

AFTERNOON FOUNDATION SUBJECT TEACHER
Part-time (5 x afternoons)
MPS
for September 2020
(One Year Fixed Term)

Information for Candidates



South Crosland C.E. (A) Junior School
Moor Lane
Netherton
Huddersfield
HD4 7HF

Tel: 01484 667075

With Compliments

Clare Brewster
Head Teacher

Together, as one, we support each other to flourish and succeed

South Crosland C.E. (A) Junior School
Moor Lane
Netherton
Huddersfield
HD4 7HF
Tel: 01484 667075
e-mail: office@southcrosland.org.uk
website: <http://www.southcrosland.org>
Twitter: @CroslandJunior



Headteacher: Miss Clare Brewster

Dear Applicant,

Thank you for your interest in the post on offer at our school. We hope this information pack containing details of the position and the school is helpful.

To assist you in making a successful application, the points below are given for your guidance:

- A supporting letter should address the criteria in the Personnel Specification.
- The supporting letter should be no more than two sides of A4 using Arial font, no less than 11.
- Completed application forms should be returned to the Headteacher by emailing: office@southcrosland.org.uk by 12 noon on Friday, 29.05.20.
- Shortlisting will take place on Monday, 01.06.20.
- Interviews will be held on Friday, 05.06.20.

Due to the National Lockdown, interviews will be conducted using the platform Zoom. If your application is successful, you will be sent an email inviting you to attend an online interview on the morning of 05.06.20.

- Please inform your referees that references for shortlisted candidates will be requested at short notice

Whilst under the National Lockdown, prospective candidates will be unable to make informal visits to the school; however, I would encourage you to make contact with the school by telephoning the school office: 01484 667075 where a member of Senior Leadership will be available to speak about the post or by contacting the Headteacher, Miss C Brewster by email: head@southcrosland.org.uk.

Yours faithfully,

Miss Clare Brewster
Headteacher

Mrs Janice Dorrington
Chair of Governors



South Crosland C.E.(A) Junior School



South Crosland is a two-form entry Church of England Junior School, with 237 children currently on roll.

The school is situated in the village of Netherton, approximately 3 miles from the centre of Huddersfield. Though so close to the town, we are in a semi-rural area with wonderful countryside and views on our doorstep.

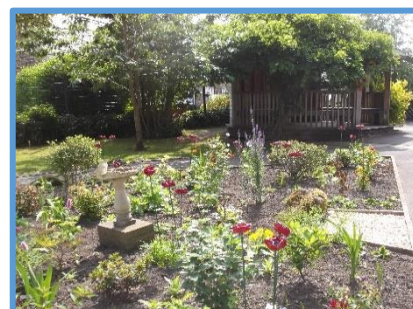
Most of our children transfer from Netherton Infant and Nursery School which is situated approximately 400m from the Junior School site.

The school has strong links with our church, Holy Trinity in South Crosland, and has a strong ethos, based on the Christian values of Friendship, Forgiveness, Honesty and Respect. The most recent SIAMS inspection in February 2018, judged the distinctiveness and effectiveness of our school as a Church of England school to be outstanding.

Our staff consists of: Head Teacher, Deputy Head Teacher, Assistant Headteacher, eight full-time teachers, three part-time teachers, a Business Manager, an Advanced Business Support Officer, four Cover Supervisors and seven Educational Teaching Assistants.

The school was last inspected by OFSTED in February, 2018. The report concluded that South Crosland C.E. (VA) Junior School continues to be a good school in which the curriculum inspires pupils and teachers to put high priority on developing pupils' knowledge and skills across a broad range of subjects.

At South Crosland C.E.(A) Junior School, staff work as a team to help pupils make strong progress across school; Governors are committed to supporting this.



South Crosland C.E.(A) Junior School Development Priorities for 2019-2020	
Priority	Objectives
Leadership and Management	Develop a robust monitoring system across school
	Complete the SIAMS SEF
Quality of Education	Introduce the next step of Mathematics Mastery across school: a two year process.
	Full curriculum audit: a two year process
Behaviour and Attitudes	P.S.H.E. Education curriculum audit
Personal Development	Curriculum audit of implementation and impact of vision, rights respecting practice, Christian Values, British Values

Ensuring Key Stage variation of performance is minimised, we will continue to:

- Raise the quality of teaching and learning and embed a learning culture that will enable pupils to become effective, enthusiastic, independent learners, committed to life-long learning.
- Ensure that the school and the people and resources within it are organised and managed to provide an efficient, effective and safe learning environment.

Job Description 2020/21



Main Pay Range:

The appointment of a Post-Induction Teacher is subject to QTS status and the current conditions of employment for teachers contained in the School Teachers' Pay and Conditions Document (STCPD) and other current legislation.

This job description may be amended at any time following discussion between the Head Teacher and the member of staff, and will be reviewed annually as part of the appraisal process.

This job description includes references to: the School Development Plan, the Professional Standards for Teachers, Teacher Appraisal and Ofsted's School Inspection Framework.

General description of the post:

The holder of this post is expected to carry out the professional duties of a post-induction teacher as described below, as circumstances may require and in accordance with the school's policies under the direction of the Head Teacher. The post-holder is required to fully support the vision, ethos and policies of the school.

Values and behaviour

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

Personal and professional conduct

A teacher is expected to:

- demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.
- uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
 - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position;
 - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions;
 - showing tolerance of and respect for the rights of others and not undermining fundamental British values, including: democracy, the rule of law, individual liberty and mutual respect; showing tolerance of those with different faiths and beliefs;
 - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Responsibilities

The post-holder is accountable to their line manager in all matters.

The appraisal process is the vehicle for determining the performance of a teacher and this assessment will directly relate to pay determination (in accordance with the school pay policy), CPD provision and career advancement (in accordance with the school CPD policy).

All appointments made, are conditional on the most recent appraisal assessment.

Duties

- Making a distinctive contribution to raising standards across the school.
- Supporting and helping colleagues to improve effectiveness.
- Setting clear and challenging targets that build on prior attainment for each pupil.
- Establishing clear targets for achievement and evaluate progress through the use of appropriate assessments and records and regular termly analysis of this data.
- Ensuring that every child has the opportunity to reach their potential and meet their highest expectations.
- Setting, tracking, evaluating and reporting on progress towards individual pupil targets.
- Devising and implementing targeted interventions that enable students to reach and exceed their targets.
- Using own class and practice as an example of outstanding teaching and learning.
- Ensuring continuity and progression by supporting colleagues in choosing the appropriate sequence of teaching and teaching methods and setting clear learning objectives through an agreed scheme of work, developed in line with the school development plan.
- Developing plans that identify clear targets, times-scales and success criteria for its development and/or maintenance in line with the School Improvement Plan.
- Helping colleagues to create a stimulating learning environment for teaching and learning.
- Ensuring that teachers are aware of the implications of equality of opportunity.
- Promoting team commitment with colleagues through collaborative planning.
- Enabling all teachers to achieve expertise in planning for and teaching through example, support and by leading or providing high quality professional development opportunities.
- Ensuring that the Head Teacher, SLT and Governors are well informed about policies, plans, priorities and targets that these are properly incorporated into the School Improvement Plan.
- Taking responsibility for drafting appraisal objectives and ensuring agreed evidence is available for review against agreed criteria.
- Securing and maintaining good working relationships with colleagues.
- Contributing to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the School.
- Collecting, analysing and reporting on pupils' views of their subject area.
- Developing effective links with the local community including parents, business and industry.

South Crosland C.E.(A) Junior School

Personnel Specification

Post Title: Foundation Subject Teacher for September 2020



Attributes	Criteria	Rank	How identified
<u>Relevant Experience</u>	An excellent and confident classroom practitioner.	E	A/L/I
	Ability to work closely as part of a whole school team with a willingness to learn from others	E	A/L/I
	A sound knowledge of effective classroom management practices.	E	A/L/I
	Successful experience of planning and teaching the KS2 foundation subject curriculum.	E	A/L/I
<u>Education and Training</u>	Qualified Teacher Status.	E	A/L/I
	Primary training.	E	A/L/I
	Evidence of continuous professional development.	D	A/L/I
<u>General and Special Knowledge and Skills</u>	Ability to apply a range of teaching strategies across the curriculum, providing stimulating and appropriate resources that address children's different learning styles and abilities.	E	A/L/I
	Knowledge and understanding of the National Curriculum. An ability to plan so that teaching is creative and innovative, thereby supporting the raising of standards across school.	E	A/L/I
	Ensure effective inclusion for all children through high quality personalised teaching.	E	A/L/I
	Personal/professional competence with Computing.	E	A/L/I
	Clear understanding of assessment, record keeping and target setting as an aid to raising pupil attainment.	D	A/L/I
	Commitment to inclusion and equality of opportunity.	E	A/L/I
	A thorough understanding of Safeguarding and Child Protection procedures, including Keeping Children Safe in Education: Part 1.	E	A/L/I
	Ability to establish highly effective relationships with pupils, parents and other staff.	E	A/L/I
<u>Any Additional Factors</u>	High expectations of self, children and colleagues.	E	A/L/I
	Show an understanding of and a commitment to the aims and ethos of a Church School.	E	A/L/I
	To have a positive attitude, showing enthusiasm, energy, commitment and a willingness to be involved in the life of the school.	E	A/L/I
	A willingness to be involved in extra-curricular activities.	D	A/L/I

Key: E: Essential

D: Desired

A: Application

I: Interview

L: Supporting Letter

NOTE TO APPLICANTS: Please make sure that you demonstrate your ability to meet the requirements of the job by giving clear, concise examples of how you meet each criteria on your application form. You will only be shortlisted from the details on your application form and accompanying letter if you meet all the criteria ranked E (Essential). If a large number of applications meet criteria E, criteria ranked D (Desirable) will also be taken into account.

Completed forms should be emailed to office@southcrosland.org.uk by 12 noon on Friday, 29th May 2020.