



KS1 Teacher Application Pack

Letter from Sir Steve Lancashire, Chief Executive, REAch2 Academy Trust

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven't previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Teachers within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence, and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

Sir Steve Lancashire

Chief Executive, REAch2 Academy Trust



Letter from Miss Helen Bye, Headteacher, Scientia Academy REAch2 Academy Trust

Dear Candidate

Scientia Academy is a two-form entry primary school providing a part time morning and afternoon Nursery. We offer a friendly and stimulating environment, where children are encouraged to become confident, caring, articulate and independent learners on their journey to secondary education and use their abilities to the full. We provide a calm and happy atmosphere and set high standards of respect, courtesy, hard work and achievement for all children and adults.

The school is equipped with modern purpose built classrooms, state of the art ICT suite and 4D cinema an extensive library, art and craft rooms in an expertly designed learning environment. We offer extended school services, which include Breakfast and After School Clubs. Enriching the curriculum as much as possible through educational and residential trips, visiting speakers and professionals drawing upon the local and wider community. Parents are encouraged to become actively involved in their children's learning through regular coffee mornings, termly review days.

We are very proud of the social and cultural diversity of our school. The children and staff come from a variety of backgrounds and cultures and we aim to celebrate the richness that this brings to the school. This diversity is reflected in our curriculum, our policies and procedures and our school environment.

At Scientia the staff are committed to provide excellence in teaching and learning for every child in our school. We are looking for people who will bring these traits to our school as well as complementing the collegial atmosphere that already exists here at Scientia. If you feel that Scientia is the right type of environment for you then we would love to hear from you.

Miss Helen Bye

Headteacher, Scientia Academy REAch2 Academy Trust

Our Cornerstones and Touchstones

REAch2 is the Cornerstone of the Trust: providing a strong, responsible foundation from which every academy develops and grows. A cornerstone provides a subtle yet paramount role in the construction of a building and ensures that REAch2 is a trustworthy, accountable and inspirational organisation, delivering the best possible learning experience.

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

Inspiration breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses and continually seek to make improvements.



REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. [You can learn more about REAch2 at our website: www.reach2.org](http://www.reach2.org)

The role

September 2021 start

KS1 Teacher

Location – Scientia Academy, Mona Road, Burton on Trent, DE13 0UF

Employer - Reach2 Academy Trust

Full Time – Permanent

Salary – MPS

About The Role:

Are you a teacher with a passion for KS1, looking for an exciting new role?

Scientia Academy is looking to appoint an enthusiastic and experienced teacher to join our dynamic teaching team. We pride ourselves on our dedication to nurturing well rounded, confident children, prepared for the future.

We can offer a modern, state of the art working environment and an opportunity to be part of forward-thinking team. Wellbeing and continual professional development are central to the school ethos, we are committed to supporting your personal development and this role has the potential for middle leadership.

The successful candidate will:

- be enthusiastic, highly motivated and enjoy working with young children and be passionate about making a positive difference to children's lives;
- be creative and dedicated to make learning inspirational, stimulating and engaging;
- inspire trust, instil confidence and embrace challenges;
- has knowledge of effective strategies to include and meet the needs of all pupils, including pupils learning EAL and pupils with SEN;
- have a proven record of exceptional teaching in KS1 and a good understanding of Early Years and childhood development.
- be a team player and work as part of a successful, dedicated team.

This is an exciting teaching opportunity, and if you would like to be part of the journey to becoming 'Outstanding', we look forward to receiving your application.

Visits to the school are available, please contact the school office on 01283 248 100 to arrange a suitable time.

The application

You are invited to submit an application form. Please email your application form to marion.chimenes@scientia-academy.org.uk .

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete te Equality & Diversity monitoring survey:

https://forms.office.com/Pages/ResponsePage.aspx?id=EGorfMwEtEi30d9QFOXXNJ4DEcgd411KhzIQrNunT_hUMIJXTkhNVIE0SIhKV0FWTEk2Wkw1TTUwRS4u

Additional Information

Scientia Academy is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expects all staff and volunteers to share this commitment.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check and satisfactory written references.

The application process and timetable

Application deadline:	Monday 17 th May 2021 12noon.
School visits:	Visits to the school are available, please contact the school office on 01283 248 100 to arrange a suitable time.
Interviews:	Tuesday 25 th May 2021
Contract:	Full Time, Permanent
Salary:	MPS
Job starts	01 st September 2021

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

Job Description and Person Specification

Job Title:	Teacher
Salary:	Main Pay Scale/Upper Pay Scale
Responsible to:	Headteacher
Job purpose:	To work with colleagues and children to create the best possible learning environment and to enable all children to achieve the highest standards possible.

Key Responsibility Areas

The Main Duties and Responsibilities of the post are:

This job is to be performed in accordance with the School Teachers' Pay and Conditions Document.

Achievement:

- To ensure all pupils make good progress from their starting points.
- To close the achievement gap for any underperforming groups of pupils.
- To ensure that all pupils aspire towards national age-related expectations or above.

Teaching:

- To be a motivated, enthusiastic quality teacher.
- To deliver the school's curriculum, including new educational initiatives, and use a wide range of teaching styles which take into account the diverse demands of children's learning thereby supporting the ethos of the school.
- To plan according to the school's policy, work which addresses the wide range abilities and enables all pupils to achieve their full potential.
- To acknowledge and identify children's needs in accordance to the school's SEN policy.
- To mark, record and assess pupil's work in accordance with the relevant school's policies.
- To keep records of achievement in accordance with the school's policies.
- To support the Head and SLT in all areas of agreed school policy and practice.
- To communicate to Team Leaders or SLT any areas of concern.
- To co-ordinate a named curriculum area or aspect, reviewed annually.

Other Expectations

- To create a stimulating and well-organised environment in which all children develop academically, emotionally, physically and socially.
- To develop a wide range of pupil's skills and encourage independence.
- To provide opportunities for pupils to present their work in a variety of ways.
- To create an atmosphere that encourages care and concern for others and their environment, whilst promoting self-confidence, self-esteem and self-control. To uphold high standards of discipline and show consistency in dealing with children's behaviour, whilst understanding the needs of the individual. To be responsible for the discipline of all children in the school as needs arise and act according to the school's Behaviour Policy.
- To write records of and reports on the personal and social needs of pupils.
- To maintain a positive relationship with parents.
- To meet with and consult with parents of pupils regularly.
- To liaise with external agencies.
- To maintain confidentiality where appropriate.
- To be aware of, and follow the school's Safeguarding policy and procedures.
- To implement the school's Health and Safety Procedures as outlined in the school's policy.
- To keep up to date with current educational issues and further one's own professional development.
- To participate in self-evaluation and performance management.
- To provide basic first aid and seek assistance when necessary.
- To participate in and contribute to staff meetings and training.
- To be concerned with the general welfare of the children and report any concerns of safeguarding children to the designated person.
- To participate in the supervision of students in training when required.
- To undertake any other duties as directed by the Headteacher.

These duties are not exhaustive and may be varied to meet the changing demands of the school at the reasonable direction of the Headteacher. This job description does not form part of the contract of employment.

Person Specification - Teacher

Attributes	Essential	Desirable	How Identified?
	<ul style="list-style-type: none"> Right to work in the UK. 		
Relevant Experience	<ul style="list-style-type: none"> Ability to achieve high quality outcomes in the classroom A commitment to improving standards and ensuring all learners are achieving their best An excellent knowledge of the primary curriculum Evidence of consistently good or outstanding teaching 	<ul style="list-style-type: none"> Proven record of effective subject leadership Core subject leadership 	<p>Application form and letter of application</p> <p>Interview including teaching.</p>
Training	<ul style="list-style-type: none"> Qualified Teacher Status. Be able to bring energy and enthusiasm to the post Be hard working, committed and flexible Make teaching, learning and the curriculum creative and fun An understanding of what constitutes an outstanding school Work effectively as part of a team A willingness to use a variety of teaching strategies to engage all learners 	<ul style="list-style-type: none"> Relevant training in the core subjects Support for an enriched curriculum through out-of-hours learning and educational visits 	<p>Application form and letter of application</p> <p>References</p>
Knowledge & Skills	<ul style="list-style-type: none"> Sound knowledge of the primary curriculum Proven ability to plan and assess effectively Proven ability to use assessment information to set targets and inform future plans 	<ul style="list-style-type: none"> Ability to lead subject areas to implement positive changes Good communication and planning 	<p>Application form.</p> <p>References.</p> <p>Interview including teaching.</p>

Additional Factors	<ul style="list-style-type: none"> • High expectations of children’s learning and behaviour • A willingness to learn and continue to strive for excellence • Willingness to engage in and learn from professional development activities • Proven ability to manage one’s time and prioritise effectively. • Ambition and determination to excel as a teacher, learning from others and being an active member of a team, able to use initiative, and make a really effective contribution. • Ability to work well under pressure, resilience and a good sense of humour • Evidence of a commitment to safeguarding and promoting the welfare of children and young people • Commitment to promote and support the aims of REAch2 	<ul style="list-style-type: none"> • Can exercise an effective home / school life balance 	Application form. Interview including teaching. References.
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All the above attributes will be verified via references which will be followed up prior to appointment.

I have read and understand my job description.

Employee Printed Name

Employee Signature

Date

Headteacher Printed Name

Headteacher Signature

Date