



# Year 3 Teacher



## Application Pack

Our aim is for every child to achieve, participate and belong, and this is at the heart of everything we do at The Castle Partnership Trust



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# Information regarding the role

## Year 3 Teacher

**Starting September 2023**

**Closing date for applications: Monday 6 February 2023 at 9am.**

Dear colleague,

We are delighted that you are interested in The Castle Partnership Trust and the role of Year 3 teacher at Isambard Kingdom Brunel Primary School (IKB). At The Castle Partnership Trust, we value teachers. We have an outstanding record of training teachers and investing in our staff, believing that potential, enthusiasm and good subject knowledge leads to great learning.

We love diversity and richness in our school so we welcome teachers at the beginning of their career, as well as teachers who are further on in their careers, perhaps looking for something different and who wish to bring up their families in beautiful Somerset landscapes, enjoying a better quality of life. We are committed to reducing workload and we are determined to reduce class sizes so that teachers too can have a quality of life. This is part of our strategy that seeks to ensure good mental health for staff and for children.

For those of you who are ambitious to progress in your career, this is an excellent opportunity to build up skills and experience that will prepare you for promotion at the right time. Equally, we want teachers who want to focus on their own practice and enrich children's lives and give them opportunities to become happy, prosperous adults with a strong moral compass and self-esteem, to contribute to and participate in society.

I very much hope that this has ignited your enthusiasm and I look forward to receiving your application.

Best wishes,

Richard Healey

IKB Headteacher and Primary Executive Headteacher of The Castle Partnership Trust



Achieve | Belong | Participate



# Job Description

The aims and values of IKB and the Trust are fundamental and each member of staff will be expected to promote and develop these in all aspects of her/ his work. All duties should be exercised in the context of these aims and values and in line with the IKB and Trust policies.

The Conditions of Employment of Teachers (contained in the School Teachers' Pay & Conditions Document) and the Teachers' Standards Frameworks produced by the Teacher Training Agency form part of job descriptions for teachers.

In line with both the complex nature of the roles carried out and the priority placed on development and improvement in all aspects of our work, job descriptions are written in terms of outcomes rather than simply a list of specific tasks.

The post holder shall perform, in accordance with any directions which may reasonably be given to her/ him by the headteacher from time to time, such particular duties as may reasonably be assigned to her/ him.

The generic job description which follows outlines the main areas of responsibility. There will be particular areas of responsibility and accountability which will be negotiated with the successful applicant based on her/ his strengths and the needs of IKB.

## **Purpose:**

- To plan and deliver an appropriate curriculum that meets the needs of each child.
- To monitor and support the overall progress and development of children as a teacher.
- To contribute to raising standards of child attainment.
- Demonstrate and teach lessons which are consistently 'good' or 'better' and work with colleagues to become an 'outstanding' teacher.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.
- To create an environment conducive to effective learning.
- To support the maintenance of high standards across all aspects of school life.

**Reporting to:** Primary Executive Headteacher

**Liaising with:** School leadership team, teaching/ support staff, LA representatives, external agencies, organisations, individuals, parents/ carers, governors.

**Working time:** 195 days per year (full time)

**Salary Grade:** Main Pay Scale and UPS considered

**Disclosure Level:** Enhanced

# Job Description (continued)

## **Expectations:**

- To support and contribute to attempts to achieve continuous improvement in all aspects of the work of the IKB and the Trust.
- To work, represent and promote the area and school in a manner that enhances the Trust's aims and values.
- To have a well-informed vision for the curriculum and be committed to a culture of continuous improvement.
- Promote the safety and well-being of all children and to have shared responsibility for the safeguarding and welfare of all children.
- To value the importance of a collegiate approach and the opinions of all members of IKB and the Trust.
- To have excellent communication skills, both written and oral, and high competence in the use of ICT, both for learning and administration.
- To be committed to positive behaviour management.
- To be committed to enrichment activities in support of effective learning.
- To be able to work in an inclusive and positive manner and help to promote enjoyment of learning throughout IKB and the Trust.
- Create an inviting and stimulating teaching environment within the classroom, including the celebration of pupils' achievements.
- Carry out all duties assigned as a class teacher.
- To carry out any other duties which fall within the broad spirit, scope and purpose of the job description.

## **Operational & Strategic Planning:**

- Be responsible for the development and implementation of a curriculum area within IKB.
- To assist in the development of appropriate syllabuses, resources, schemes of work, assessment processes and teaching and learning strategies.
- To contribute to the formulation of aims, objectives and strategic plans.
- To plan and prepare lessons that support effective curriculum delivery.
- To implement IKB and Trust policies and procedures.

## **Curriculum Provision & Development:**

- To deliver the curriculum in a manner that meets the needs of individual children.
- To assist in the process of curriculum development in order to ensure that the curriculum provided is of high quality and meeting the needs of individual children.

# Job Description (continued)

## **Staffing Deployment & Development:**

- To continue to develop professionally in all aspects of the role including through involvement in a range of professional development activities.
- To engage in the Performance Management Review process in support of personal professional development.
- To ensure the effective and efficient deployment of learning support within the classroom.
- To support the professional development of colleagues to aid their ongoing professional development.
- To contribute to the establishment of effective working relationships within teams across IKB and the Trust.

## **Student Outcomes:**

- To implement systems for monitoring learner progress, both individual and groups, and to use the information obtained to improve learner outcomes.
- To implement an effective and positive approach to behaviour management that supports high quality learning.
- To be accountable for learner outcomes within classes and groups for which responsibility is held.

## **Quality Assurance:**

- To implement IKB and Trust plans and policies in an effective manner.
- To implement an effective process of self-review and self-evaluation, including that based on target setting and analysis of data.
- To develop and implement action plans based on this self-review/ self-evaluation.

## **Specific Responsibilities:**

This role will be based at Isambard Kingdom Brunel Primary School which opened in September 2020 to reception and nursery pupils, growing to year 1 in September 2021 and year 2 in September 2022. The school is in Wellington and has been built to meet the demands of the local community and the growing number of houses being built in the area. The role will be to work closely with the Primary Executive Headteacher and the Curriculum lead to develop the KS2 curriculum and shared values which will be reflected in our teaching and how our children learn. Our curriculum incorporates carefully selected knowledge and skills which are brought to life in a way that is meaningful and exciting for pupils; promoting a life-long love of learning. It also provides the cultural capital that they need to be successful in learning as well as in their future lives.

## Job Description (continued)

The curriculum is organised in a way which enables children to revisit knowledge and build depth of knowledge and understanding as well as ensure they learn more and remember more. Through the way our curriculum is organised we help children to make meaning of the world, develop their vocabulary and broaden their horizons. Each subject and learning experience is content rich, with knowledge carefully selected and deliberately ambitious. Our curriculum is coherent and well planned, building on what has come before and encourages learners to be curious about their learning. Our approach to supporting pupils who need help to access the curriculum is through pre and post teaching, targeted interventions, SEND support where necessary and quality first scaffolded teaching strategies. This makes sure those children have the knowledge and skills to succeed in accessing learning rather than having to be continuously catching up.

*This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.*

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a satisfactory Disclosure and Barring Service (DBS) Enhanced Disclosure Certificate.



# Person Specification

	Essential	Desirable
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• A good honours degree</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of at least 2 years teaching</li> <li>• Experience of subject leadership</li> <li>• - Experience of leading training</li> </ul>
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Qualified teacher with teaching experience</li> </ul>	<ul style="list-style-type: none"> <li>• Further qualifications and skills training</li> <li>• Teaching experience in KS2</li> <li>• - A desire to develop and further career towards senior leadership</li> </ul>
<b>Practical Skills</b>	<ul style="list-style-type: none"> <li>• A good or outstanding teacher</li> <li>• A secure knowledge of the curriculum, especially KS2</li> <li>• The ability to use ICT effectively within and outside the classroom</li> <li>• The ability to deal positively with children and parents</li> <li>• Excellent communication skills</li> <li>• A commitment to innovation and the pursuit of excellence</li> <li>• Understanding the need to achieve good or better progress and the strategies necessary to achieve that goal</li> <li>• Ability to manage and lead a subject across the school</li> <li>• Enjoyment of teaching children and enabling them to achieve and succeed</li> <li>• A knowledge of and ability to use data and an understanding of its importance for planning and teaching</li> </ul>	<ul style="list-style-type: none"> <li>• A secure knowledge of the curriculum in EYFS and KS1</li> <li>• Preparedness to model lessons and support staff - A desire to further own career and undertake further professional development</li> <li>• Experience of working in an aspiring environment</li> <li>• - A desire to take on additional responsibility in line with our Trust education model</li> </ul>



# Person Specification (continued)

	Essential	Desirable
<b>Personal Qualities and Attributes</b>	<ul style="list-style-type: none"> <li>• The ability to build, develop and maintain positive relationships with children, parents/ carers and staff</li> <li>• The ability and motivation to constantly improve own practice and knowledge through self-evaluation and learning from others</li> <li>• The ability to be flexible, adaptable and positive</li> <li>• The ability to model good professional practice at all times</li> <li>• An understanding of and commitment to inclusivity</li> <li>• A buy-in to the values and ethos of IKB, The Castle Partnership Trust, the community of Wellington</li> <li>• Commitment to safeguarding and the welfare of pupils</li> <li>• A determined and resourceful desire for hard work and to achieve the best for colleagues and pupils</li> </ul>	<ul style="list-style-type: none"> <li>• Resilience and the ability to maintain a positive work/ life balance</li> <li>• - Embracing being part of a relatively new school and the 'going the extra mile' that comes with our unique school situation</li> </ul>



# Application Process

Download your application form by visiting our website:  
([www.ikbschool.co.uk/ourschool/vacancies](http://www.ikbschool.co.uk/ourschool/vacancies)) or scanning the QR code below:



To make an application for this role please complete an application form by **9:00 on Monday 6th February 2023**.

Please ensure the personal statement (Section F) within the application form is no more than 2 sides of A4 in total and in Arial font size 12. This may be on a separate document if required. Please do not include a covering letter with your application. This will not be read. Everything you need to say must be included in the personal statement section of the application form.

Please note that applications from candidates who are shortlisted for interview will be sent to their referees for comment as part of the reference process.

Applications should be emailed to: [office@ikbschool.co.uk](mailto:office@ikbschool.co.uk)

If you would like to discuss the role, please email: [office@ikbschool.co.uk](mailto:office@ikbschool.co.uk) with your contact details and I will get back to you personally.

I am also offering tours of IKB so that prospective candidates can get a feel for our school. It is recommended that you attend one of these, if possible, before applying.

- 15:45 on Thursday 19th January 2023
- 15:45 on Thursday 26th January 2023
- 15:45 on Monday 30th January 2023

The timeline for recruitment is as follows:

- Closing date for applications is: 9:00 on Monday 6th February 2023
- Shortlisting will take place on: Thursday 9th February 2023
- Invitations for interview will be sent by: Friday 10th February 2023
- References will be taken up from: Friday 10th February 2023
- Interviews will be held on: Friday 24th February 2023



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