



Class Teacher with Leadership Role

(TLR – 2A)

Application Pack



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Letter from Catherine Paine, Chief Executive Designate

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.

Employees 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.

Catherine Paine

Chief Executive Designate, REAch2 Academy Trust



Letter from James Kenyon, Headteacher, Water Lane Academy

Dear Candidate,

Thank you for your interest in our Class Teacher with Leadership post at Water Lane Primary Academy.

Water Lane Primary Academy is a one-form entry primary academy with an excellent reputation in the local area. We are proud to be part of REAch2 Academy Trust – a successful and supportive trust with excellent networks, collaboration and career opportunities for all staff.

We are fortunate to have many caring, committed, supportive and hard-working staff. All visitors to the school comment on how much they enjoy their time with us, the warm welcome from the staff and the excellent behaviour of the children.

Following the resignation of one of our teachers, we are now looking for a hardworking and thoughtful Class Teacher who is keen to take the next step in their career. The role includes a TLR and regular release time to help further our work to be the best that we can be. The successful candidate will work alongside our professional leadership team and REAch2 colleagues. There will also be an opportunity to work with senior leaders in other REAch2 schools.

We would be interested in exploring your interests/what you have to offer at the interview stage.

If you feel that you have the qualities we are looking for, we welcome your application for this exciting position.

If you would like to discuss the role further or visit our lovely school, please arrange a meeting with me.

Mr James Kenyon

Headteacher

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, but mindfully answer for our actions 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



The role

Post: Class Teacher with Leadership role

School / Location: Water Lane Primary Academy, Broadley Road, Harlow, Essex CM19 5RD

Start Date: September 2022

Contract: Permanent

Salary: M1 – UPS3 + TLR 2A

Working hours: Applications are welcome from candidates looking for full time or part time roles

Water Lane Primary Academy, part of the REAch2 Academy Trust, is an exciting, forward-thinking school with an excellent team of dedicated, caring and committed staff. The school is looking to appoint an ambitious teacher who is keen to take on a leadership role and further their career. All staff at Water Lane have high expectations of all pupils and motivate them to work to their best ability in everything they do. We look forward to meeting you and welcoming you to our lovely school. (We offer excellent support, training and induction for all staff.)

We can offer you:

- Becoming part of REAch2 – the largest primary only trust in the country.
- A welcoming school and a supportive team.
- Leadership time, training, and support to lead an area of the school.
- REAch2 offer excellent CPD and many exciting opportunities for ambitious teachers who are keen to grow and develop.
- An attractive environment to work in, including extensive and well-planned grounds.
- Enthusiastic, well-behaved pupils who are eager to learn.
- Hardworking, motivated, supportive colleagues and leadership team.
- Excellent professional development opportunities.



The successful applicant will:

- Be a good or outstanding teaching practitioner who has high expectations of self and pupils
- Be passionate about promoting a creative curriculum that fosters pupils' love of learning
- Be ambitious to support and extend the learning opportunities for all of the pupils
- Have a commitment to working in partnership with staff, parents and the community to promote excellent learning opportunities for all
- Be driven, enthusiastic and have a clear vision for educational excellence
- Have an in-depth understanding of the National Curriculum
- Have excellent interpersonal skills and an ability to work collaboratively
- Have a good understanding of how assessment and data can move children on in their learning

The application

You are invited to submit an application form to **James Kenyon, Headteacher** - via my email address: headteacher@waterlaneacademy.org

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust's online [Equality & Diversity Monitoring Form](#) separately.

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

To arrange an informal discussion please contact **James Kenyon – 01279 417410**

The application process and timetable

Application deadline:	Wednesday 25 th May 2022, midday.
School visits:	TBA with the Headteacher
Interviews:	Friday 27th May 2022
Contract details:	Permanent
Salary:	M1 – UPS3 + TLR2A
Start date:	September 2022

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

Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that those who work in an academy are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all our pupils.

We will seek to recruit the best applicant for the job based on the abilities, qualifications, experience as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your information will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](#).

Job Description

Job Description - Class Teacher (with leadership responsibilities)

Salary: MPS /UPS + TLR 2A (negotiable depending on experience)

Responsible to: Head Teacher

Job Purpose

Main Responsibilities:

- To carry out all the professional duties of a teacher as set out in the current School Teachers' Pay and Conditions document
- To continue to meet the required Standards for Qualified Teacher Status
- To teach pupils in the age range 4 – 11 and take responsibility for a class as directed by the Head teacher having due regard to statutory frameworks and school policies
- To provide an effective, stimulating and well organised classroom and be an enthusiastic teacher, whose classroom practice demonstrates ability to help children achieve success
- To take a lead role in the development of one area of the school (for suitable, experienced applicants)

Teaching, Learning and Assessment

- Be an effective and professional class teacher by demonstrating good practice in:
 - planning for effective learning by using clear learning goals and activities appropriate to the subject matter and the children being taught
 - providing clear structures for lessons, and for sequences of lessons, which ensure progression, pace and challenge
 - assessing and recording children's progress systematically with reference to the school's agreed practice and use this to inform planning
 - marking and monitoring work, providing effective feedback and setting targets for future progress
 - using teaching methods which sustain the momentum of children's work and keep all children engaged maintaining a purposeful working atmosphere
 - setting high expectations for children's behaviour, establishing and maintaining a good standard of discipline
 - establishing a safe environment where respect and positive relationships flourish
 - creating a stimulating and interesting classroom where curiosity, questioning and exploration are encouraged
 - creating opportunities for co-operative working and for developing independence

- make appropriate educational provision for children with SEND, Gifted and those learning with EAL, with support from the SENDCO
- Implement and keep records of individual progress on learning or behaviour targets for pupils in line with the SEND Code of Practice
- Provide for the spiritual, moral, cultural, emotional and physical welfare of children.
- Select and make use of ICT skills for classroom and management support
- Be sensitive to issues relating to cultural considerations and equal opportunities and to ensure that appropriate action is taken to reduce and remove any inequalities that are identified
- To take responsibility for other adults in the classroom ensuring they are effectively used to support the children's learning
- Undertake any other reasonable and relevant duties in accordance with the changing needs of the school
- Work closely with colleagues to undertake medium and short term planning and the implementation of agreed Schemes of Work
- Ensure Health and Safety policies and practices including risk assessments, are implemented where appropriate

Knowledge

- Have a secure knowledge of primary subjects and the relevant statutory and non-statutory curricula frameworks across the school
- Promote your subject across the school or begin to prepare for teaching and learning responsibilities
- Be familiar with and carry out all agreed school policies as an effective team member.
- Be familiar with the SEND Code of Practice and identification, assessment and support of children with special educational needs
- Act at all times in accordance with national, local and school Health and Safety and Child Protection Policies and guidelines
- Support the aims and the ethos of the school by setting high standards
- Communication and working with others
- To ensure that each child, regardless of ability, race, sex, religion or background has a positive self-image and is aware of being valued
- To recognise and respect the contributions of parents and carers in their children's well-being, learning and the life of the school
- Communicate effectively with parents on the progress and welfare of their children as appropriate e.g. informal discussions, Parents' Evenings, report writing, SEN reviews etc.
- To attend and fully participate in staff meetings and discussions
- Establish and maintain effective working relationships with colleagues
- Demonstrate a commitment to collaboration and co-operative working
- Foster good relationships between the school and the wider community
- To lead and manage CPD in area of responsibility (for those seeking leadership role)

Professional Development

Develop in a professional capacity by:

- Evaluating your performance and show a commitment to improving your practice through professional development
- Participating in the Academy's appraisal system (not applicable to NQT)
- Acting upon advice and feedback and be open to coaching and mentoring

- Other duties and responsibilities
- To carry out any other such duties, which may be, required from time to time in order to meet the changing needs of the school
- Lead when appropriate
- Support the implementation of the School Improvement Plan
- Liaise with the Monitoring Governors as necessary
- Other duties to be agreed following discussion with the Leadership Team

Person Specification

Pay Scale/Grade:	Main/Upper Pay Scale + TLR 2A
Reports to:	Headteacher
Liaison with:	Teaching Staff, Support Staff, Staff in other phases, Headteacher, Senior Leadership Team, Pupils, Parents/Carers

The selection decisions will be based on the criteria outlined below. At each stage of the process, an assessment will be made by the appointment panel to determine the extent to which the criteria have been met.

When completing your covering letter, application form and person specification form, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to work or other relevant experience.

		Essential	Desirable
Qualifications	Qualified Teacher Status (QTS) – may be pending	✓	
	Degree or equivalent	✓	
	Evidence of additional qualifications suitable to teaching role		✓
Experience	Teaching or placements within the primary age phase	✓	
	Experience of teaching or placements in different phases		✓
	Subject Leadership experience in the primary phase		✓
	Experience of communicating effectively with parents and carers		✓
	The willingness and ability to move between key stages EYFS/KS1/KS2 if required		✓
Knowledge and understanding	The monitoring, assessment for learning, recording and reporting of pupils' progress	✓	
	The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies)	✓	
	The National Curriculum and/or Early Years Foundation Stage Curriculum	✓	
	Knowledge of the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEND and Child Protection	✓	
	The positive links necessary within school and with all its stakeholders	✓	
	A range of effective teaching and learning styles	✓	

	Experience of implementing creative cross curricular teaching		✓
Skills and abilities	Be able to demonstrate good or outstanding classroom practice and articulate what constitutes effective teaching and learning	✓	
	Promote the school's aims positively, and use effective strategies to monitor motivation and morale	✓	
	Good communication	✓	
	Ability to work effectively as part of a team of staff.	✓	
	Ability to inspire, lead and motivate children and staff	✓	
	Good organisational and time-management skill	✓	
	Demonstrate a positive and professional attitude at all times	✓	
	Commitment to extra-curricular activities		✓
	Establish and develop close relationships with parents, governors and the community	✓	
	Experience of using an interactive whiteboard and ICT applications to enhance learning	✓	
	Create a happy, challenging and effective learning environment		✓
	Knowledge of the use of iPads and other wireless technology to enhance learning		✓
	Be able to lead a core subject area of the curriculum across the school through subject leadership		✓
	Promote and deliver the academy's values and ethos	✓	
Personal qualities	A team player	✓	
	Approachable	✓	
	Committed	✓	
	Good interpersonal skills	✓	
Safeguarding	Evidence of being proactive in child protection issues and having strong commitment to protecting children	✓	
	Understands legislation and guidance on keeping children and members of the school community safe		✓

Note to applicants:

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.