



Class Teacher Application Pack

FILTON AVENUE
PRIMARY SCHOOL

W: WWW.FILTONAVENUE.COM
T: 0117 903 0302
FILTON AVENUE PRIMARY SCHOOL
LOCKLEAZE ROAD BRISTOL BS7 9RP



CLASS TEACHER:

TRUST IN LEARNING ACADEMIES BRISTOL

Place of work: Filton Avenue Primary School

Job Title: Class Teacher in Year 3 or 4 (there are two posts available: both are full-time (1.0) – one is fixed-term until August 31st 2024 and the other is a Maternity Cover position)

Job Level/scale: M1-6

Responsible to: Headteacher



ABOUT THE SCHOOL

Thank you for your interest in the role of Class Teacher at Filton Avenue Primary School. The former Infant and Junior schools merged and became Filton Avenue Primary School in September 2015. The school is a part of Trust in Learning Academies (TiLA) with 7 other Bristol and South Gloucestershire schools, including Orchard School Bristol. Filton Avenue Primary School shares a campus with Filton Avenue Nursery and Children's Centre, although both remain separate schools.

Dan Rodeck, the Headteacher, leads the school and is supported by a highly effective leadership team. The school received a Good judgement from Ofsted in March 2022 and is now looking to take the next steps towards being judged Outstanding, and to achieving our aim of becoming the local school of choice for children and their families.

The pupils are drawn from a diverse range of backgrounds from the Horfield/Lockleaze area with others coming from further away. The school offers a rich, broad and balanced curriculum, with the intention of creating a culture of enquiry, curiosity and challenge that permeates everything we do. Our curriculum is rooted on our community and underpinned by Oracy.

We have very committed staff teams across the school and our high retention rates are proof that the school's leadership team take the well-being of its colleagues seriously. We have a non-class based SENCo and Inclusion Lead and we run a range of therapeutic services such as Thrive and ELSA, as well as having a highly trained teaching assistant team who deliver a wide range of interventions.

Job Purpose:

- To maximise the achievement of all children in your care.
- To be responsible for these children's safety and welfare.
- To fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document.



Generic responsibilities:

- All members of staff at Filton Avenue Primary School have a collective responsibility for securing the vision of the school.
- All members of staff have a responsibility for helping to develop and secure continued improvement for their ‘school’ or phase of education.
- To play a full part in the life of the school community, to support its distinctive vision and ethos, and to encourage staff/pupils to follow this.
- Communicate effectively with pupils and their parents/carers.

Duties:

The duties outlined in this job description are in addition to those covered by the latest School Teachers’ Pay and Conditions Document. It may be modified by the Head Teacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

Responsibility for:	To include:
1. Setting high expectations which inspire, motivate and challenge students	a) Establish a safe and stimulating environment for pupils, rooted in mutual respect. b) Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions. c) Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.
2. Promote good progress and outcomes by pupils	a) Be accountable for pupils’ attainment, progress and outcomes. b) Plan teaching to build on pupils’ capabilities and prior knowledge. c) Guide pupils to reflect on the progress they have made and their emerging needs. d) Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching. e) Encourage pupils to take a responsible and conscientious attitude to their own work and study.

3. Demonstrate good subject and curriculum knowledge

- a) Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils’ interest in learning, and address misunderstandings.
- b) Demonstrate a critical understanding of developments in the EYFS framework, primary subject and curriculum areas, and promote the value of scholarship.
- c) Demonstrate an understanding of and take responsibility for promoting high standards of literacy, oracy and the correct use of standard English.

4. Plan and teach well-structured lessons

- a) Impart knowledge and develop understanding through effective use of lesson time.
- b) Promote a love of learning and children’s intellectual curiosity.
- c) Set where appropriate homework and plan other out-of-class activities to consolidate and d) extend the knowledge and understanding pupils have acquired.
- d) Reflect systematically on the effectiveness of lessons and approaches to teaching.
- e) Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

5. Adapt teaching to respond to the strengths and needs of all pupils

- a) Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively.
- b) Have a secure understanding of how a range of factors can inhibit pupils’ ability to learn, and how best to overcome these demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils’ education at different stages of development.
- c) Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.



6. Make accurate and productive use of assessment

- a) Know and understand how to assess the EYFS framework as well as relevant subject and curriculum areas, including statutory assessment requirements.
- b) Make use of formative and summative assessment to secure pupils' progress.
- c) Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- d) Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

7. Manage behaviour effectively to ensure a good and safe learning environment

- a) Have clear rules and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.
- b) Have high expectations of behaviour 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 involve and motivate them.
- c) Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

8. Fulfill wider professional responsibilities

- a) Make a positive contribution to the wider life and ethos of the school.
- b) Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.
- c) deploy support staff effectively.
- d) take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues communicate effectively with parents with regard to pupils' achievements and well-being.

Personal and Professional Conduct:

A member of staff is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct whilst working at Filton Avenue Primary School:

1. Members of staff are expected to maintain high standards of ethics and behaviour, within and outside school, by:
 - a) Treating students/pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a member of staff's position, having regard for the need to safeguard students'/pupils' well-being, in accordance with statutory provisions.
 - b) Showing tolerance of and respect for the rights of others.
 - c) Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.
 - d) Ensuring that personal beliefs are not expressed in ways which exploit students/pupils' vulnerability or might lead them to break the law.
2. Members of staff must have proper and professional regard for the ethos, policies and practices of the campus in which they work and maintain high standards in their own attendance and punctuality.

Additional Duties:

Any other duty deemed reasonable, as directed by the Headteacher.

Safeguarding:

Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies to promote the safeguarding and wellbeing of all pupils in the school.



JOB SPECIFICATION:

Review of Performance:

The review cycle will focus on the post-holders' job as whole and its particular responsibilities. There is recognition across the school that, however good we are at our roles, we all embrace the notion of 'continuous improvement'.

Code of Conduct:

The school expects all staff to ensure that their standards of conduct are, at all times, compliant with the Trust's Code of Conduct.

Fluency Duty:

This role has been identified as falling within the definition of requiring fluency in spoken English. You will be required to converse in spoken English with ease and provide accurate advice around complex situations without hesitation or difficulty for extended periods of time.

We would welcome visits to the school, so please contact the office – 0117 903 0302 – if you wish to arrange one. Please complete our application form and provide a personal statement, on no more than 2 sides of A4, outlining your suitability for the post and demonstrating how you meet the requirements set out in the person specification (see below). These should be sent to recruitment@tila.school by email, by Monday 27th November 2023 at 9am. The interview date is scheduled for Monday 4th December 2023.

This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title. Whilst every effort has been made to explain the main responsibilities and duties of the post, each individual task undertaken may not be specified.

Qualifications and experience	Source of Evidence	Essential	Desirable
To have Qualified Teacher Status (or be awaiting confirmation of it).	A	✓	
Honours degree or equivalent.	A	✓	
Additional relevant professional studies or qualifications.	A		✓

Knowledge, understanding and skills	Source of Evidence	Essential	Desirable
Experience of teaching Primary aged children within EYFS/KS1/KS2.	A, I, R	✓	
To have knowledge of the National Curriculum.	A, I	✓	
To have knowledge of effective teaching and learning strategies.	A, I, R	✓	
Experience of working with SEN children, including those with challenging behaviours.	A, I	✓	
An understanding of how children learn.	A, I	✓	
An understanding of how to adapt teaching to meet pupils' needs.	A, I, R	✓	
An ability to build effective working relationships with pupils.	A, I, R	✓	
A knowledge of guidance and requirements around safeguarding children.	A, I	✓	
A knowledge of effective behaviour management strategies.	A, I	✓	
Good ICT skills, particularly to support learning.	A, I	✓	



Values and beliefs	Source of Evidence	Essential	Desirable
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school.	A, I	✓	
To have high expectations and standards of participation, achievement and behaviour.	A, I	✓	
A commitment to inclusive education and the belief that all can succeed.	A, I	✓	
Liking people, especially young people.	A, I	✓	
A passion about the importance of education and success for all – irrespective of background and starting points.	A, I	✓	