



St Margaret's Church of England Primary School

**Teacher Candidate Welcome Pack**



*Thank you for your interest in this rare opportunity to join the wonderful teaching team at St Margaret's Church of England Primary School, Stoke Golding - part of Inspiring Primaries Academy Trust!*

*We are a caring and friendly school, with a strong Christian Ethos. St. Margaret's is a truly special place; many of the children describe it as 'one big family'. Our mission statement 'The roots to grow and the wings to fly' is at the heart of everything we do - encouraging and supporting children in developing strong roots on which to build their lives. We want to enable all of the children in our school to aim high, use their gifts and fly.*

*Our inclusive school family provides everyone with firm roots and foundations which enable them to aim high, use their gifts and fly. Every child and adult is special to God and uniquely made in his image – we strive to ensure that all members of our school's body understand their worth and value.*



*If you are looking for the next step, even the first step, in your teaching career and want to work in an environment that inspires you to bring your brilliance to every lesson, every day then this is the role for you. I would encourage you to read the details of our approach, our supportive Trust and our offer to you set out in this pack and, when you are ready to apply, phone into school so I can arrange a tour to introduce you to our team and our children.*

Aly Steele – Head of School



## Early Career Teachers

Our school, and our Trust, has a long tradition of developing teaching talent from the earliest stages of careers. We recognise that the formative years in this profession are important in developing the instincts in front of a class that lead to the appearance of the role being effortless in years to come.

ECTs at St Margaret's can expect:

- A dedicated senior leader to act initially as a mentor then gradually transitioning to the role of coach over time.
- Flexible release time to ensure that time to reflect is built into the timetable each week.
- A phase leader to work alongside in PPA time with the experience and understanding to help workloads be managed so that work / life balance is maintained.
- Opportunities to shadow subject leaders so that a full understanding of each area of the curriculum can be developed.
- Experienced teachers willing to be observed so that best practice can be shared.



Supporting your career, whichever stage you are at....



## Aspiring Middle Leaders

Whether the next step for you is subject leadership or phase leadership then St Margaret's is ready to offer the pathway that is right for you. Our middle leaders are supported to develop their areas of responsibility in line with the direction we are taking as a whole school but, at the same time, are given the autonomy to bring to the role their own passions and interests.

Middle Leaders at St Margaret's can expect:

- Funded training through the national NPQ programmes, including a choice of NPQ Leading Teaching, NPQ Leading Behaviour & Culture or any of the other programmes to suit individual specialisms.
- Regular timetabled release times to give the thinking space to truly lead with impact.
- Participation in Trust-wide specialist groups where like-minded colleagues with similar areas of responsibility can regularly meet to inspire excellence across all of our schools.
- Opportunities to lead staff CPD in school, on INSET days or in staff meetings.



## Aspiring Senior Leaders

Our Trust is dedicated to identifying and developing the next generation of school leaders. The majority of our Heads of School, Headteachers and Executive Heads started out in classrooms in one of our Trust schools and have benefited from a carefully crafted pathway into senior leadership.

Senior Leaders at St Margaret's can expect:

- Funded training through the national NPQ programmes, including a choice of NPQ Senior Leadership, NPQ Headship or NPQ Early Years Leadership.
- Opportunities to lead transformational programmes across school to further enrich our offer to children and parents.
- Funded participation in research programmes and funded attendance at events such as ResearchEd.
- Freedom and encouragement to develop unique leadership styles and interests that support our unrelenting commitment to excellence in all that we do.
- Participation in our Inspiring Primaries Leaders of Education (IPLE) programme to develop leadership skills beyond our school.





**Andrew Riches**  
Chief Executive Officer  
Inspiring Primaries Academy Trust

Welcome to Inspiring Primaries Academy Trust and thank you for your interest in the role of Class Teacher at St Margaret's Primary School.

Inspiring Primaries Academy Trust is highly ambitious for all children, young people, and our staffing team. The Trust currently comprises nine primary schools based around Leicestershire. We are a highly inclusive Trust with a track record of successful school improvement and innovative approaches.

This is a really exciting time to join our team. We are a values-driven organisation and everything that we do is aimed at improving life chances for children.

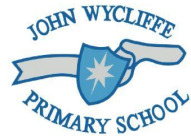
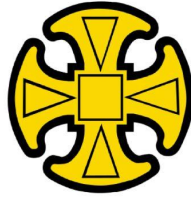
Our classroom teachers play a pivotal role within the Trust and in the improvement journey in all our schools. We are looking for a highly skilled candidate, who will provide ambition, creativity, passion, and drive.

If you are excited by the opportunity to make a difference in children's lives and feel that you have the skills and qualities for this role, please get in touch to arrange a visit and/or further conversation. We look forward to receiving your application.

☎ 01455 552343

✉ enquiries@ipat.uk

📍 Inspiring Primaries Academy Trust,  
Company Number 08540699, Registered  
UK Address: Church Lane, Gilmorton,  
Leicestershire, LE17 5EU



## Our vision is to enable all to flourish and succeed.

Our guiding principles are:

- We will appreciate the trust placed in us in educating children, promoting their personal development and well-being.
- We will promote excellence, personal achievement and the realisation of each and every child's potential, irrespective of their gender, race, faith, ability or background.
- We will promote the pursuit of excellence by every person every day, celebrating performance inside schools and the wider world.
- We are committed to ensuring well disciplined, caring environments.
- We are committed to ensuring every school is a hub for the community it serves and is a source of immense pride.
- We are committed to providing high quality buildings and engaging classrooms with up to date technologies.

# Class Teacher Job Description

Job Title:	Class Teacher
Grade:	MPS
Initial Location:	St Margaret's Primary School, Stoke Golding, Warwickshire
Responsible To:	Headteacher
Responsible For:	Those accountabilities, roles and responsibilities which are common to all classroom teachers, as set out within the current School Teachers Pay and Conditions Document (STPCD) and the National Professional Standards for Teachers.
Key Relationships / Liaison With:	School Leadership Team

## Job Purpose:

- To plan, implement and teach an appropriately broad, balanced, relevant, rigorous and differentiated curriculum for pupils.
- To facilitate and encourage a learning experience which provides each pupil with the opportunity to engage, achieve and flourish.
- To raise standards of pupil attainment and to accelerate pupil progress.
- To seek out and access professional learning opportunities to improve outcomes for pupils, disseminating learning where appropriate.
- If not an ECT, to lead a designated curriculum area.
- All teachers have a responsibility for providing and safeguarding the welfare of children and young persons s/he is responsible for or comes into contact with.



# Class Teacher Job Description cont.

## Main Duties and Responsibilities:

1

### **Developing curriculum and subject knowledge:**

- Understand the needs of pupils, developing an appropriate curriculum.
- Understand and implement Trust and School curriculum policies and schemes.
- Use evidence-based research to identify areas of strength and for development in knowledge and understanding, using strengths to support others.
- Understand and use both National and Local strategies to raise achievement.
- If not an ECT, undertake the leadership of a curriculum subject / area, developing plans which identify clear targets and success criteria.
- Contribute to whole school planning, monitoring and evaluation activities.

2

### **Creating optimal learning conditions:**

- Use teaching methods appropriate to the learners being taught.
- Use time well to maximise teaching and learning opportunities.
- Manage behaviour positively, have high expectations to achieve high standards of discipline.
- Ensure the classroom is adequately and appropriately resourced for each lesson.
- Ensure displays both support and celebrate learning across the curriculum.
- Involve teaching support staff appropriately in all aspects of class work and ensure they are adequately briefed about each lesson.
- Use resources effectively.

# Class Teacher Job Description cont.

## Main Duties and Responsibilities:

3

### **Planning effectively for learning:**

- Plan teaching and learning in the long term, medium term and in the short term, adapting plans based on ongoing assessments of pupil attainment.
- Plan for pupils identified as having Special Educational Needs and/or Disabilities in line with school policy including completing Pupil Passports.
- Use previous assessment effectively when planning future learning and planning assessment alongside learning.
- Set clear learning objectives / questions and success criteria for all lessons.
- Set challenging targets for all groups of pupils and for individuals.

4

### **Monitoring achievement:**

- Use a variety of assessment strategies in line with school and Trust policy.
- Assess progress against targets for individuals and groups, using assessments against targets / objectives to evaluate effectiveness of teaching and learning.
- Evaluate teaching and learning for their pupils and in partnership with colleagues (school and Trust).

## Class Teacher Job Description cont.

### Special Factors:

- The nature of the work may involve the jobholder carrying out work outside of normal working hours.
- To participate in Staff Training Days and other training opportunities in disaggregated time, as required.
- To participate in other continuing professional development and learning opportunities, as required or agreed.
- To participate fully in team self-reviews and other agreed procedures for monitoring the quality of the school/Trust.
- To comply with all financial, safety, data protection, IT software licensing, child protection and equal opportunity requirements and any other relevant guidelines.
- To undertake any other reasonable duties as may be agreed from time to time with the school leadership.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Inspiring Primaries Academy Trust is seeking to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.



# Class Teacher Person Specification

Aspect	Essential	Desirable	Evidence (Essential)
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>Enhanced DBS clearance</li> <li>Right to work in the UK</li> <li>Unswerving commitment to implementing school / trust policies relating to the safeguarding of children</li> </ul>	<ul style="list-style-type: none"> <li>Attendance at safeguarding training</li> <li>Ability to support, contribute to and further develop whole school approaches to safeguarding and promoting the welfare of children</li> </ul>	<ul style="list-style-type: none"> <li>Application form and letter</li> <li>References</li> <li>Interview questions</li> <li>Required documentation</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified teacher status</li> <li>Evidence of commitment to continuing professional development and learning</li> </ul>	<ul style="list-style-type: none"> <li>Independent further study</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Interview questions</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Recent experience and proven ability in delivering the National Curriculum and/or Early Years' Foundation Stage Curriculum</li> <li>Recent experience of teaching children with a range of special educational needs and/or disabilities</li> <li>Recent experience of teaching children from vulnerable groups.</li> </ul>	<ul style="list-style-type: none"> <li>Experience in a range of year groups</li> <li>Experience of leading teaching support staff (if not ECT)</li> </ul>	<ul style="list-style-type: none"> <li>Application form and letter</li> <li>Interview questions</li> </ul>

# Class Teacher Person Specification cont.

Aspect	Essential	Desirable	Evidence (Essential)
<b>Ethos</b>	<ul style="list-style-type: none"> <li>• Strives for personal excellence</li> <li>• Understands the importance of enabling children to be happy and confident learners</li> <li>• Seeks to improve and sustain high standards of teaching and learning</li> <li>• Is clear about what contribution they could make to enhancing the current ethos of the school</li> </ul>	<ul style="list-style-type: none"> <li>• An understanding of the aims of the school / Trust</li> <li>• Demonstrates commitment to ongoing professional development and learning</li> </ul>	<ul style="list-style-type: none"> <li>• Application form and letter</li> <li>• Interview questions</li> <li>• References</li> </ul>
<b>Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• An up to date knowledge and understanding of moderation and assessment in primary schools</li> <li>• Good understanding of the relevant key stage curriculum</li> <li>• Robust subject and pedagogical knowledge</li> <li>• Knowledge of an effective range of teaching and learning approaches</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of evidence-based research relating to pedagogy</li> </ul>	<ul style="list-style-type: none"> <li>• Application form and letter</li> <li>• Interview questions</li> <li>• Lesson observation</li> </ul>

# Class Teacher Person Specification cont.

Aspect	Essential	Desirable	Evidence (Essential)
<b>Skills and attributes</b>	<ul style="list-style-type: none"> <li>• High level of literacy and numeracy skills</li> <li>• Competence in using current technology</li> <li>• Good communication skills - orally and in writing</li> <li>• Proven ability to teach consistently good lessons</li> <li>• Ability to use a variety of pedagogical techniques to engage and motivate pupils to ensure good progress.</li> <li>• Ability to reflect on their practice and identify areas for development</li> <li>• Ability to form excellent relationships with colleagues, parents and carers</li> </ul>	<ul style="list-style-type: none"> <li>• Proven ability to work to deadlines</li> </ul>	<ul style="list-style-type: none"> <li>• Application form and letter</li> <li>• Interview questions</li> <li>• Lesson observation</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Dedicated to excellence in teaching and learning</li> <li>• Displays warmth, sensitivity and care when working with children</li> <li>• Responds positively and proactively to coaching, mentoring and feedback</li> <li>• Open minded and flexible</li> <li>• Able to prioritise</li> <li>• Collaborative</li> <li>• Good sense of humour</li> </ul>	<ul style="list-style-type: none"> <li>• A team player who is professionally confident to support and challenge others</li> <li>• Ability to mentor</li> </ul>	<ul style="list-style-type: none"> <li>• Application form and letter</li> <li>• Interview questions</li> <li>• Lesson observation</li> </ul>



# Ready to apply?

If our school and our Trust is right for you  
then we want to hear from you!

## To Book A Visit:

Ring **01455 212393** during school hours  
and ask for Aly Steele, Head of School.

## To Apply:

Visit the school website at

**[www.stmargarets-leics.co.uk](http://www.stmargarets-leics.co.uk)**

or email **[stmargarets@ipat.uk](mailto:stmargarets@ipat.uk)**

