Barnes Farm Infant School

Applicant Information Pack



CLP CHELMSFORD LEARNING PARTNERSHIP

Introduction

Barnes Farm Infant School is a happy, safe and caring community where high standards and positive behaviour are expected by all. The education, care, happiness and well-being of our children are priorities for us and we have much to offer in the way of stimulating, exciting, fun learning experiences that take place in a superb, well-resourced learning environment.

Our school opened in January 1988. The main building houses five class bases and an activity room. Around the playground, there are also five relocatable classrooms. In total, the school can accommodate 270 pupils in nine class groups of thirty children. There is a hall that is equipped for physical education and also serves as an assembly hall and dining area. The school has its own kitchen. There is an extensive all weather playground with play equipment, a fenced area for the Reception's outside activities, a wildlife area with a pond and a playing field. Our additional atrium, in the main building, also houses our beautiful library and learning hubs.

We are very proud to be a Mantle of the Expert quality mark training school. During the three-year education that we offer our children, there is a bespoke BFIS curriculum which complements the National Curriculum. We value additional learning opportunities such as Forest School and also see the importance of promoting mental and physical health through our strategic use of PE and Sports funding and using the Zones of Regulation. We are fortunate to have a dedicated Wellbeing Team, consisting of Family Support and Wellbeing Mentor, Speech, Language and Communication Lead LSA and Social Skills Lead LSA.

Children are taught how to have a growth mindset. This is promoted through our Flight to Success journey which uses seven 'Capes to Success' to highlight growth mindset approaches in the classroom. Starting school is one of the major events in a child's life and we aim to make a truly exciting and memorable experience at Barnes Farm Infant School.



Parent and Carer Survey - Spring 2020

What do we do particularly well?

Value the children as individuals and promote a creative curriculum that meets every child's needs.

Good leadership, good communication, approachable staff, fun learning, constantly working to improve.

I am very privileged to be the Headteacher of Barnes Farm Infant School and lead a team of enthusiastic and dedicated staff. We value the importance of working closely with parents and carers.

Staff Well-being Questionnaire – Autumn 2019

I like working here. Staff are friendly and generally smiling. The children want to be here and learn. The parents are supportive and happy to help at home…

SLT has direction and vision for the school which is regularly shared with all staff, considering all views and opinions from staff so they can be accommodated to a degree. I feel morale is high (even though some weeks are difficult) which is important as we teach best in the green zone!

Barnes Farm Infant School looks forward to welcoming you to our school for a tour.

Mrs Z. Farmer
Headteacher



Ethos and Vision

Our Vision Statement



At Barnes Farm Infant School
We provide a safe, welcoming and engaging place to learn.
Each child is unique.
Each child is special.
We are happy, valued and achieving together.

Building Futures, Inspiring Success.

Our Aims:

- To provide a secure and happy environment where all members of the school community will have the opportunity to develop to their full potential.
- To encourage all children to be self-motivated, independent learners in order that they will strive for the highest possible standards of learning and behaviour.
- To ensure that every individual is valued for their contribution and to celebrate the learning and achievements of all children.
- To develop lively, enquiring minds with the ability to question and discuss and to appreciate the world in which they live, both past, present and in the future.
- To enable children to make choices enabling them to live a healthy lifestyle and take an active role in the community.
- To create a welcoming atmosphere where we recognise that everyone is unique. We are tolerant of other people's beliefs, differences and ways of life.

Working at Barnes Farm Infant School

There is a strong ethos at Barnes Farm Infant School which is embedded in all that we do within our school community. We have a clear vision for our children which is evident in all that we do to drive the school forward. Our committed staff strive daily to support the children to achieve their aspirations and we are very proud of our creative and unique provision that we offer to our pupils.

Working in teams – phase and curriculum

The school offers a wide range of benefits to staff, including:

- Continuous CPD including individualised online CPD through FLICK Learning
- Access to BlueSky to track PMR and CPD opportunities
- Benefits from being part of the growing CLP Trust including Employee Assistance Programme (Health Assured) for staff, their partners and dependents
- A network of colleagues willing to support and work together with shared goals
- Working in a school that works alongside others in the CTSA



General Requirements

All adults in the school are expected to contribute to the ethos and vision of the school on a daily basis.

This includes:

- Conducting themselves in a professional and approachable manner to provide outstanding role models for our children
- Supporting the wellbeing of each other, the children and their families
- Ensuring safeguarding and the health and safety of all is at the forefront of everything we do
- Having an excellent subject knowledge of the curriculum
- Contributing to the school's extra curriculum enrichment activities

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 **https://www.barnesfarminfants.co.uk** or contact **admin@barnesfarm-inf.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 467474**.

Headteacher: Mrs Z Farmer



Recruitment and Selection Policy Statement

The Barnes Farm Infant 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. Registered Office: The Beaulieu Park School, Armistice Avenue, Chelmsford, Essex, CM1 6DT

Barnes Farm Infant School

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