



**Barnes Farm**  
Junior School

# Applicant Information Pack



CHELMSFORD  
LEARNING  
PARTNERSHIP

# Introduction

Our mission is simple: to 'inspire and educate'.

Barnes Farm Junior School, a three form entry Junior school with 12 classes, is at the heart of an improving and busy learning community within the Chelmsford Learning Partnership and is located in the residential area of Chelmer Village.

Originally built in 1980, the school has been frequently modified. Most recently, the school has invested in an all-purpose building called the Barn (which houses our successful radio station) as well as a large multi-use games area. We are fortunate to share extensive grounds with the neighbouring Infant school. Inside the main building, our Williamson Suite enables provision for 1:1 computer use within a light and beautifully designed environment.



Barnes Farm Junior was a founding member of the Chelmsford Learning Partnership, established in July 2018, and remains committed to improving the provision for all the children in our trust through strong collaboration.



# Vision & Ethos

To fulfil our mission to both inspire and educate, our broad and irresistible curriculum is both skills-based and knowledge-rich; it is carefully designed so that our children should have the opportunity to study areas in greater depth.



We want our children to 'aim high and fly higher' so that they produce exceptional and authentic outcomes whilst also developing their independence, curiosity and creativity. We are committed to enabling our children to be more successful learners, confident individuals and responsible citizens both now and in the future.

Our curricular themes are as follows:

- Autumn – **'Discover'** – a History-led enquiry such as 'Is war ever worth it?'; an investigation into different conflicts over historical periods
- Spring – **'Explore'** – a Geography-led enquiry such as 'Are we too small to make a difference' where children investigate environmental issues across the world
- Summer – **'Create'** – an art and design-led approach to the curriculum.

Our values of **'Be Positive, Be Respectful and Be Responsible'** underpin our therapeutic and inclusive belief in our Relationships for Learning (Behaviour) policy.

We encourage the staff and children to exhibit the 'Secrets of Success' characteristics



# Working at Barnes Farm Junior

We are proud of our school. Our most recent Ofsted report (July 2017) found the following strengths:

*“Staff are proud to be working here. They say they are well supported by leaders and agree that leaders have created a culture that encourages calm and orderly conduct and is aspirational for all pupils.”*

*“Leaders provide good-quality professional development and training for staff to ensure that they are up to date with the best practice, and that teaching staff have the knowledge and skills to deliver effective teaching. This ensures that the quality of education and pupils’ learning continually improve.”*

The school is committed to the professional development of every member of staff and a range of opportunities are offered both within school and externally, including working closely with colleagues from other schools in our Multi-Academy Trust, The Chelmsford Learning Partnership. The wellbeing of the staff and children, as well as the impact on staff workload, is at the heart of all decisions made by the Leadership Team.





# General Requirements

All school staff are expected to adhere to the School and Trust values and ethos through their conduct, manner, appearance and commitment to the children and their role. Barnes Farm Junior School is committed to safeguarding, inclusion and promoting the welfare of children and young people and expects all staff to share this commitment. All appointments will be subject to a wide range of pre-employment checks and references.

## How to Apply

Please apply for the post via the online application linked to the advertisement <http://www.essexschoolsjobs.co.uk>. All applications should include a supporting statement, outlining your suitability for the role and clearly referencing both the Job Description and the Person Specification linked to the advert.

All candidates invited to interview will receive a letter of invitation outlining the timetable for the day as well as listing the key documents that will be required for checking as part of the interview process. These include: proof of eligibility to work/reside in the UK; an original identification document e.g. passport; documents confirming educational and professional qualifications.

Any candidate wishing to seek additional information about the school or the role should visit [www.barnesfarmjuniors.co.uk](http://www.barnesfarmjuniors.co.uk) or contact [admin@barnesfarm-jun.essex.sch.uk](mailto:admin@barnesfarm-jun.essex.sch.uk)

Visits to the school prior to the application for a post are encouraged; these can be organised by contacting the school office on **01245 467973**.

**Mr R. McTaggart**  
Headteacher

# Recruitment and Selection Policy Statement

The Barnes Farm Junior School is part of The Chelmsford Learning Partnership and adheres to the following Recruitment and Selection Policy Statement:

The Chelmsford Learning Trust is committed to:

- Safeguarding and promoting the welfare and safety, and the spiritual, moral, social and cultural development, of children and young people;
- Promoting equality of opportunity and community cohesion where the diversity of different backgrounds and circumstances is appreciated and positively valued;
- Promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs

and expects all staff, volunteers and other workers to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

The Chelmsford Learning Partnership recognises the value of, and seeks to achieve a diverse workforce, which includes people from different backgrounds, with different skills and abilities. We are committed to ensuring that the recruitment and selection of all is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity. Selection will be on the basis of merit and ability, assessed against the qualifications, skills and competencies required to do the job. We will uphold obligations under law and national collective agreements to not discriminate against applicants for employment on the grounds of the protected characteristics of age, sex, sexual orientation, marriage or civil partnership, pregnancy, gender re-assignment, disability or health, race (which includes colour, nationality and ethnic origin), religion or belief.

We will implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the role.

We will ensure that the terms of any contract with a contractor or agency requires them to adopt and implement measures described in this procedure. We will monitor the compliance with these measures and require evidence that relevant checks have been undertaken for all workers deployed.

The following pre-employment checks will be required where applicable to the role and setting:

- Receipt of satisfactory references
- Verification of identity
- A satisfactory DBS disclosure if undertaking Regulated Activity
- Verification that you are not barred from working with Children
- Verification that you are not prohibited from teaching
- Verification of medical fitness for the particular role
- Verification of qualifications and of professional status where required e.g. QTS status
- The production of evidence of the right to work in the UK
- Verification of successful completion of/ exemption from statutory induction period
- Verification that you are not subject to a section 128 direction preventing you from holding a management position within a school
- A declaration that you are not disqualified from working with children by virtue of the Childcare (Disqualification) Regulations 2018 or that you have provided a valid disqualification waiver from Ofsted

**NB:** It is illegal for anyone who is barred from working with children to apply for, or undertake Regulated Activity.

The Chelmsford Learning Partnership (CLP) is a successful and established multi-academy trust based in Springfield, Chelmsford. There are currently 8 schools across Essex in the CLP multi academy trust.

The schools in the CLP are: Barnes Farm Infant School, Barnes Farm Junior School, Lakelands Primary School, Perryfields Infant School, Roding Valley High School, The Beaulieu Park School, The Boswells School and The Tyrrells Primary School.

Our vision for our schools is a simple one. We believe that, as a collective of schools, we are stronger together and that by working together we provide an outstanding education for every child in our family of schools.

We also believe it is important for schools in our trust to keep their individual identity and all our schools operate with their own autonomous Headteachers, Leadership teams, staff and Local Governing Bodies; each with their own ethos that makes every school in our trust unique.

As a trust, we employ 550 staff and there are over 4,500 students in our schools.

We recognise that the greatest factor in securing an outstanding education for all the children in our schools is our staff and we are committed to the continued professional development and well-being of our staff. All staff in our trust:

- Have access to pay and conditions that are, at least, in line with nationally agreed pay and conditions
- Have access to a comprehensive programme of professional development that will not only develop their current role but prepare them for career development should they wish
- Have a commitment from the trust to look after the well-being of every member of staff and have working practices and policies that allow this to happen.
- Have access to an Employee Assistance Programme (EAP) to help support with any personal matters that may impact their work, health and well-being. The partners and dependents of staff are also entitled to access support from this scheme.
- Are fully consulted on all workplace policies that impact on them - we recognise the importance of staff having real representation in the development of our workplace practice and policies

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The Chelmsford Learning Partnership is a charitable company limited by guarantee registered in England and Wales with company number 07907388.  
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