



SWIMBRIDGE
C of E PRIMARY SCHOOL

Working in partnership with



RECRUITMENT PACK

Full time/maternity cover/fixed term Y3/4 Class Teacher

Invitations are invited from both internal and external candidates for the above post that will become vacant on 16 April 2024.

Job Title: Full time maternity cover Year 3/4 classroom teacher

Status: 1 year/fixed term/maternity cover/full time

Hours: Full time

Salary Range: MPS/UPS

Closing Date: 12 noon on Monday 26 February 2024

Interview date: Friday 1 March

We are seeking to appoint an enthusiastic colleague to join a thriving primary school. The successful candidate will be an experienced, fully qualified teacher, have a passion for teaching, the ability to inspire and enthuse pupils and a desire to get involved in many areas of school life.

If you would like to work and contribute to a school that is committed to providing children with outstanding learning experiences, aims to continually develop and grow, and where teamwork and the professional development of all staff is important, we would encourage you to apply.

We actively welcome visits to our school. Should you have any further questions or wish to arrange a visit, please make contact with our head of school Gemma Poland via admin@swimbridge-primary.org

Swimbridge School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Offers of appointment are subject to the completion of pre-employment checks including an Enhanced DBS check and satisfactory references.

An application form should be fully completed; we do not accept CVs.

Full details and application form can be found online at www.swimbridge-primary.org, www.teamacademytrust.com or the Devon jobs website www.devonjobs.gov.uk. Application should be hand delivered, posted or emailed to The School Office as admin@swimbridge-primary.org

Teacher - primary

We are looking for someone who is:

- an outstanding teacher with very high expectations of what can be achieved.
- experienced in delivering vibrant learning to children
- passionate about children's creativity and their talents
- genuinely committed to the success of all children
- flexible, with a good sense of humour and an understanding of each child's bigger picture
- hard working, creative and keen to develop their teaching expertise to make it the best it can be
- open to innovation and developing their skills
- committed to a curriculum that is relevant, exciting and supportive of children's ideas and interests

What we can offer you:

- a genuine opportunity to make a difference
- a highly skilled team of friendly staff to work with well-resourced classrooms and facilities
- high quality support and CPD to ensure that you are successful
- an exciting, well-organised and vibrant community in which to work
- a fantastic community of parents and children who deserve the best
- opportunities to gain experience and career development across the Trust

Why consider this role:

- The security of working as part of a team of dedicated, hard - working professionals, at all levels
- We have well-motivated children who enjoy first-hand and practical experiences
- We are able to offer high levels of support, coaching and personalised professional development opportunities
- Our school has a friendly community where everyone is part of the team



Ian Thomas

CEO

**TEAM Multi
Academy Trust**



Dan Polak

Executive Head

**Swimbridge
Primary School**



Colin Wadsworth

Chair

**Swimbridge
Primary School
Governing Board**



Gemma Poland

Head of School

**Swimbridge
Primary School**

On behalf of TEAM Multi Academy Trust and Swimbridge Primary School, we would like to thank you for your interest in the role as full time Classroom Teacher at Swimbridge School. We hope you find this recruitment pack helpful. You will also find it useful to look at the Swimbridge Primary School and TEAM Academy Trust websites.

TEAM and Swimbridge Primary School are working in a Management Partnership. This means that although we are getting all the benefits of working closely together, Swimbridge School currently remains a maintained school.

The Trust's vision is focused on enabling children to really understand what 'Life, Love and Learning to the Full' looks like on a day to day basis. This aligns very closely with Swimbridge School's vision "To inspire, enable and educate for life in all its fullness".

Swimbridge Primary School is a friendly and happy school where we place equal emphasis on academic achievement and personal development. The school has an excellent reputation and storied history of seeking moments that inspire and empower our children. They benefit from a diverse curriculum and specialist teaching, as well as an array of events and trips to lend meaning to our learning. We care deeply about our place in North Devon as well as our future as global citizens and we look forward to sharing this journey with you.

In partnership with TEAM, the school provides a wide range of opportunities that supports our creative approach to the curriculum. We have excellent outdoor facilities and opportunities to explore the local area are on our doorstep. Throughout the school, there is an emphasis on learning through first-hand experience and hands-on activity. To support this approach we have a comprehensive programme of day and residential visits. Children are very willing learners and enjoy coming to school. They like to contribute to their learning and are encouraged to take responsibility for their community through aspects such as sports leadership and peer mentoring training.

The school has an inclusive admissions policy centred on our local community. It is therefore important that those applying for the post should be supportive of our Trust's vision and objectives.

We hope you decide to apply for the post and look forward to hearing from you.

How to apply

1. Read the job description and person specification carefully.
2. We do not accept CVs. Application should be hand delivered, posted or emailed to admin@swimbridge-primary.org.

Appointment to start: 16 April 2024

Closing date for applications: noon on Monday 26 February 2024

Interview date: Friday 1 March 2024

If you would like to arrange a visit to Swimbridge Primary School, please contact the School Office on 01271 830437 or email admin@swimbridge-primary.org.

We look forward to receiving your application.

Job Description

Job Title: Y3/4 Classroom teacher

Status: Full Time, Fixed Term, Maternity Cover

Salary Range: MPS/UPS

Job Purpose:

The successful candidate will undertake all the duties of a qualified teacher as described in the School Teachers' Pay and Conditions Document (STPCD).

Will be responsible for the learning and achievement of all pupils in the class ensuring equality of opportunity for all and for the learning and achievement of all pupils in the class ensuring equality of opportunity for all.

Treat all 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.

Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

Responsible to:

The Head of School

Responsible for:

The post holder may be responsible for the deployment and supervision of the work of teaching assistants relevant to their responsibilities.

Teaching and curriculum:

Deliver the curriculum as relevant to the age and ability group/subject/s that you teach.

Be responsible for the planning, preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.

Be accountable for the attainment, progress and outcomes of pupils.

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, disabilities and English as an Additional Language.

Develop teaching materials and use resources and equipment effectively.

Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate.

Behaviour and health and safety

Implement appropriate health and safety policies and procedures in order to ensure a safe, effective and child friendly environment in all lessons and activities, raising any concerns following school protocol/procedures.

Actively seek out and implement best practice safety procedures.

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.

Record keeping

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.

Monitor and assess pupils' results and progress, ensuring appropriate records are kept, and use the data to inform targets, lesson plans and differentiated schemes of work.

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.

Professional development

Undertake appropriate and agreed continued professional development.

Participate in whole school and individual INSET programs as required.

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.

Team working and collaboration

Participate in any relevant meetings/professional development opportunities both at the school and across the Academy Trust, which relate to the learners, curriculum or organisation of the school/Academy including pastoral arrangements and assemblies.

To work in collaboration with others to develop effective professional relationships with partner schools in the Academy Trust.

To make a positive contribution to enhance teaching and learning with partner schools in the Academy Trust.

Deploy support staff effectively as appropriate.

Communicate effectively with parents/carers with regard to pupils' achievements and wellbeing using school systems/processes as appropriate.

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.

Communicate and cooperate with relevant external bodies.

Make a positive contribution to the wider life and ethos of the school and TEAM Academy Trust.

Administration

Register the attendance of and supervise learners, before, during or after school sessions as appropriate.

Person Specification

In your supporting statement and application form please demonstrate how you have successfully met the essential criteria **in bold** from this person specification.

Education and training
Qualified Teacher Status
Evidence of continuing & relevant professional development.
Experience
Successful teaching in a relevant environment
Meeting the needs of all children
Raising standards
Curriculum
Knowledge of the National Curriculum and EYFS
Commitment to a creative and active curriculum that is enjoyable and inspiring

Personnel
Develop and sustain good personal relationships
Good communication skills
Able to enjoy leading and being part of a team
Assessment
Ability to assess, record and report
Experience and knowledge of target setting
Skills
Classroom teaching that challenges and inspires
Set good standards of behaviour and social interaction for pupils
Good organisational skills
Willingness to make an additional contribution to extra-curricular activities
Standards
Aspire to standards that secures progress for all children.
Partnerships
Be proactive in developing a partnership between home, school and the local community
Personal
A belief in inclusion and education for all
High expectations
Positive outlook
Calm
Caring
Sense of humour

THANK YOU FOR YOUR INTEREST