

## 2 x Key Stage 2 Teachers (full time, permanent) Required for September 2019

A member of  
the **bdot** family



Wycliffe CE Primary School

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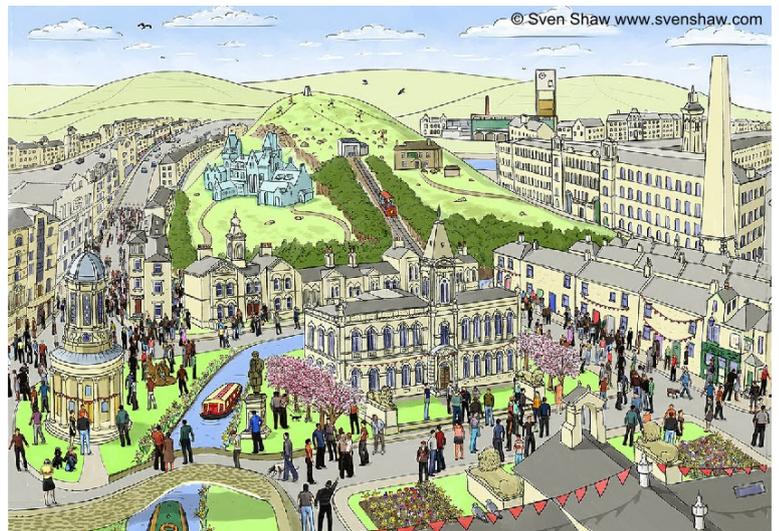


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## School Contact Details

<b>Address</b>	Wycliffe CE Primary School Saltaire Road Shipley West Yorkshire BD18 3HZ
<b>Telephone</b>	01274 584779
<b>Email</b>	<a href="mailto:office@wycliffe.bradford.sch.uk">office@wycliffe.bradford.sch.uk</a>
<b>Web</b>	<a href="http://www.wycliffeprimary.org">www.wycliffeprimary.org</a>

Our school is nestled between the villages of Saltaire and Shipley. Saltaire Village is near Bradford in West Yorkshire. It is named after Sir Titus Salt who built a textile mill, known as Salts Mill and this village on the River Aire. Designed by architects, Lockwood and Mawson, Salts Mill was opened on Sir Titus Salt's 50th birthday, 20 September 1853. In December 2001, Saltaire was designated a World Heritage Site by UNESCO. Shipley is a commuter suburb and small town in the City of Bradford, West Yorkshire, by the River Aire and the Leeds and Liverpool Canal, north of Bradford. We have excellent rail links between Skipton, Leeds and Bradford.



# Welcome

Dear Colleague

## Key Stage 2 Teacher

The children, governors and staff at Wycliffe C.E. Primary School are looking to recruit two new professionals on to our teaching team. You will be joining a dedicated, enthusiastic staff that works hard every day to create a safe and welcoming place for all the children in our care. Pupils value the caring ethos and speak very positively about the fact that, at this Christian school, they are taught about a wide variety of world religions.

We are very proud to be a church school, part of Bradford Diocesan Academies Trust (BDAT), a growing, Christian, Multi-Academy Trust based in Bradford and to be part of our local community. The staff and governors work in partnership with parents, carers and everyone involved in the life of the school to be as open and honest as we can about what we are trying to achieve and what our vision for the school is.

We are looking to appoint effective Key Stage 2 practitioners, who believe every child is valued. We want candidates who will do all they can to help the children in their care to flourish by using a range of techniques that suit the children in front of them. Creativity, flexibility and a willingness to evolve as a professional are essential qualities needed to be part of our team. Having high expectations of not only the children but of yourself are key to being appointed.

To ensure stability in our teaching - and children's learning - all new staff are supported by senior leaders and a clear and consistent induction process ensures all safeguarding requirements are understood and practised. There will be opportunities to lead a key subject area in the school as well as run an extra-curricular activity. BDAT offer an extensive range of CPD opportunities in a range of curricular areas and we fully support training to enhance career progression.

This is an exciting opportunity for a talented and ambitious professional to make a sustained and substantial contribution to the growth and development of the school. If you share our enthusiasm for learning and would like to visit us, then please get in touch to arrange a look around the school and talk about the role and how you could fit into our team.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check.

The appointment will be effective from September 2019. I hope the enclosed information is helpful and will encourage you to apply; I look forward to meeting you and reading your application.

With all good wishes,

Denise Baxter  
Headteacher



# Our Aims

The aims of our school are to:

- make all children and staff feel safe, happy, respected, and cared for, and have a sense of belonging and pride in the school as a community;
- nurture a trusting atmosphere at school where individuality and independence can flourish and yet pupils learn the value of team work and co-operation, for the maximum academic and social development of each child;
- encourage the children to learn how to learn, use their imaginations, be reflective, have fun, and celebrate their achievements;
- use every day to the full, ensuring that all children are challenged, keen to learn, and want to strive for excellence in every aspect of a creative and child centred curriculum;
- develop each child's moral and spiritual wellbeing, by providing a clear set of values which will enable them to become tolerant, respectful, and caring citizens, thoughtful and sensitive to the needs of others and caring deeply about the environment and the planet on which we live;
- help each individual to fulfil his/her academic, creative and sporting potential – every child is encouraged to develop their individual talents, abilities and personality in preparation for the secondary stage of their education;
- develop the voice of the children by providing an atmosphere which encourages pupils to come forward with original ideas and to play an active and appropriate role in the running and decision-making processes of the school;
- create a well structured indoor and outdoor environment that is attractive, lively, stimulating, informative, and supports the children's learning;
- promote good working relationships between all who work in the school, and a strong partnership with the parents , the Church, and the wider community;
- recognise the role of all staff by supporting and encouraging their career development, so benefiting all of the school community.



# BDAT (Bradford Diocesan Academies Trust)

## About BDAT

Wycliffe CE Primary School is a school within Bradford Diocesan Academies Trust. If you are successful in being appointed, the Trust will be your employer.

## General Information and Background

BDAT is a Multi-Academy Trust (MAT) supporting a number of primary and secondary academies in Bradford. BDAT is the only Church of England MAT operating in Bradford, as part of the Diocese of West Yorkshire and the Dales.



BDAT is a charity, governed by a board of trustees who are responsible for, and oversee, the management of the company. The Memorandum and Articles are available on the Trust's website at [www.bdat-academies.org](http://www.bdat-academies.org).

## Our mission statement

"The Trust's mission is to provide an education of the highest quality within the context of Christian belief and practice." We believe every child only has one chance at a good education.

In practice, as a Trust, we seek to work with and alongside the academies in our Trust to provide a good quality of education to all children in our academies. The Trust does this through operating a light touch support role for academies at times of challenge and by establishing collaborative structures and processes to enable our academies to work together and share good practices. As our family of academies continues to grow, we are constantly looking at how we can continue to improve to establish effective and efficient ways of partnership working.

## Our growth

As of Spring 2019, there are seventeen academies from across Bradford within the Trust, including Church and non-Church schools. This includes four secondary academies and thirteen primaries. We envisage we will continue to grow at a sustainable pace over the next few years.

## Our Christian ethos

BDAT is a proudly Christian organisation committed to providing high-quality education for all within an ethos which encourages academic, vocational, mental, physical, and spiritual opportunities and development for each member of its academies. Whilst robust Christian principles underpin the work of the Academy, everyone is encouraged to explore their own spirituality and to recognise and understand that of others. It is for this reason that we choose to support and sponsor Non-Church of England Academies, as well as those within the faith.

# Job Description

<b>Job Title:</b>	KS2 Class teacher
<b>Grade:</b>	MPR/UPR
<b>Line manager/s:</b>	The head teacher, members of the senior leadership team (SLT) and the governing body
<b>Supervisory responsibility:</b>	The post-holder may be responsible for the deployment and supervision of the work of teaching assistants relevant to their responsibilities

## **Main Purpose of the job:**

- Be responsible for the learning and achievement of all pupils in the class/es ensuring equality of opportunity for all.
- Be responsible and accountable for achieving the highest possible standards in work and conduct
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils.
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards (2012).
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

## **Duties and responsibilities:**

All teachers are required to carry out the duties of a schoolteacher as set out in the current School Teachers Pay and Conditions Document. Teachers should also have due regard to the Teacher Standards (2012). Teachers' performance will be assessed against the teacher standards as part of the appraisal process as relevant to their role in the school.

## **Teaching**

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
- Be accountable for the attainment, progress and outcomes of pupils' you teach.
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn.
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English (whatever your specialist subject).
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g. systematic synthetic phonics.
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment.

- Make accurate and productive use of assessment to secure pupils' progress.
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate.
- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document.

### ***Behaviour and Safety***

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.
- Have high expectations of behaviour, promoting self control and independence of all learners.
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document.
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.

### ***Team working and collaboration***

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments.
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school.
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document.

### ***Fulfil wider professional responsibilities***

- Work collaboratively with others to develop effective professional relationships.
- Deploy support staff effectively as appropriate.
- Communicate effectively with parents/carers with regard to pupils' achievements and well-being using school systems/processes as appropriate
- Communicate and co-operate with relevant external bodies.
- Make a positive contribution to the wider life and ethos of the school.

## **Administration**

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate.
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document

## **Professional Development**

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and well being, refining your approaches where necessary responding to advice and feedback from colleagues.
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal.
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012.

## **Other**

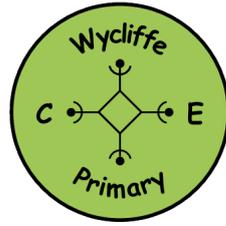
- To have professional regard for the ethos, policies and practices of the school in which you teach, and maintain high standards in your own attendance and punctuality.
- Perform any reasonable duties as requested by the headteacher.

## Person Specification

	Essential	Desirable
<b>Qualifications</b>	QTS Degree/PGCE or equivalent.	Other educational/professional qualifications Non educational qualifications e.g. sport, music, first aid
<b>Experience</b>	Teaching experience within the age range of the position applying for	Experience of supporting CPD Evidence of sharing good practice Interest/desire to engage in further professional development.
<b>Knowledge and Skills</b>	<p>The ability to effectively:</p> <p>Create a stimulating and safe learning environment.</p> <p>Establish and maintain a purposeful working atmosphere.</p> <p>Plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach, other relevant initiatives and the school's own policies.</p> <p>Assess and record the progress of pupils' learning to inform next steps and monitor progress.</p> <p>Demonstrate a commitment to equal opportunities and use a variety of strategies and practices to promote the diverse cultural and equality issues in the classroom.</p> <p>Teach using a wide variety of strategies to maximise achievement for all children including those with special educational needs and high achievers and to meet differing learning styles.</p> <p>Encourage children in developing self-esteem and respect for others.</p> <p>Deploy a wide range of effective behaviour management strategies, successfully.</p> <p>Communicate to a range of audiences (verbal, written, using ICT as appropriate).</p> <p>Use ICT to advance pupils' learning, and use common ICT tools for their own and pupils' benefit.</p>	

*Continued overleaf*

	<b>Essential</b>	<b>Desirable</b>
<b>Professional ethos and commitment</b>	<p>High expectations for self and others and a strong commitment to raising achievement.</p> <p>Commitment to promote partnership with parents/carers and the wider community</p> <p>High expectations of pupil behaviour and strategies to meet the personalised learning and emotional needs of every child.</p>	<p>Awareness and willingness to be involved in partnerships which support school.</p>
<b>Personal qualities</b>	<p>Approachable with excellent interpersonal skills.</p> <p>High standards of presentation</p> <p>Ability to promote and develop positive relationships within and beyond school.</p> <p>Ability to set and work to deadlines</p> <p>Resilient, positive and retains a sense of humour</p> <p>Has a positive attitude to change and challenge</p> <p>Proven track record of achieving targets and seeing projects through to completion.</p>	



## 2 x KS2 Classroom Teachers (Full Time)

**Permanent Posts (MPS/UPS)**

**Required for September 2019**

**Both posts would suit either an experienced teacher, or a highly successful and ambitious NQT who would welcome the challenge of working within a Key Stage 2 setting.**

### **We can offer:**

- Confident children who have a genuine thirst for knowledge and are happy and enthusiastic with excellent behaviour.
- A comprehensive employee benefits scheme through BDAT, along with development opportunities across the trust.
- A warm, happy school where we value our community ethos and have a philosophy of treating each other with kindness and respect.
- A school with inspiring learning environments.
- An opportunity to work with an experienced and committed team and take a teaching role in a school determined to reach the highest standards.
- A commitment to provide an inclusive learning environment.

### **We are seeking candidates who are:**

- Excellent KS2 practitioners who make learning fun and inclusive and have a track record of raising both pupil attainment and standards of teaching and learning.
- Enthusiastic and passionate about their role, with a flair for primary education and the ability to inspire children to learn.
- Willing to embrace working and teaching in our school and engage fully with the local community
- Fully supportive of our school's Christian Values and ethos.

**Visits to school are actively encouraged for all potential candidates.**

Please contact Denise Baxter at [office@wycliffe.bradford.sch.uk](mailto:office@wycliffe.bradford.sch.uk) to arrange an appointment.

We have set aside Thursday 21st and Monday 25th of March, but we can be flexible.

The **closing date** for applications is Monday 1st April at 12 noon.

**Interviews** will take place on Thursday 11th April.

**Completed applications must be returned F.A.O. Denise Baxter by email to:**

[recruitment@wycliffe.bradford.sch.uk](mailto:recruitment@wycliffe.bradford.sch.uk)

*An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within two weeks of the closing date, please assume your application has been unsuccessful.*

All posts are subject to a probationary period of one term.

We are committed to safeguarding and promoting the welfare of children.

All posts are subject to an enhanced DBS check and references.

Proof of eligibility to work in the UK will be required.

Please note: CVs are not accepted for this post.