

Ashbrow School

Class Teacher Recruitment



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Ashbrow School
Ash Meadow Close
Sheepridge
Huddersfield
HD2 1EX

☎: 01484 452128
Email: office@ashbrowschool.org.uk
Website: www.ashbrowschool.org.uk

1. Welcome Letter from the Head Teacher

Dear Applicant,

I am delighted that you have shown an interest in the role of a class teacher at Ashbrow School.

Ashbrow is a wonderfully unique school with a rich learning environment, an engaging curriculum and a strong commitment to raising standards. We have high expectations of behaviour and progress is good. At Ashbrow we strive to create a special place where all children, parents, carers, governors and staff feel valued and respected. It is our vision to nurture and promote achievement for all, through working in partnership with our families. We want everyone in our school community to enjoy learning and coming to our school!

Our children are delightful. They are enthusiastic, highly motivated and eager to learn and they are at the heart of all we do. We maintain the drive to fulfil our mission statement, "Their minds and their futures are entrusted in our hands for a few brief years of childhood. We must do all in our power to serve them well." (Pugh, C. 1996 Contemporary Issues in the Early Years).

The school is brimming with potential, though of course, is not without its challenges. We value our children and always put their needs first. We aim to support children on their learning journey, providing them with opportunities and experiences that encourage them to become happy, independent learners who have skills to enable them to be the best they can be and achieve their aspirations in life.

More so than ever, schools are finding themselves under increasing demands. At Ashbrow we recognise and are strongly committed to staff wellbeing.

We are seeking to appoint a highly motivated and dynamic class teacher who will work in partnership with the whole school community to build on our strengths, whilst addressing our school improvement priorities. Our teachers must be fully committed to raising the standards of achievement of our pupils, whilst aiming for outstanding performance in all areas of school life. The successful candidate will receive my full support, along with that of our dedicated staff team and committed Governing Body.

Applicants are encouraged to visit our school, and I will be more than happy to discuss any further details regarding this opportunity prior to application.

Further information about our school can be found on the website: www.ashbrow.org.uk

Thank you for your interest, I look forward to receiving your completed application and to meeting you in due course.

Good luck!

Mrs Louise Kent

Head Teacher

2. Key Facts and Statistics



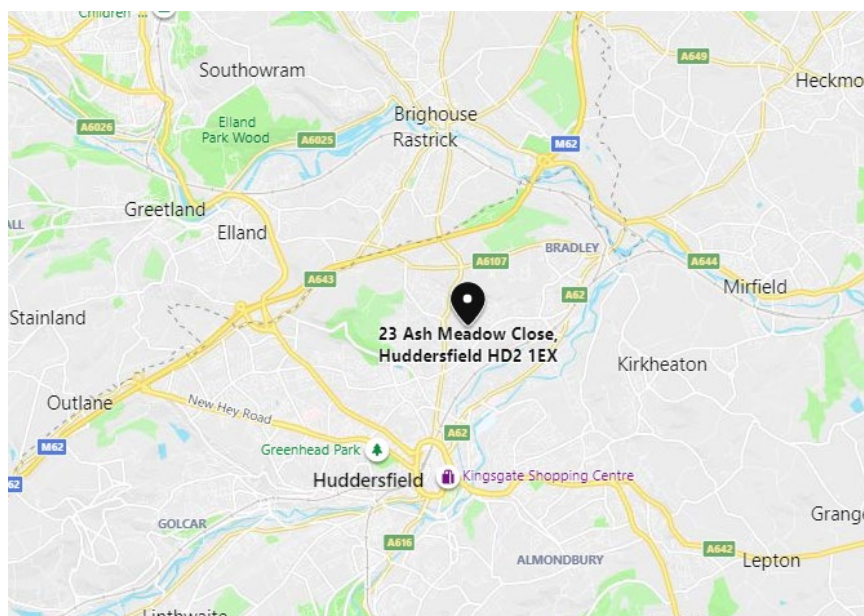
Type of School	Local Authority Maintained Primary School Two form entry
Age Range	3-11 years
Number of Children	417
Children with SEN support	18%
Children with an EHCP	4%
Children with English as an additional language	37%
Children eligible for FSM	48%
Pupil Premium eligibility	48%
Number of languages spoken across school	27
Pupil mobility 2021-2022	66 children
Staffing numbers	Teachers 21, classroom support staff 46, admin staff 5, learning mentor team 8, caretaking, cleaning and kitchen staff 14

Location

Ashmeadow Close
Sheepridge
Huddersfield
HD2 1EX

Email: office@ashbrowschool.org.uk

Telephone: 01484 452128



3. School Vision and Ethos



Children come to our school to be happy and successful. At Ashbrow we strive to develop positive young people who love to learn, to contribute and to achieve.

We offer pupils a dedicated team of staff who are committed to developing the knowledge, skills, attitudes and understanding which will enable children to enjoy learning, achieve success and to feel content and fulfilled. We ensure that our children learn about, and have confidence in, themselves as learners. We are ambitious for our pupils, setting goals and holding high aspirations for their future.

As an inclusive, caring school where every child matters, we recognise that all children have talents and abilities to celebrate, and a part of our role is to help them discover and develop these. We encourage a strong community spirit, where we show consideration and respect for each other; understand differences, and uphold kind, well-mannered behaviour.

The learning community of Ashbrow School has a shared vision that every child deserves to be the best that he/she can be. We challenge and develop our children to become curious, autonomous learners who are inspired and stimulated through a rich and varied curriculum; appropriate to individual needs. We develop children's learning skills and by setting high expectations and working relentlessly strive to instil high self-esteem and self-belief.

We aim to:

- become a unique school which meets the needs of the Twenty-First Century learner
- support and challenge children so that they become happy, engaged and independent learners
- ensure children are leaders of their own learning to satisfy their natural curiosity
- ensure children receive a, relevant yet innovative education
- be a truly inclusive school where children have the equal opportunities to excel in their learning
- be an effective team
- live our values in everything that we do
- inspire new learning and create awe and wonder
- provide a high quality, purposeful learning environment
- develop effective relationships with families and the wider school community
- be the best that we can be

Our Values

At Ashbrow every individual is valued for who they are and what they contribute to our school community.

Learning at Ashbrow is underpinned by our values of:

Respect, responsibility, hope, belonging, tolerance, determination, patience, compassion, kindness, honesty, excellence, cooperation, courage, inspiration and friendship.

At the heart of the Ashbrow School is **HOPE**. Hope for our community, our families and essentially our children. Hope that our children will always aspire to be 'the very best they can be' and achieve success in life. The ethos of the school is based on that belief. We need to support our children to gain specific skills to enable them to succeed in life. Some of these are academic skills whilst others are personal. Both are equally important. Having a good knowledge of the community we serve has helped us to identify specific 'drivers' for our school. These drivers are visible in the everyday life of the school, in all that we do, say and provide for our children. The drivers are apparent to all who walk through the school gates.

Our school drivers are:

Communication – sending, giving and exchanging information and ideas, which may be expressed both verbally and non-verbally

Ambition – an eager or strong desire to achieve

Respect – the willingness to show consideration or appreciation

Enterprise – a readiness to embark upon new ventures, with boldness and energy

British Values

At Ashbrow we have shared and reflected upon what British values mean to us. Tolerance and respect are also our school values which are reinforced regularly and in age appropriate ways. We want our school community to be proud of their nation and understand how they can contribute as effective citizens. We understand that this important process begins at a very early age and we seek to nurture this at Ashbrow School.

4. Job Advertisement



Working Together for Children and Families

Ashbrow School is a vibrant, caring school, which celebrates a strong family ethos. We strive for excellence in all we do and have great ambition for our children. The school has a strong and ambitious vision to make a fundamental difference for all pupils. We endeavour to take every advantage of our stunningly beautiful surroundings, ensuring that learning reaches beyond the classroom and the children have every opportunity to 'be all that they can be'. Our diverse community is highly valued by our families and staff and as a school we expect everyone to actively contribute to and promote our strong, positive ethos.

At Ashbrow we put the children at the heart of all we do.

We are looking to appoint an inspiring and confident Key Stage 2 Teacher with a sound understanding of teaching and learning. We are looking for a teacher who will help develop and support our children to have the best start in their educational journey

We are looking for somebody who:

- Enjoys working with children and is driven in making a difference in their lives
- Is an outstanding classroom practitioner, able to model good practice
- Is positive and forward thinking
- Is keen to develop professionally
- Is committed to working in partnership and able to communicate effectively with a range of stakeholders
- Is supportive of colleagues
- Supports children to develop lifelong skills and prepare them for the modern world.

What the school offers its staff:

- A team of inspiring teachers who have a dynamic approach to learning
- A well-resourced environment where every child does matter
- The opportunity to work in a vibrant, professional learning community that seeks excellence
- A welcoming and supportive school
- Enthusiastic and happy children who love to learn
- Supportive, positive, and hard-working colleagues
- Personalised professional development opportunities.

Visits are warmly welcomed from prospective candidates. To arrange a visit please contact Katrina Smith on 01484 452128.

Ashbrow School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. A Disclosure and Barring Service (DBS) clearance is required for this post prior to commencement.

Closing Date: 12 noon Monday 5th December 2022

Shortlisting: Monday 5th December 2022

Interviews: Friday 9th December 2022

Mission Statement

Their minds and their futures are entrusted in our hands for a few brief years of childhood. We must do all in our power to serve them well

Pugh, C. 1996 Contemporary Issues in the Early Years

5. Job Description



Job Description: **Class teacher KS2**

Scale : Main Pay Scale M1-M6 (ECTs with outstanding references will be considered)

Post Holder: full-time/permanent

Responsible to: Headteacher/Deputy Headteacher/ Governing Body.

Prime objectives of the post

To carry out the functions of a teacher in accordance with the Teacher Standards and the stated aims and objectives of Ashbrow School.

To be responsible for delivering learning in accordance with the curriculum, national guidelines, and the school's strategy. The successful candidate must also carry out other duties that support pupils' learning while operating in accordance with the school's policies and procedures. The classroom teacher is responsible for teaching a class of approximately 30 children.

1. Duties:

- 1.1. To carry out the duties of a schoolteacher as set out in the Schoolteachers' Pay and Conditions Document; and such particular duties which the Headteacher may reasonably direct from time to time.
- 1.2. The details set out below describe the main duties and responsibilities relating to the post; however, a document such as this does not permit every item to be specified in details, nor does it direct the particular amount of time to be spent on carrying them out, and no part of it can be so construed.

2. Principal Responsibilities:

- 2.1. To teach children within the primary school age range as may be directed by the Headteacher.
- 2.2. To keep up-to-date with, and remain knowledgeable of, the requirements of the National Curriculum.
- 2.3. To effectively plan a varied, balanced and appropriate curriculum which emphasises raising standards and achieving excellence.
- 2.4. To adapt teaching styles to suit all learners and provide a supportive, inclusive learning environment.
- 2.5. To work within the school's systems, structures, policies and procedures.
- 2.6. To be responsible to the Headteacher through the school management structure.
- 2.7. To maintain a good educational ethos and environment including the supervision of pupils.
- 2.8. To ensure teaching materials and display/resources/books relating to the class and/or curriculum responsibilities are of a high quality and in good order.
- 2.9. Work with colleagues on joint planning, assessment and moderation of pupil outcomes.
- 2.10. To systematically assess and record pupils' academic and social progress and use the results to inform lesson planning decisions.
- 2.11. To implement effective planning and programmes of work to ensure the learning needs of pupils with SEND are effectively met.
- 2.12. To rigorously implement safeguarding procedures and promote the welfare of all children.
- 2.13. To organise and supervise the work of support staff as required.
- 2.14. To report pupil's learning, behaviour, effort and progress to the Headteacher and parents as required and complete the annual report to parents.
- 2.15. To be aware of school improvement priorities and new developments in education and assist in their implementation in school.
- 2.16. To participate in appraisal and school improvement arrangements.
- 2.17. To ensure professional development and performance consistent with the school's career stage expectations.

3. Additional Responsibilities

- 3.1. To lead a subject or have responsibility for an aspect of school life, in consultation with the headteacher, staff and governors
- 3.2. To be responsible for monitoring, reviewing and evaluating standards in your subject/area of responsibility across school. This may include lesson observations, drop-ins, pupil interviews, planning and book scrutinies for example.

- 3.3. To manage resources for your subject/area of responsibility, including ordering and maintaining books and equipment.
- 3.4. To be responsible for providing high expectations of pupils' achievements and standards in your subject/area of responsibility
- 3.5. To analyse assessment data to evaluate attainment and produce action plans to develop and improve standards in your subject/area of responsibility of all gender, ability and ethnic groups
- 3.6. To recommend and advise upon training for all colleagues in your subject/area of responsibility and where appropriate deliver training sessions.
- 3.7. To produce and update the policy, scheme of work and recording system for your area of responsibility.
- 3.8. To attend relevant courses and meetings.
- 3.9. To be responsible for contact/liaison with outside agencies, parents and community, in your subject/area of responsibility.
- 3.10. To be responsible for the effective allocation and impact of budget assigned to your subject/area of responsibility.
- 3.11. To provide inset/discussions for staff, parents, governors in your subject/area of responsibility and inform the Headteacher if a related item is to be included on a staff meeting agenda.
- 3.12. To be willing to keep up-to-date with new initiatives and developments in your subject/area of responsibility and distribute relevant information to colleagues and parents.
- 3.13. To assist with the development of policies and procedures in your subject/area of responsibility, ensure relevant staff are aware of the school's policy and guidelines and monitor to ensure the policy and guidelines are carried out effectively.
- 3.14. To be responsible for the learning environment in areas of the school other than own class base in respect of displays etc.

4. Wider Responsibilities

- 4.1. Be aware of and comply with policies and procedures relating to child protection /safeguarding, equality and diversity, health and safety, ICT, security, confidentiality and data protection, reporting all concerns to an appropriate senior person.
- 4.2. Comply and assist with the development of policies and procedures relating to area of responsibility as required.
- 4.3. Develop effective professional relationships with others, giving advice as appropriate.
- 4.4. Be aware of and support difference and ensure equal opportunities for all stakeholders accepting the principles underlying the school's equal opportunities policies and practice.
- 4.5. Maintain the confidential nature of information relating to the school, its pupils, parents and carers acting in accordance with Data Protection Act principles at all times
- 4.6. Contribute to and support the overall life, work/aims and ethos of the school.
- 4.7. Undertake additional duties as reasonably requested by senior staff.
- 4.8. Assist in the training and development of staff

6. Person Specification

POST TITLE: Class Teacher

SERVICE: Education – Ashbrow



ATTRIBUTES	CRITERIA	HOW IDENTIFIED	RANK
RELEVANT EXPERIENCE	1. Teaching experience in Key Stage 1/Key Stage 2	Application/Interview	A
	2. Effective teaching practice in Key Stage 2	Application/interview	A
	3. Experience of using ICT effectively in the curriculum.	Application/interview	A
	4. Experience of working with children with special needs.	Application/interview	A
EDUCATION AND TRAINING	5. Qualified Teacher Status.	Application	A
	6. Primary trained	Application	A
	7. Recent in-service training beyond school focused provision for serving teachers.	Application	A
GENERAL AND SPECIAL KNOWLEDGE	8. Knowledge of National Curriculum.	Application/Interview	A
	9. Knowledge and understanding of principles of effective teaching and learning.	Application/Interview	A
	10. Knowledge of effective assessment procedures and strategies for the age range and how to interpret data to raise standards	Application/interview	A
	11. Knowledge of self evaluation strategies	Application/interview	A
SKILLS AND ABILITIES	12. Excellent classroom management & teaching skills including the ability to share and develop good practice within the team.	Application/Interview	A
	13. Ability to use a variety of teaching styles and justify the choice.	Application/interview	A
	14. Able to practice positive behaviour management.	Application/interview	A
	15. Ability to plan, create and organise an effective and stimulating learning environment.	Application/Interview	A
	16. Able to work as part of a team.	Application/interview	A
	17. Able to support at key stage meetings, staff meetings/INSET/training etc	Application/Interview	A
	18. Proficient in ICT.	Application/interview	A
	19. Good communication skills	Application/interview	A
	20. Ability to make decisions, inspire, motivate and lead others	Application/interview	A
	21. Ability to develop positive relationships with staff, children, parents & the wider school community	Application/interview	A
	22. Ability to support the development of Forest School principles & respond positively to new initiatives in education	Application/interview	A
ADDITIONAL FACTORS	23. Commitment to innovation and development of the key stage within the whole school context	Application/Interview	A
	24. Willing to coordinate a subject area for an area to be agreed and develop parental involvement.	Application	A
	25. Willing to contribute fully to the life of the school including the development of extra curricular activities.	Application/Interview	B

Notes:

This job description may be amended at any time in consultation with the postholder.

A – Essential requirements, B – Desirable requirements

Note to applicants: You will only be shortlisted from the details in the application form if you meet all of the criteria ranked as A. If large numbers of applicants are received only those who meet the criteria ranked A and B will be shortlisted.

7. Application Process

Before completing the application form, please read the Job Description and the Person Specification for the post along with the accompanying information in the pack which explains the application/recruitment process.

The job description will provide you with details of the job responsibilities and its reporting relationships. The person specification demonstrates the experience, knowledge and skills that we require for the post. Please address these aspects of your professional

career in your application specifically and complete the application form as fully as you can. If you do not meet the essential requirements of the post we will unfortunately not be able to shortlist you for interview.

Your references should include your present or most recent employer.

If you are disabled and need special arrangements to access the selection process please tell us on the application form what we can do to adapt our processes so that you are able to compete with others on an even footing.

We hope that once you have received the information about and researched our post, you feel inspired to come and look around our wonderful school. We warmly encourage visits and invite you to contact Katrina Smith in the school office to arrange a visit. Visits will currently take place outside of the working school day to allow for Covid-19 restrictions

Application forms are accepted by email: office@ashbrowschool.org.uk, by post (please be advised postage required will be a 1st or 2nd class large letter stamp) or delivery by hand to the main school reception. Please ensure your application reaches us by noon on Monday 5th December 2022

8. Equal Rights

Our school is an equal rights employer. We require our governors and employees to follow our equality policies and to follow all statutory requirements concerning age, race, religion, sex, sexual orientation and disability discrimination. We respect and protect the rights of people with disabilities both in terms of equal opportunity for employment and access to school's services.

Disabled Applicants

Disabled applicants are guaranteed an interview if they meet the essential requirements of the Personal Specification. As an equal opportunities employer our school is committed to make any necessary reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the selection panel's decisions will be based on an assessment of that person's expected capabilities once reasonable adjustments have been made.

Job Sharing

Job share applicants are welcome to apply for all full-time posts unless otherwise stated in the advertisement.

9. Key Dates Summary

Application closing date	12 noon, Monday 5 th December 2022
Visits to school by prior arrangement	By appointment 01484 452128
Shortlisting date	Monday 5 th December 2022
Assessment and interview dates	Friday 9 th December 2022
Start date	January 2023 or ASAP

In light of the current guidance for the Covid-19 pandemic, it is expected that the assessments and interviews will take place via a remote/virtual recruitment process.

Thank you again for your interest in the vacancy; we look forward to receiving your application and meeting you.