



# VISION

MULTI ACADEMY TRUST

## RECRUITMENT PACK

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**Class Teacher**



## Welcome from the CEO



Welcome to our multi academy trust.

Thank you for your interest in joining Vision Multi Academy Trust as a Class Teacher at East Ward Primary School.

We are very proud of our Trust. Our Members, Trustees and Staff work relentlessly in collaboration to ensure our pupils have an exceptional education.

Vision MAT was formed in July 2017. It came into fruition as a natural development of positive relationships built between neighbouring schools in the local area. We continue to work in partnership with all schools in the locality and beyond. We believe that collaboration is the key to a successful education system.

All Schools within Vision MAT have the commitment to share their ideas, their expertise and their unique experiences, so that children and staff can learn, develop and grow together.

We take collective responsibility for our pupils; pooling our energy to find solutions to problems that arise and removing barriers that may prevent success.

As the Chief Executive Officer, it is my role to oversee the teams and strategies the MAT uses to ensure that we are consistently delivering the highest quality teaching and learning and operate with effectiveness. We focus on being good, or better every day. We are delighted that all schools within Vision MAT have been graded good by Ofsted. Our aspirational culture ensures that we work tirelessly to support and challenge our pupils to be the very best that they can be.

If you believe you can make a positive contribution to our Trust and its schools, then we would be delighted to hear from you.

Yours faithfully

A handwritten signature in black ink, appearing to read 'C McLachlan'.

**Carol McLachlan**  
**Chief Executive Officer**

Dear Candidate

The Governors of Peel Brow Primary School are seeking to employ an enthusiastic and passionate Class Teacher who will excel at our school.

The ideal teacher will be able to demonstrate, from current teaching practice, their ability to enthuse and motivate their pupils regardless of their starting point and be committed to raising standards for all.

You must possess a willingness to participate in relevant training and development opportunities.

You will be welcomed into a team committed to continually raising standards and upholding the distinctive ethos of this friendly and inclusive school.

Employees of Peel Brow Primary School have a responsibility for, and must be committed to, safeguarding and promoting the welfare of children and young people and for ensuring they are protected from harm.

We have a commitment to safeguard and promote the welfare of children, so an enhanced criminal record check will be undertaken for the successful candidate. The offer of employment is also subject to two satisfactory references, one being from your current or most recent employer. We will also require confirmation of qualifications, proof of your identity and your right to work in the UK.

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

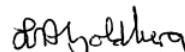
- (i) Equal Opportunities
- (ii) Health and Safety
- (iii) General Data Protection Regulations
- (iv) Safeguarding Children

Thank you for your interest in Vision Multi Academy Trust and East Ward Primary School. Best wishes for your application.

Yours faithfully,



**Ms Carol McLachlan, CEO**



**Mr Laurence Goldberg, Chair of Trustees**



**VISION MULTI ACADEMY TRUST**

**JOB DESCRIPTION & PERSONAL SPECIFICATION**

Post Title:	<b>Class Teacher</b>	
Salary:	<b>M1-UPS</b>	Post Grade: Classroom Teachers' Pay Scale
Location:	<b>Peel Brow Primary School, Fir Street, Ramsbottom, Bury B10 0BJ</b>	

**Purpose and Objectives of Post:**

Are you an enthusiastic, inspirational teacher looking for a new challenge? From January 2026, Peel Brow Primary School is looking to appoint an outstanding teacher who will excel at our school. We are at an exciting time in our school's journey and are looking for someone who is self-motivated and ambitious in their career and who is driven in helping our school become even better.

**Accountable to:** Mrs Kathryn Mort – Executive Headteacher

**Immediately Responsible to:** Senior Leadership Team

The ideal teacher will be able to demonstrate, from current teaching practice, their ability to enthuse and motivate their pupils regardless of their starting point and be committed to raising standards for all. Part of your role will be to work closely with the key stage team, driving your curriculum area forward (not applicable for ECTs) whilst ensuring standards of teaching and learning are improved.

**We are looking for:**

- A teacher looking to further their experience in a new, diverse setting
- An ambitious teacher with a keen interest in current academic research
- A strong and enthusiastic commitment to the ethos and vision of the school
- A clear understanding of and passion for effective teaching and learning
- Flexibility, good communication and a commitment to teamwork
- A commitment to seeing children achieve their full potential in their learning
- A commitment to high expectations of children's behaviour and standard of work

**We offer:**

- Excellent professional development opportunities in a multi-academy trust committed to lifelong, tailored learning
- A clear career pathway guided by your own interests and ambition
- A hardworking and welcoming staff team.
- Children who embody our trust values of Happy, Proud, Challenged and Successful
- A well-resourced curriculum with opportunities for creativity
- Membership to the Chartered College of Teaching paid for by the Trust
- A driven leadership team who will champion your career

**Key Responsibilities and Accountabilities****Strategic Direction and Development of the School**

Provide inspiring and purposeful leadership for the pupils within a caring and secure environment.

Work in partnership with the Senior Leadership Team, Trust, staff, pupils and parents in generating the ethos and values which underpin the school, enriched by mutual care and respect extending into the local community.

Work within the overall aims and objectives of the school.

Promote and deliver the priorities and policies of the school by contributing to School Improvement and Development Planning, by consistently and persistently implementing agreed policies and initiatives and adhering to the school's ethos within and beyond the school.

Liaise as required with a range of educational partners to underpin the raising of student attainment.

### **Learning, Teaching and Attainment**

Support the leadership team through effective management of attainment within your specific area (Early Years or Key Stage 1 or 2 and subject area).

Create and maintain an environment and a code of behaviour that promotes and secures good teaching, effective learning and high standards of achievement.

Develop, use and apply one's expertise to secure appropriate and consistent progress for all pupils across the range of background and ability.

Develop and apply a range of effective learning and teaching strategies to raise the achievement of pupils, maintaining an up-to-date knowledge of good practice in Learning and Teaching through continuous CPD and academic research.

Participate in pedagogic discussion and development, in order to share effective practice with colleagues.

Use performance data to inform planning and teaching, including the evaluation of pupils' progress and setting of appropriate targets for improvement.

Make effective use of links with the community including business and industry, to extend the curriculum through enrichment opportunities and to enhance learning and teaching.

Create and maintain an effective partnership with parents to support and improve pupil and community achievement and personal development.

Ensure policies and lesson planning are regularly reviewed in light of best practice.

### **Relationships with Others**

Participate in the Appraisal Cycle, CPD and PAD days.

Participate in the induction of new staff into the school community.

Maintain good working relationships with colleagues, students, parents/carers, governors, the community and all stakeholders and ensure all communication is consistent with the school's ethos.

### **Accountability**

Make best use of all resources to support the attainment of pupils.

Ensure that parents/carers are well informed about the curriculum, attainment and progress and about the contribution they can make in supporting their child's learning and that pupils are involved in this process.

### **Other Responsibilities**

Promote the Trust's vision and values.

Champion the Trust's values of Happy, Proud, Challenged and Successful.

Contribute to the wider life of the Trust and the Trust community.

Carry out any such duties as may be reasonably required by the Trust.

Attributes	Job Description
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Qualifications	Qualified Teacher Status
<b>Experience and Knowledge</b>	<ul style="list-style-type: none"> <li>• A proven track record of recent and successful class teaching</li> <li>• Successful experience of teaching the primary curriculum</li> <li>• Good understanding of current theory and best practice in teaching and learning, particularly as it relates to achieving high rates of progress of children of primary age</li> <li>• Good subject knowledge of core National Curriculum</li> <li>• Good understanding of child development and progression and how this impacts on planning</li> <li>• Understanding of effective strategies for managing behaviour within the classroom and in accordance with the school's policy</li> <li>• An understanding of equal opportunity issues and how they can be addressed in schools</li> <li>• Excellent written and oral communication skills</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• To demonstrate the skills of a good teacher, including the ability to interest, encourage and engage pupils</li> <li>• Provide appropriate levels of challenge, so that all pupils make good progress</li> <li>• Use methods and resources that enable all pupils to learn effectively</li> <li>• Use assessment information effectively to plan next steps in children's learning</li> <li>• Make effective use of time</li> <li>• Secure high standards of behaviours for learning</li> <li>• Make effective use of teaching assistants and other support staff</li> <li>• Enable pupils to acquire new knowledge and skills</li> <li>• Enable pupils to develop the skills to work independently and collaboratively</li> <li>• Enable pupils to develop self-esteem and respect for others</li> <li>• Create a well organised, stimulating learning environment.</li> <li>• Ability to make a significant contribution to a school ethos that promotes high achievements</li> <li>• A commitment to raising achievement</li> <li>• The ability to work as part of a team in planning and implementing the curriculum</li> <li>• The ability to work within the framework of national and whole school policies to ensure consistency of practice</li> <li>• The ability to relate to and communicate effectively with parents and carers and to encourage their participation as partners in their child's learning</li> <li>• A commitment to further your own professional development and the principle of continuous improvement</li> </ul>
<b>Other Job Specific Requirements</b>	<ul style="list-style-type: none"> <li>• Ability to be well organised, working under pressure whilst maintaining a positive approach to your work and relationships with others</li> <li>• A high degree of organisational skills, decision making and use of initiative</li> <li>• Ability to oversee the pastoral welfare of children across the academy and to promote good behaviour, dispositions and attitudes towards learning</li> <li>• Commitment to the Academy Equal Opportunities Policy and acceptance of responsibility for its practical implications</li> <li>• Application of Health and Safety practice</li> <li>• The willingness to commit fully to the whole staff team and the academy's aims and expectations</li> </ul>

Person Specification
<b>KEY: L = Letter of Application I = Interview</b>
Qualifications and Training

We are looking for a person with the following attributes	Essential	Desirable	Source
QTS	*		L
Degree/Equivalent	*		L
DBS Clearance	*		L

## B – PROFESSIONAL KNOWLEDGE, SKILLS AND UNDERSTANDING

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the phases.

We are looking for a person with the following attributes	Essential	Desirable	Source
Pupils' educational, spiritual, moral and social development	*		L
Knowledge and understanding of how to use pupil data effectively leading to school improvement.	*		L+I
High quality teaching and learning.	*		L+I
Ensuring the needs of all pupils are met through an inclusive approach to learning and teaching.	*		L+I
Knowledge and understanding of what constitutes an effective curriculum.	*		L+I
Use of assessment, recording and reporting to enhance teaching and learning.	*		L+I
Ability to manage behaviour of a range of pupils effectively	*		I
Experience of teaching pupils with LDD/SEND	*		L+I
A good understanding of how differentiated planning enhances teaching and learning.	*		L+I
An ability to build positive relationships with parents and carers.	*		L+I

### C – OTHER REQUIREMENTS

We are looking for a person with the following attributes	Essential	Desirable	Source
Letter of Application should be clear and concise and address the needs of the school.	*		L
Letter of Application should be no more than 2 sides in length using font size 10 -12.	*		L
Letter of Application should address the criteria identified in the person specification.	*		L

### D - Personal Attributes

We are looking for a person with the following attributes	Essential	Desirable	Source
Enthusiastic, motivated and committed	*		L+I
Excited by teaching	*		L+I
Reliable and flexible in approach	*		L+I
Innovative, creative and thorough	*		L+I