



ADVANTAGE
SCHOOLS



ELSTOW
SCHOOL

WHY WORK FOR US?

ABOUT ADVANTAGE SCHOOLS

At Advantage Schools, we aim to provide all children with the highest quality of teaching of an excellent curriculum, which enables them to become highly educated and active participants of society.

You'll be working alongside an expert team of colleagues within a forward thinking, collaborative and supportive trust.

We provide sector-leading professional development offer and extensive networking opportunities, and excellent opportunities to develop and grow in a successful and expanding trust.

ABOUT THE ROLE AND YOUR APPLICATION

This post would suit a highly motivated individual whose values are aligned with ours.

You need to want this school to be the best, full stop.

You will be well supported in developing your competencies as a valued member of our trust wide education team and you'll be leading a smart group of friendly and supportive colleagues in order to achieve our ambitions collectively.

To apply, you should include a letter with your application form on no more than two sides of A4, giving your reasons to for applying for the post, addressing information you have read in the pack with particular reference to the person specification and outline any relevant experience you would bring to the trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on: www.advantageschools.co.uk/join-us/work-for-us

ABOUT ELSTOW SCHOOL

Elstow School is a two - form entry school that achieves good outcomes, has very good behaviour, and superb extra-curricular opportunities. We are a thriving community made up of dedicated colleagues, fantastic children and supportive families.

As part of Advantage Schools we adopt an outward-facing approach, welcoming colleagues from other schools, and hence we have links with the best performing schools.

Our staff have access to some of the best professional learning in the country, all in the name of very high expectations for pupils and staff.



SAFEGUARDING

"The safeguarding and welfare of children is paramount and all our staff share this view. Applicants must be willing to undergo safeguarding and child protection checks including with past employers and the Disclosure and Barring Service.

INTEGRITY, AMBITION, EXCELLENCE

Welcome to Advantage Schools; a high-performing family of ten schools.

We unashamedly believe in high attainment. Our schools seek to transform the life-chances of the young people in our care. We do this through very high expectations – of behaviour and conduct, of hard work and of determination and perseverance – alongside the very best knowledge-based curriculum.

At Advantage Schools, we commit to ensuring that pupils will be able to learn in an environment that is free from disruption so that they can chase their dreams and fulfil the aspirations they share with parents and colleagues.

A broad curriculum places pupils in a strong position to question and debate the world around them, making them intellectually resilient and prepares them for citizenship in a democratic society. We believe this is a right of all pupils and one which is empowering.

We also pride ourselves on the additional opportunities available to pupils outside of the classroom. Our extensive extra-curricular programmes include residentials, sports and music so that we develop well-rounded young people.

Our schools work together to provide teachers and support staff with the best possible training. In partnership with families, we work hard to ensure that pupils have the widest possible opportunities in their lives.

Our schools' doors are open in every sense:

- we are in the centre of our communities, inviting them in regularly and celebrating the richness of our local area and those we serve;
- we collaborate with other professionals and schools, sharing our work to benefit pupils across the country;
- we celebrate what we do while maintaining humility in accepting feedback so that we can continue to improve.

We run our schools in the best interests of the pupils, guided by our principle that *"it must be good enough for our own children or those that we care deeply about to be good enough for our pupils"*.

"Educating children, serving the community, achieving exceptional outcomes."

Stuart Lock
Chief Executive



MEET OUR LEADERSHIP

Dear Applicant,

Thank you for your interest in the vacancy at Elstow School, part of Advantage Schools. This is an exciting opportunity to join a brilliant forward-thinking team to accelerate the achievement of pupils in the school.

We are a two-form entry school with a great reputation and good outcomes. We believe that 'given the right circumstances, all children are capable of extraordinary things'. We are passionate about ensuring the highest quality of education by means of a fully enriched knowledge-based curriculum, training and development for all staff which embodies a high challenge, low threat ethos, and high expectations of behaviour across the school, supported by SLT.

Our school values of 'We care, we share, we do our best' drive what we do every single day to ensure that we give our pupils the best possible education.

Elstow School is different. If you are able to visit you will see a silent address in the playground at the start of the day. This is focused on our values where we always remind the pupils to "work hard and be nice". We have well-managed pupil behaviour and a strong focus on pastoral and inclusive practice, making our children content and secure in school. Observations of teaching practice and lesson quality are managed through Instructional Leadership, which moves away from the formal hour-long lesson observations three times a year. Assessment of teaching is triangulated by learning wander feedback, including the class environment, data and evidence in books.

The school is open and supervised from 7.30am – 6pm, with the teaching day beginning at 8.25am and finishing at 3.30pm.

I began my role as principal in April 2023. My leadership team and I are highly visible, ensuring we are supportive of teachers and maintain currency in our own practice by teaching ourselves. It is the leadership team that address the whole school every morning and ensure the ethos in the school is productive. Colleagues who visit Elstow love seeing the well managed classes and playgrounds as well as the 'open door' philosophy we have to visitors and observers.

If you would like a confidential discussion about the position or to arrange a visit, please contact Seran Haskins on 01234 302300 or via email shaskins@elstowschool.co.uk. I would be delighted to show you around the school and speak with you prior to/during your application.

Yours sincerely,

Mrs Sarah Ciantar
Principal | Elstow School



ABOUT ELSTOW SCHOOL

OUR APPROACH TO EDUCATION

We believe, given the right circumstances, all children are capable of extraordinary things.

We take our trust values of Aspiration, Respect and Honesty very seriously. They underpin our routines, our curriculum, and what we strive to develop in our pupils. Each week, a whole-school assembly focuses on discussions about the news, about how we do our best, and on ways that we celebrate and reward excellent effort.

We work hard on our culture in which the highest expectations and aspirations surround all of our pupils, delivering on our families' demand for excellent educational opportunities. It is particularly important to us that celebrations include opportunities for parents to be present - and this is through invitations to witness certificates given to children in each class on Friday mornings for achievement and for showing value-driven behaviour. Our children all shake hands to receive their award and teachers delight in explaining to parents why they have been chosen.

In turn, we expect our pupils to work very hard to meet the high expectations that the school and parents have of them. Our aim is that pupils who come to Elstow School break through any barriers and achieve their full potential.

We believe that young people are entitled to access the best that has been thought and said.

So our focus is on what pupils learn. We focus on academic subjects ensuring that by age 11 our pupils are exceptionally knowledgeable.

Our extensive professional learning offer to staff means that we attract and retain some of the best-trained teachers and support staff in the country.

We believe in routine and structure so that our pupils learn a lot, and our teachers are able to teach, uninterrupted by distractions.



ADVANTAGE SCHOOLS VALUES



INTEGRITY, AMBITION, EXCELLENCE

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve the very highest standards.

At Advantage Schools, we provide exceptional opportunities for all to be knowledgeable with experiences that broaden horizons. We ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well-rounded, self-respecting people.

Our commitment to this vision can be demonstrated by our values.

INTEGRITY

We provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be.

We act honestly and transparently, advocating for pupils even when this causes difficulties.

We work together to share innovative practice and to provide a wealth of opportunities for all pupils and staff.

We focus on the development of all our colleagues through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression.



AMBITION

We provide exceptional lessons enabling our pupils to be highly successful.

We share the most impactful approaches to teaching, curriculum and assessment, ensuring an interesting, inclusive and challenging education is on offer in each of our schools.

Our aim is to guarantee excellent 2-19 provision, with clear progression routes for all. You can expect excellent behaviour and conduct at all times, allowing all to make progress and achieve.



EXCELLENCE

We enable all of our pupils to develop and flourish, through close working and regular communication with our families and local community.

Our Cross-Trust focus is to ensure children are supported to meet ambitious targets and to provide exciting opportunities both inside and outside of the classroom.

STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. From an extensive **Wellbeing package**, you can be reassured that we have your best interests at heart.



Whole trust training events



Free eye test vouchers



Refer a friend £500 bonus scheme



Staff recognition with reward shopping vouchers



Enhanced pension employer's contribution & death in service payment



We are in the process of a big benefit review. Watch this space!



Support for all staff with an experienced licensed counsellor



Cycle to work scheme

EDUCATIONAL PARTNERSHIPS



CAREER PROGRESSION

At Advantage Schools, we are committed to helping every colleague grow, thrive, and achieve their full potential. Supporting career progression is at the heart of what we do.

To empower our staff, we provide fully funded opportunities to study for NPQs, along with tailored middle leader training for eligible colleagues.

Additionally, we offer a wide range of CPD training through various partnerships and platforms, giving all staff access to an extensive selection of professional development courses.

Join us and take your career to the next level with our exceptional development opportunities!



All colleagues have access to Perkbox, our Employee Benefits Programme, offering them a huge range of perks from vouchers, hot drinks, cinema tickets, gym classes and so much more. It also offers a substantial **wellbeing package**.



MEDICAL

Perkbox also provides 24/7 access to GP appointments, confidential support and guidance through the Employee Assistance Programme.

Colleagues have access to a team of fully qualified counsellors and advisors, with support for a range of emotional, legal and financial issues, along with a wellbeing portal, full of resources and videos

RECRUITMENT BOOKLET



ELSTOW
SCHOOL



SEE MORE AT

WWW.ADVANTAGESCHOOLS.CO.UK



Class Teacher

Elstow School is an exceptional primary school that offers a warm, welcoming, and nurturing learning environment for children aged 4-11. We are looking for an experienced and creative Class Teacher to join our team and play a key role in motivating and inspiring young learners. In everything we do, we aim to create a positive and safe environment to foster success and impact our students' lives. We prioritise providing a transformational education for the children and young people in our care, and we are looking for great people with the knowledge and skills to support us in achieving this aim.

At Elstow School we emphasise the importance of kindness, civility, and inclusivity in a text-rich, teacher-led learning environment. We want our pupils to leave our primary schools equipped for success in the next stage of their educational journey, and to achieve this we teach an academic curriculum enhanced by an entitlement to enrichment for all.

We believe in pro-actively supporting pupils to successfully achieve high standards of conduct, resulting in very high expectations, and a calm and consistent learning environment where pupils feel safe, valued and can thrive. We think this makes for a warm and happy school, where teachers can teach and pupils can learn, but moreover enables us to give pupils the foundations they need to lead happy and fulfilling lives.

Key Duties

- To teach the Advantage Schools curriculum to a cohort of pupils
- To ensure effective use of assessment that leads to responsive action aimed at filling gaps in knowledge
- To ensure that teaching and learning practice is supported by the most robust research and evidence
- To maintain and contribute to the development of the curriculum and champion the school's approach to curriculum development and delivery
- To work as part of the teaching team and, where appropriate, help develop other teaching staff
- To support very high expectations and standards in all aspects of school life in keeping with the vision for the school
- To ensure that safeguarding procedures and practices are followed with rigour.

The successful candidate will have:

- **Passion for Education:** Ideal candidates should have a genuine love for teaching and a strong desire to make a difference in the lives of their students.
- **Creativity:** Primary school students respond well to engaging and creative teaching methods. Ideal candidates should be able to think outside the box and come up with new and exciting ways to teach.
- **Excellent Communication Skills:** Ideal candidates should be able to communicate effectively with both students and parents. They should be able to explain complex ideas in simple terms and be able to give constructive feedback.
- **Strong Organisational Skills:** Primary school teachers have a lot of responsibilities, and it is important to be organised and efficient. Ideal candidates should be able to manage their time effectively and have strong organisational skills.
- **Team Player:** Teaching is a collaborative effort, and ideal candidates should be able to work well with colleagues and other members of staff.
- **Continuous Learning:** Ideal candidates should be committed to ongoing professional development and should be willing to learn and adapt to new teaching methods and technologies.

JOB SPECIFICS

Start date: September 2026

Salary: AST 1-12 dependent on experience

Contract: Permanent, Full time

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.



Job Description

Class Teacher for Primary

PURPOSE OF POST

The appointed candidate will be qualified and experienced in Primary teaching. We are looking for candidates with a passion and proven success of working with children. Applicants should have a clear understanding about effective teaching, raising and sustaining achievement and the support required for well-motivated students. They should be good communicators and should be able to engage effectively.

Following the role and professional responsibilities of teachers. This job description is set within the framework and on the National Standards for Qualified Teachers and is aligned with teacher's expectations for Performance Management.

Responsibilities	Key Tasks	Task Evidence
Teaching Responsibility	<ul style="list-style-type: none"> Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions Consistently demonstrate the positive attitudes, values and behaviours which are expected of pupils Plan and prepare lessons to meet the needs of all pupils. Use teaching time and resources effectively to promote learning objectives. Use appropriate classroom organisation for curriculum objectives. Set/mark appropriate, differentiated/challenging work and monitor completion. Record and report on the progress and attainment of pupils. Provide appropriate homework. 	Planning file. Lesson observations. Work sampling. Tracking date and pupil report
Pastoral Care and Supervision	<ul style="list-style-type: none"> Form tutoring Establish a safe and stimulating environment for pupils, rooted in mutual respect Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly Maintain an ordered and disciplined working atmosphere in lessons. Provide guidance to pupils on social and behavioural issues. Supervise pupils in lessons, breaks, moving around the school and off-site. 	Lesson observations. Planning file and behaviour logs
Communication and Liaison	<ul style="list-style-type: none"> Inform parents of half-termly curriculum plans. Attend parent evenings to discuss curriculum issues and pupil progress. Liaise with parents and outside agencies to support pupils. Provide relevant information to other schools. Provide information for Governors and educational agencies. 	Parent meetings. Communication to parents. Liaison meetings/transfer forms.



	<ul style="list-style-type: none"> • Attend staff meetings and work collaboratively with colleagues. • Work in partnership with support staff and provide clear guidance for class helpers which promotes learning objectives. • Adhere to GDPR, H&S and EDI responsibilities 	<p>Committee/staff meeting minutes. Communication books.</p>
<p>Performance Management and Training</p>	<ul style="list-style-type: none"> • Be accountable for pupils' attainment, progress and outcomes • Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these • Guide pupils to reflect on the progress they have made and their emerging needs • Demonstrate knowledge and understanding of how pupils learn and how this impact on teaching • Make a positive contribution to the wider life and ethos of the school • Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support • Communicate effectively with parents with regard to pupils' achievements and well-being • Encourage pupils to take a responsible and conscientious attitude to their own work and study • Attend agreed professional development courses/school INSET to update skills. • Participate in school performance management. • Proactive role in keeping PM file containing suitable evidence for teaching standards and targets set. 	<p>INSET/Training record.</p>
<p>Curriculum and Management Duties</p>	<ul style="list-style-type: none"> • Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings • Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship • Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy, and the correct use of standard English, whatever the teacher's specialist subject • Draw up and review, as necessary, with staff and governors, the curriculum maps, schemes of work and policies. • Set up resource areas and manage a curriculum budget. • Monitor planning for the provision of PP, SEND, More able and EAL. • Ensure that subject leader monitoring and development folder are kept up to date. • Monitoring quality and standards of implementation. • Contributing to school planning and self-evaluation. • Providing professional support to other teachers and support staff. • Lead appropriate professional development sessions. 	<p>Policy, scheme of work.</p> <p>Subject leader monitoring sheets.</p> <p>Subject portfolio</p>



Advantage Schools Teacher Pay Scales 7 to 10

Advantage Schools Teacher Pay Scale is the equivalent to Teachers on the Upper Pay Scale who are expected to make a substantial and sustained contribution to building team commitment in line with the statutory requirement to meet threshold standards.

Teachers are expected to contribute significantly to implementing work-based policies and practice.

- Teachers are expected to deliver consistently good and outstanding teaching.
- Teachers are expected to ensure that all pupils achieve in line with school expectations, with many exceeding them.
- Teachers are expected to play a proactive role in leading the professional development of key stage colleagues.

Advantage Schools Teacher Pay Scales 11 to 12

As above and:

Again, equivalent to UPS3 11-12 Teachers play a critical role in the life of the school. They provide a role model for teaching and learning, make a distinctive contribution to the raising of pupil standards and contribute effectively to the work of the wider team with a substantial and sustained approach. They take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning.

This list is by no means exhaustive; it is more of a guide of expected duties. The post holder may therefore be directed by the Head of school to undertake any other duties commensurate with this role.



Person Specification

Candidates will be assessed on the following:

Essential Skills	Desirable Skills
<p>Professional:</p> <ul style="list-style-type: none"> • Qualified Teacher Status • An enhanced DBS certificate 	<ul style="list-style-type: none"> • Additional professional qualifications
<p>Experience:</p> <ul style="list-style-type: none"> • Experience of teaching within Primary education 	
<p>Skills, Knowledge & Aptitude:</p> <ul style="list-style-type: none"> • Ability to create a stimulating learning environment • An understanding of the role of assessment in teaching and learning • An ability to communicate effectively with parents and other members of staff both orally and written • Willingness to involve parents in their child's learning • A caring and supportive attitude towards all children and a commitment towards meeting the needs of children of all abilities • Ability to manage appropriately children's behaviour. • Ability to teach in a fully inclusive environment • An ability to plan coherently and seek further opportunities to enhance the curriculum • A sound Knowledge of National Curriculum at Key Stage 1 and 2 • Positive role model with strong leadership skills. • Self-motivated, creative and confident • Willingness to learn, share experiences and influence the work of others • Ability to work effectively and flexibly both independently and as part of a team and meet deadlines • Ability to lead, advise and manage other staff within the classroom environment • Confidence and appropriate training • Computer literate • Experience of leading an area of the curriculum • Ability to reflect upon one's practice, to evaluate performance (both strengths and areas for development) and to seek further professional development 	<ul style="list-style-type: none"> • A good understanding of school self-evaluation • Ability to demonstrate a clearly identified personal educational philosophy • A clear vision of their immediate professional development needs • A sound understanding of different learning styles • Experience of leading the development of a school policy • A good understanding of work-life balance and how to achieve this



Personal:

- Well organised and efficient
- Ability to work on own initiative
- Ability to work as part of a team within a busy environment – good team player
- Excellent verbal and written skills
- Enthusiastic with a positive approach to new ideas and developments
- Flexible to meet the changing needs of the school
- Energy, drive and enthusiasm to support change in the future development of the school
- Self-motivated
- Demonstrate commitment
- Approachable and compassionate
- Aspirations for the future

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.