# Classroom Teacher

## Dormanstown Primary Academy
## Tees Valley Education Trust

## Job Reference: DPA136

TEES VALLEY EDUCATION
www.teesvalleyeducation.co.uk

# WELCOME LETTER

Dear Applicant

Thank you for expressing an interest in applying for a position working with Tees Valley Education Trust.

The Trust currently comprises of five Academies - Brambles Primary Academy, Discovery Special Academy, Dormanstown Primary Academy, Pennyman Primary Academy and Wilton Primary Academy.

Tees Valley academies believe in excellence as a birthright. All children, regardless of circumstance, have an entitlement to a world class education. The Academy Head Teachers operate in an atmosphere of trust, honesty, integrity and an unwavering commitment to excellence for children. They firmly believe there should be “no excuses or barriers!” in education.

All of the academies are located in areas of significant deprivation and its leaders are passionate about the difference education can make to children’s lives.

Therefore, if you are successful, you will be joining a brilliant team. All of our staff, regardless of their role, work together to ensure that our children are provided with the best education possible.

As a Trust, we are committed to giving our leaders and teachers time to fulfil their professional duties and responsibilities. We also offer you the opportunity to work in a vibrant, supportive and friendly atmosphere where you will be enabled to develop both personally and professionally.

Enclosed with this recruitment pack you will find the advert, job description and person specification for the post along with an application form, safeguarding information and guidance on how to apply. If you wish to apply, then please make sure that you complete the application form fully. Please do not attach a curriculum vitae: we will only consider information completed as part of the application form.

Yours faithfully

**Katrina Morley**

Chief Executive Officer and Executive Head Teacher of Pennyman Primary Academy

# ADVERTISEMENT

**Teacher**
**Dormanstown Primary Academy**
**Status: Permanent**
**Required: September 2021**
**Salary: M1 to M6 (£25,714 to £36,961)**
**Hours: Full Time**
**Reporting to: Head of Academy**

Dormanstown Primary Academy is a thriving inclusive learning community for 270 pupils from Nursery to Year 6. Within our provision, we have 35 High Needs places for children with complex learning needs from across Redcar & Cleveland. We are seeking to appoint an enthusiastic and committed Teacher to join the academy as part of Tees Valley Education Multi Academy Trust. We are looking for an innovative and inspirational teacher who can demonstrate best practice in teaching, has high expectations for all children and has a good knowledge of the KS1/KS2 curriculum and assessment. We require a teacher who can demonstrate a proven impact on outcomes both academically and pastorally.

We have a committed and hardworking staff team who play an active role in driving school improvement and ensuring our children enjoy the best of what we have to offer. You will be able to make a valuable contribution by participating in the team-working ethos of the academy and across the R&C partnership of Dormanstown and Wilton under the executive leadership of both academies.

We can offer:

- an excellent learning environment
- dedicated pupils who love coming to the academy, enjoy learning and demonstrate excellent learning behaviours
- a forward-thinking school, which is committed to improvement through evidence based research
- a passionate and high performing team of professionals within the academy and across the Trust to learn from
- an enthusiastic and supportive Executive Head Teacher and Head of Academy who put the interests of the children first and are committed to the continual improvement of the academy
- an opportunity to be part of working parties across the partner R&C sacademies of Dormanstown and Wilton and the Trust within your areas of interest
- career enhancement opportunities within areas of interest

We are looking for teachers who demonstrate the aptitude to be excellent practitioners through embedding science of learning into pedagogical practices and provision. The successful candidates will join our supportive team ethos and join us on the exciting journey ahead towards excellence.

Tees Valley Education Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to a satisfactory enhanced DBS check.

Applications are invited from prospective candidates who are able to demonstrate that they are able to meet the essential criteria set out in the person specification and who have the vision, values and tenacity to join our team and help continue the journey towards excellence. Visits to the academy are actively encouraged and should be arranged by contacting the academy office. During the visits, masks will be provided and there will be no access to classroom bubbles.

Visits can be arranged by appointment with the academy office, please either telephone 01642 483696 or email TVEDormanstown@tved.org.uk

If you have any queries about the application process or the position please feel free to contact Mr Oliver Long, Head of Academy on 01642 483696 or email TVEDormanstown@tved.org.uk

**Closing Date: Wednesday 19th May 9:00 a.m.** **Interview Date: Tuesday 25th May**

# HOW TO APPLY

Application packs can be downloaded or printed directly from the Trust website www.teesvalleyeducation.co.uk or requested from the Academy. Only applications on Trust's official application form will be accepted.

If you are submitting your completed application form by e-mail please be aware that the academy cannot be responsible for any formatting anomalies when printing.

**By email to: recruitment@tved.org.uk**

Hand written or electronic printed copies should be posted or hand delivered to the following address for the attention of Mr Oliver Long:

**By post to:**
Dormanstown Primary Academy
South Avenue
Redcar
Cleveland
TS10 5LY

# SAFEGUARDING CHILDREN

The Trust, and its academies, are committed to Safeguarding and Promoting the Welfare of all children. We recognise that some children *may* be especially vulnerable to abuse e.g. those with Special Educational Needs, those living in adverse circumstances.

**The Trust's Child Safeguarding Policy applies to all adults, including volunteers, working in or on behalf of the Trust.**

Everyone who works with children has a responsibility for keeping them safe. No single practitioner can have a full picture of a child's needs and circumstances and, if children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action.

The Trust pays full regard to DfE guidance 'Working Together to Safeguard Children DfE 2018'. Anyone who works for the Trust, who is likely to be perceived by children as a safe and trustworthy adult (including volunteers and staff employed by contractors), is subject to appropriate checks in line with current legislation and best practice.

Safer recruitment practice includes scrutinising applications, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and, where appropriate, undertaking checking details with the Disclosure and Barring Service.

Applications will only be accepted from candidates completing the Trust's Application Form. Please complete ALL sections of the Application Form which are relevant to you as clearly and fully as possible. CVs will not be accepted.

**Safeguarding Children & Young People**

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including DBS checks. Candidates should be aware that all posts in Tees Valley Education involve some degree of responsibility for safeguarding children and young people, although the extent of that responsibility will vary depending on the nature of the post. Accordingly, this post is exempt from the Rehabilitation of Offenders Act 1974 and, therefore, all convictions, cautions and bind-overs, including those regarded as "spent" must be declared.

**General Data Protection Regulation**

Refer to our privacy policy on how we will process your personal data including how you can request to access your personal data via Tees Valley Education website: http://www.teesvalleyeducation.co.uk.

# JOB DESCRIPTION – TEACHER

To carry out the duties of a school teacher as set out in the School Teachers Pay and Conditions Document. To meet the required standards for Qualified Teacher Status and having regard to the curriculum of the academy: to teach children within the primary age range according to their educational need. This includes all necessary professional duties of planning, preparing courses and lessons, assessing, recording and reporting on the development, progress and attainment of pupils assigned to you. To contribute and participate in the team working ethos of the academy and maintains the positive ethos and core values of the academy, both inside and outside of the classroom.

## PLANNING, TEACHING AND CLASS MANAGEMENT

Teach allocated pupils by planning their teaching to achieve progression of learning through:

- Planning and delivering the teaching programme for all pupils within the class in relation to the Early Years or National Curriculum, PSHE and Citizenship and the Agreed Syllabus for Religious Education with regard for the academy's aim statement, own policies and schemes of work.
- Providing clear structures for lessons and for sequences of lessons, which maintain pace, motivation and challenge.
- Setting tasks which challenge pupils and ensure high levels of interest.
- Setting appropriate and demanding expectations.
- Plan appropriately to meet the needs of all pupils, through differentiation of learning tasks.
- Setting clear targets and next steps in learning, building on prior achievements.
- Making effective use of assessment information on pupil's progress in lesson planning.
- Ensuring effective teaching and best use of available time.
- Maintaining positive behavior management in accordance with the academy's procedures and encouraging positive learning dispositions.
- Using a variety of teaching methods to:
    - Keep all pupils purposefully engaged;
    - Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary;
    - Use effective questioning and feedback addressing any errors and misconceptions in a timely manner
- Evaluate own teaching critically to improve effectiveness.
- Ensure the effective deployment of learning support assistants.
- Encourage pupils to think and talk about their learning.
- Provide a classroom environment and ethos that is supportive of learning for all pupils.

## MONITORING, ASSESSMENT, RECORDING, REPORTING

- Assess how well learning objectives have been achieved and use this information to improve specific aspects of teaching.
- Use assessment of and assessment for learning to support pupil learning.
- Prepare and present information on the development, progress and attainment of pupils in the class to SLT through progress reviews.

## OTHER GENERAL PROFESSIONAL REQUIREMENTS

- Have a working knowledge of teachers' professional duties and legal liabilities.
- Operate at all times within the stated policies and practices of the academy and Trust.
- Establish effective working relationships and set a good example through presentation, personal and professional conduct.
- Endeavour to give every child the opportunity to reach their potential and meet high expectations.
- Take responsibility for own professional development and duties in relation to academy and Trust policies and practices.

The job holder may be required to undertake additional duties as could be reasonably required in exceptional or emergency situations.
The job holder may be required to work flexibly between the hours of 8am and 6pm.
The job holder may be required to work across the Trust.
The job holder may be required to undertake additional training

**Important:** In the first instance, applications are assessed against the following criteria:

*overall presentation *use of standard English *grammatical accuracy

Where applications do not meet the expected standard, they will be discarded before being matched to the person specification.

| PERSON SPECIFICATION | | |
|---|---|---|
| **QUALIFICATIONS & EXPERIENCE** | **AM** | **E/D** |
| Degree or relevant qualification and experience. | A | E |
| Qualified Teacher Status | A | E |
| Successful teaching experience within the primary age range | A, I, R | E |
| Evidence of good teaching and impact on progress of all learners | A, I, R | E |
| Proven KS1 or KS2 teaching experience | A | D |
| Recent relevant CPD | A | D |
| **KNOWLEDGE, ABILITIES AND SKILLS** | | |
| An understanding of the current National Curriculum | A, I | E |
| Knowledge of the characteristics of high quality teaching in primary education | A, I, R | E |
| A sound understanding of strategies to support all children's learning | A, I, R | E |
| Ability to plan effectively to meet the needs of all groups of children | A, I, R | E |
| The use of a variety of techniques for assessment for learning in order to impact positively on children's progress | A, I, R | E |
| Ability to inspire and motivate all children to learn and realise their potential | I, R | E |
| Understanding of positive behaviour management strategies | I, R | E |
| Evidence of good classroom management skills. | I, R | E |
| Outstanding organisational skills with the ability to self-direct as well as work successfully within a team. | A, I, R | E |
| Excellent communication and interpersonal skills at all levels. | I, R | E |
| A commitment to further professional development. | A, I | E |
| Commitment to the protection and safeguarding of children and young people | I, R | E |
| Understanding of how to use comparative data, together with information about pupils' prior attainment to set targets for improvement. | A, I, R | D |
| Understanding of meeting the needs of vulnerable pupils including those with SEND and in receipt of PPG. | A, I, R | D |
| Ability to be proactive, use initiative and show a creative approach | I, R | D |

AM (Assessment Method) - A - Application Form, I - Interview, R – Reference

E – Essential D – Desirable

**Dormanstown Primary Academy Information**

Dormanstown Primary Academy is an inclusive thriving learning community of 270 pupils aged 3-11. Our context is challenging, serving an area of socio-economic deprivation with a high proportion of children who are eligible for pupil premium. Within our provision, we have 35 High Needs places for children with complex learning needs from across Redcar & Cleveland.



Our children are entitled to an excellent education; we ensure children have the essential knowledge, learning dispositions and key values to embrace the opportunities and challenges they encounter to go out into the world and make a difference to their own lives and that of others. We achieve this through expert teaching routed in cognitive science and underpinned by:

- A positive climate and routines for learning
- A well-sequenced, knowledge rich curriculum
- Planning for learning rather than performance
- Responsive teaching and effective feedback approaches
- Explicit teaching to extend and enrich vocabulary learning to address language development and the word gap
- A commitment to continual development by all staff

We have a shared understanding that 'Learning is a persistent change in the long-term memory'. Using Trust plans as a starting point, teachers at Dormanstown plan clear sequences of learning which address and activate prior knowledge, introduce new knowledge in granular steps and make meaningful connections between old and new learning. This includes how to use spaced retrieval to ensure information is regularly revisited to enable the information to move from the working to the long term memory.

Our responsive teaching approach to feedback ensures we are constantly consulting and co-constructing learning with our pupils. Pupils are encouraged to be independent and teacher's assessment for learning is pivotal in this process.



The recent relaunch of our school logo in collaboration with our whole community ensures our children display learning behaviours underpinned by our core values: 'aspiration, inspiration, collaboration and celebration', creating a nurturing environment that enables children to be successful learners.
Our children have excellent learning behaviours, are eager to learn and are supported by a team of hard-working and dedicated staff. The children of Dormanstown Primary are happy learners, who work hard to reach the challenges set by their teachers.



We work as part of Tees Valley Education, a Trust that has been operating since September 2015. We work very closely with our partner academies: Brambles, Pennyman, Wilton and Discovery. This gives us the opportunity to develop best practice and deliver improved outcomes for our children. It also allows us to ensure that all our staff receive high quality CPD to support them in achieving their professional goals.
Our vision for Dormanstown is ambitious, and presents a significant challenge, but we are already a long way into this journey. With inspirational pupils who share a love of learning, a passionate staff team and the resources of the Tees Valley Education Trust professionals, we ensure that our children set aspirational goals, inspire one another, collaborate and celebrate together.

Please visit our website for further information dormanstown.teesvalleyeducation.co.uk