form entry primary school. which caters for pupils from age 2 to 11 years old. As a school, we are committed to creating a happy and vibrant school community, where everyone feels valued. Our children are given memorable experiences that excite them about learning for life through encouragement, nurture and by celebrating their individuality.

## Overview

Summerhill Primary Academy is a 4 -form primary school located in Tipton, Sandwell.

It has 799 pupils from age 3-11 and 120 staff.

Established in 2005, Summerhill Primary School became an Academy in 2017 and have since joined The Rivers CofE Academy Trust in 2020. as Summerhill Primary Academy.

### Performance

At this school 53% of pupils meet expected standard at Key Stage 2.

Our latest Ofsted judgement: "Good " (March 2022)

#### Quotes from the Inspectors:

*"This well led school is very successful at teaching reading and mathematics."*

*"Pupils behave extremely well. They are excited by their learning and treat each other and adults with great respect".*

*"Classrooms are calm and purposeful places in which to work and learn"*



# About Us

The Rivers C of E Academy Trust is a multi-academy school trust, specialists in early years and primary provision, serving over 5250 pupils across three local authorities: Worcestershire, Dudley and Sandwell.

Established in 2014, The Rivers C of E Academy Trust now comprises of a respected teaching alliance, sixteen 'Good' and 'Outstanding' primary, first, and nursery settings and an alternative provision. We are a connected learning community with a shared aim to create '**an extraordinary education for every pupil**'.

We are a community of schools with a 'Christian ethos', welcoming families from all faiths and no faiths, but together we are guided by our shared mission, vision and values.

## Our Mission

- Extraordinary Education
- Extraordinary People
- Extraordinary Futures

## Our Vision

Through an **extraordinary education**, we empower pupils to be life-long learners and see their limitless potential. Respectful relationships and an unwavering focus on discovering talents and interests enable pupils to flourish and be **extraordinary people**. Together, we spark aspiration and drive achievement, so that pupils contribute positively to society and to their **extraordinary futures** in an ever-changing world.

## Our STARS Values



**Sharing**



**Trust**



**Achievement**



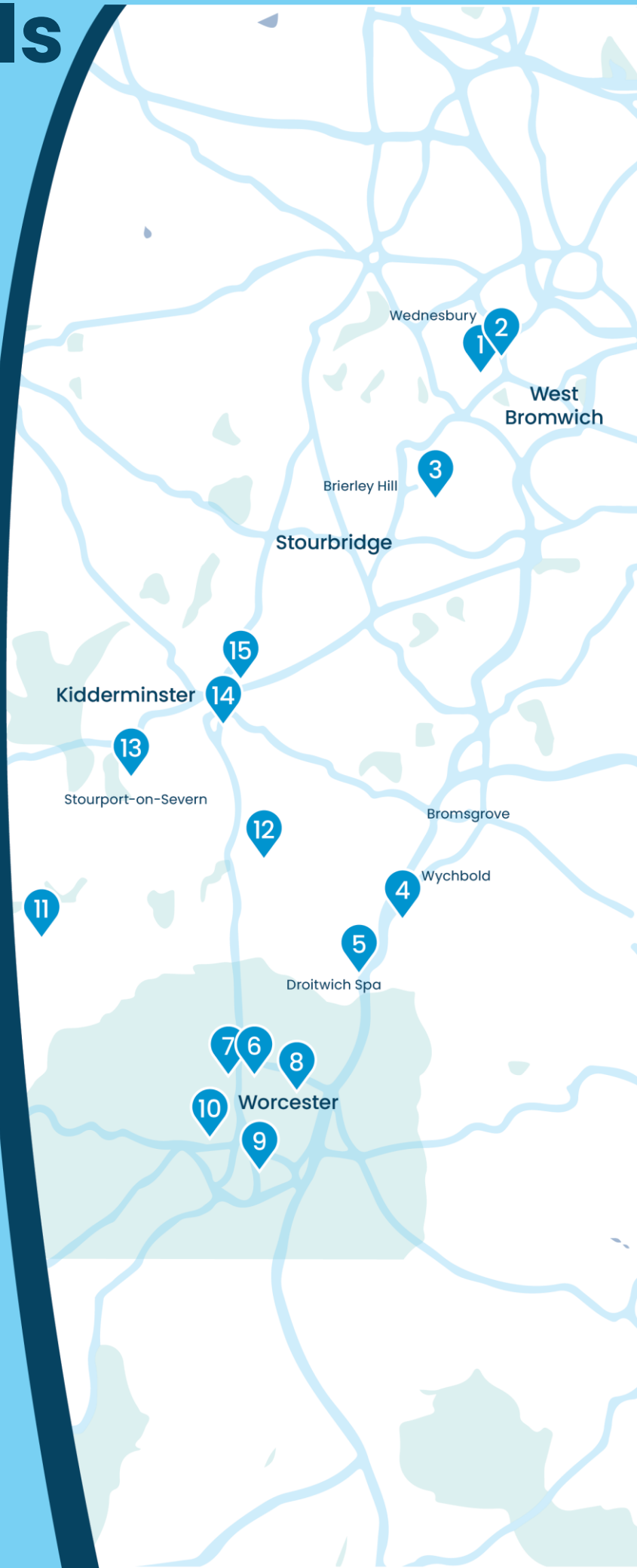
**Respect**



**Safety**

# Our Schools

- 1 Summerhill Primary Academy Summerhill's Little Treasures
- 2 Jubilee Park Academy
- 3 Dudley Wood Primary School
- 4 Wychbold First and Nursery School
- 5 St Peter's Droitwich CofE Academy
- 6 North Worcester Primary Academy
- 7 Northwick Manor Primary School
- 8 Cranham Primary School
- 9 Cherry Orchard Primary School
- 10 St Clement's CofE Primary School and Pre-School
- 11 Great Witley CE Primary School
- 12 Cutnall Green CofE Primary School
- 13 Burlish Park Primary School
- 14 Heronswood Primary School
- 15 Unity Academy



# Staff Benefits

We believe that collaboration and staff wellbeing are at the heart of our success.

Supported by our trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of our staff, including work-life balance.

## Education Mutual

Staff can access a comprehensive range of healthcare services through Education Mutual, including mental health support, 24/7 GP Healthline, physiotherapy, stress management resources, and occupational health services.

Find out more about Healthcare and Wellbeing Services here:

[www.educationmutual.co.uk/service/healthcare-and-wellbeing/](http://www.educationmutual.co.uk/service/healthcare-and-wellbeing/)

## Teachers' Pension Scheme

As a member of the Teachers' Pension Scheme, you're contractually enrolled into the Scheme from day one.

Your pension is one of the most important benefits available to new teachers. So spend a few minutes online and find out the things you should know about your pension right now.

[www.teacherspensions.co.uk](http://www.teacherspensions.co.uk)

## Other staff benefits include:

- Competitive salary
- Six INSET days per year
- Protected CPL time
- Continued professional development pathway for every role
- No work communication outside working hours
- Time for You' day
- Family-friendly policies including flexible working, occupational maternity and paternity pay
- Reasonable release time for significant personal events
- Length of service awards
- Resources for retirement and financial planning
- Cycle-to-work scheme
- Free tea, coffee and milk





# About the Role

<b>Job Title:</b>	Teacher 1.0 FTE (Temporary) Three positions available
<b>Salary:</b>	Teachers Main Pay Scale
<b>Start Date:</b>	September 2025
<b>Contract Type:</b>	Temporary to cover maternity/Staff Absence. Full time. 1 Position to cover maternity expected to end August 2026 1 Position to cover maternity expected to end June 2026 1 Position to cover staff absence, expected to end August 2026
<b>Reporting To:</b>	Headteacher
<b>Location:</b>	Upper Church Lane, Tipton, West Midlands
<b>About:</b>	<p>The closing date for applications is <b>9am Monday 9<sup>th</sup> June 2025</b>. Applications should be made on a Rivers Academy Trust application form, which are available on our website. Completed application forms should be sent to <a href="mailto:hr-spa@riverscofe.co.uk">hr-spa@riverscofe.co.uk</a>.</p> <p><b>Interviews for this post will take place on Monday 16<sup>th</sup> June 2025.</b></p> <p>Shortlisting will take place on <b>Monday 9<sup>th</sup> June</b>. If you have not heard back from us after this date, unfortunately you have not been successfully shortlisted.</p> <p>We would be delighted to hear from you and if you share our vision and want to make a real difference to our pupils, school and Trust. If you have any further queries, or would like to visit our school, please call the main office on 0121 557 3282. We look forward to hearing from you</p>

# Job Description

**Responsible to:** Headteacher

## **Key Purpose:**

- Be responsible for the learning and achievement of all pupils in class ensuring equality of opportunity for all.
- Be responsible and accountable for achieving the highest possible standards in work and conduct.
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils.
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

## **Main Activities**

### **Teaching**

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
- Be accountable for the attainment, progress, and outcomes of pupils' you teach.
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these, demonstrating knowledge and understanding of how pupils learn.
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English and written English (whatever your specialist subject)
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment.
- Make accurate and productive use of assessment to secure pupils' progress.
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate.
- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document.


## **Behaviour and Safety**

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect 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 pupils' needs in order to inspire, motivate and challenge pupils.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.
- Have high expectations of behaviour, promoting self-control and independence of all learners.
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.

## **Team working and collaboration.**

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments.
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation, and pastoral functions of the school.
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document.

## **Fulfil wider professional responsibilities**


- Work collaboratively with others to develop effective professional relationships.
  - Deploy support staff effectively as appropriate.
  - Communicate effectively with parents/carers regarding pupils' achievements and wellbeing using school systems/processes as appropriate.
  - Communicate and co-operate with relevant external bodies.
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## **Supporting the teacher**

- Have access to the planned teaching and learning activities for the class.
- Record pupil progress to inform future planning for coverage of the national curriculum.
- Assist the teacher in evaluation of work undertaken and help plan future progress for identified pupils.
- Help with reasonable requests for preparation of materials to support teaching and learning.
- Assist with reasonable requests for minor administrative tasks e.g. photocopying and laminating.
- Under the direction of the class teacher, ensure a safe environment is maintained within the classroom/ school for all pupils.
- Make a positive contribution to the wider life and ethos of the school Administration.
- Register the attendance of and supervise learners, before, during or after school sessions as appropriate.
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document Professional development.
- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal.
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012

## **Other**

- To have professional regard for the ethos, policies and practices of the school in which you teach and maintain high standards in your own attendance and punctuality.
  - To always ensure professional behaviour in regard to the schools Code of Conduct and Keeping Children Safe in Education.
  - Perform any reasonable duties as requested by the Head Teacher.
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## Conditions of Employment

- The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment.
- To be subject to all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions
- Attention is also drawn to the requirements for planning, preparation and assessment time under which all teachers at a school with timetables teaching commitments have a contractual entitlement to guaranteed PPA time within the timetabled teaching day.
- Any other duties as directed by the Head teachers.

The school reserves the right to alter the content of this Job Description, after consultation, to reflect changes to the job or services provided, without altering the general character or level of responsibility.

The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the School's Equal Opportunities Policy and Code of Conduct.

# Person Specification

## Criteria

## Essential

## Desirable

### Qualifications and Experience

- Qualified Teacher Status
- Successful primary teaching experience

- Recent and relevant teaching experience in KS1/KS2

### Skills and knowledge

- Knowledge of the National curriculum.
- Knowledge of effective teaching and learning strategies.
- A good understanding of how children learn.
- Ability to adapt teaching to meet pupils' needs.
- Ability to build effective working relationships with pupils.
- Knowledge of guidance and requirements around safeguarding children.
- Knowledge of effective behavior management strategies.
- Good ICT skills, particularly using ICT to support learning.

- Experience of national assessments ( e.g. EYFS, Phonics, Y4 timetables, KS1 and KS2 SATS.
- Evidence of continuous professional development and commitment to further professional development.
- Assessment and its implications for whole school assessment and measurement of pupil progress.

### Personal qualities

- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school.
- High expectations for children's attainment and progress.
- Ability to work under pressure and prioritise effectively.
- Commitment to maintaining confidentiality at all times.
- Commitment to safeguarding and equality.
- Approachable, committed, Empathetic, Enthusiastic.
- Organised, Patient, Resourceful, Team player

# How to Apply

Application forms are available to download here: [Home | Summerhill Primary Academy](#)

Please email completed application forms to [hr-spa@riverscofe.co.uk](mailto:hr-spa@riverscofe.co.uk) by 9am Monday 9<sup>th</sup> June 2025

Interviews for the position will take place on Monday 16<sup>th</sup> June 2025. We are committed to safeguarding and promoting the well-being of children and expect everyone to share this commitment. The successful applicant will undergo a full enhanced DBS check.

Thank you for your interest in Summerhill Primary Academy. If you would like to find out more or to arrange a tour of the school, please get in touch using the contact details.





**The Rivers**  
C.of E. Academy Trust

# Get in Touch

## **Summerhill Primary Academy**

T: 0121 557 3282

E: [office-spa@riverscofe.co.uk](mailto:office-spa@riverscofe.co.uk)

[Home | Summerhill Primary Academy](#)

## **The Rivers C of E Academy Trust**

School Lane, Cutnall Green, Droitwich, WR9 0PH

T: 01299 851178

E: [info@riverscofe.co.uk](mailto:info@riverscofe.co.uk)

W: [www.riverscofe.co.uk/](http://www.riverscofe.co.uk/)