

The Tyrrells School



Applicant Information Pack

Introduction

Tyrrells is a larger than average primary school with 15 classes and 450 pupils located in a residential area in Springfield, Chelmsford. Tyrrells is an exciting place to learn and grow as a person, both as a child and as a member of staff.

The original school building completed in 1963 comprises of spacious, airy classrooms, a large hall and a vast outdoor playground and field area. Developing the use of the outdoor areas for learners of all ages has been a recent priority, an extensive 'Learning Outside the Classroom' range of activities (including Forest Schools) is now an integral part of the curriculum. A new building, added in 2015, has provided: an additional classroom; a small hall used for dance, drama and extra curricular activities; a large dedicated cookery room and a large ICT Suite and library resource area with 30 computers. There is an outdoor swimming pool within the school grounds, enabling every child from Reception to Year 6 to take part in swimming lessons taught by qualified swimming teachers each week of the Summer Term.



Tyrrells converted to a stand-alone academy in November 2011 and joined the Chelmsford Learning Partnership Multi-Academy Trust in July 2018. Being part of the Trust has enabled Tyrrells to build strong, school improvement based, links with other schools, improve the provision for our children and offer a wider range of professional development opportunities for our staff.



Vision & Ethos

Our mission statement:

“Aspire, Care, Learn for Life”

is at the core of everything we do. Our common values enable everyone in the school community to provide an environment which fully prepares our children for their lives as adults, both academically and personally. We are a fully inclusive school and have high expectations of all children, valuing their individuality and creativity.

Aspire

We expect all adults and children to push themselves to achieve the best that they can, working with determination and perseverance. At Tyrrells, everyone works hard to develop a ‘Growth Mindset’ approach, believing that they can achieve anything that they put their minds to and developing a positive approach to learning from their mistakes.

Care

We expect all children and adults to care about: themselves; each other; the community; people from different backgrounds and religions; people in less fortunate positions; the environment and about making a difference. Opportunities are provided in every year group for children and adults to demonstrate these values through the PSHE and RE curriculum as well as during whole school events such as fundraisers or community projects.

Learn for Life

At Tyrrells, we believe that learning is a lifelong experience. Providing opportunities for children to become independent, confident and develop resilience is a fundamental part of our curriculum. This involves children in all year groups being given responsibilities and opportunities to learn from real life experiences.



Working at The Tyrrells School

Tyrrells is an engaging, supportive and enjoyable place to work. All visitors to school comment on the kind and caring welcome that they receive from the staff and the children and this extends to the way that the staff support each other on a daily basis. Our children are enthusiastic, well behaved and demonstrate a love of learning which is highlighted in the following quotes from our most recent Ofsted report (October 2019).

“Pupils at this school are inquisitive and value learning... They are proud of their achievements. They celebrate their successes and those of their peers.”

Ofsted, October 2019

“Pupils are kind to each other and follow teachers’ instructions well... Teachers have high expectations of pupils. Pupils work with determination when faced with difficult challenges.”

Ofsted, October 2019

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. The Tyrrells 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. 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; original identification

documentation 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.tyrrellsprimary.com** or contact **admin@tyrrells.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 355226**.

Mrs A. Daines
Headteacher



Recruitment and Selection Policy Statement



The Tyrrells 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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