

*Achieving excellence together*

*Welcome to Nield's Academy where we are currently looking to appoint a Teacher.*

*Great Heights Academy Trust strive to always provide an inspirational, positive and welcoming environment where there is a sense of pride and fun and where everyone works together with confidence, enthusiasm and mutual respect. We aim to nurture academic, personal, spiritual and social development in a caring and professional manner so that all can achieve their full potential, and all can reach **GREAT** heights.*

A broad & strong 2-18  
offer for West Yorkshire

## EYFS & KS1 Teacher

### Candidate Information Pack



## ► Our Trust Vision

Our Trust vision has school improvement at its heart that will benefit all children in Trust schools.

## ► We aim to

- ✓ Develop an effective partnership of schools that share a commitment to raising standards.
- ✓ Strengthen the partnership by valuing the uniqueness of each school and expecting all schools to contribute.
- ✓ Foster relationships based on mutual respect with a balance of autonomy and accountability.
- ✓ Share expertise – both best practice and best practitioners.
- ✓ Develop all teachers and leaders through effective professional development.
- ✓ This Trust vision drives both our School Improvement Strategy and our Strategy for Growth.

## ► Our Vision and Values Statement

*The Great Heights Academy Trust strives to always provide an inspirational, positive and welcoming environment where there is a sense of pride and fun and where everyone works together with confidence, enthusiasm and mutual respect. We aim to nurture academic, personal, spiritual and social development in a caring and professional manner so that all achieve their full potential and all can reach GREAT heights.*

## Current Trust Academies and Designations

Our mantra across our partnerships embraces the following themes:

**G**

Great teaching and learning opportunities for all in the partnership

**R**

Real life opportunities to develop an understanding of the wider world

**E**

Enthuse a love of learning and mutual respect

**A**

Academic development to nurture potential for all

**T**

Thorough accountability

GHAT has access to a wide support network through our designations. These offer support to all of our schools.



**GREAT  
HEIGHTS**  
ACADEMY TRUST

*Achieving excellence together*



**BOWLING  
GREEN**  
ACADEMY



**CARLINGHOW**  
ACADEMY



**COLNE VALLEY**  
HIGH SCHOOL



**MARSDEN**  
JUNIOR SCHOOL



**NIELD'S**  
ACADEMY



**RAYNVILLE**  
ACADEMY



**THE  
GREETLAND**  
ACADEMY



**THE MIRFIELD**  
FREE GRAMMAR



**WEST VALE**  
ACADEMY

### English Hubs

Teamworks English Hub  
@ The Greetland Academy

**Great Heights**  
Research School  
West Yorkshire

Supported by the Education Endowment Foundation

**AA Teamworks**  
WEST YORKSHIRE SCITT



## JOB DESCRIPTION

<b>Position:</b>	Teacher
<b>Department:</b>	Nields Academy
<b>Pay Range:</b>	MPS
<b>Hours of Work:</b>	Full time
<b>Responsible to:</b>	Principal

### Prime Objectives of the Post

- To carry out professional duties including to take responsibility for day-to-day management of planning and teaching.
- To be responsible and accountable for achieving the highest possible standards in work and conduct.
- To promote the aims, objectives and values of our school and maintain its philosophy of education, ensuring the promotion and safeguarding of the welfare of our children within school.
- The responsibilities of the post are to be performed in accordance with the provisions of the current School Teachers' Pay and Conditions Document and within the range of teachers' duties set out in that document.

### Statutory Requirements

- This job description reflects the standards built upon the **Teaching Standards** which apply to all teachers.
- It is aligned to the **School Teacher's Pay and Conditions**, set out in the statutory guidance.

### Membership of the Trust

- To be an ambassador for the developing MAT, ensuring both internal and external colleagues are aware of the vision, culture, and ethos within the trust.
- To contribute to the delivery of the MAT school improvement offer and subsequent gains of being in Great Heights Academy Trust.
- To ensure all trust systems, processes and procedures are adhered to as requested from the Trust post holders.

### Main Duties and Responsibilities

#### Teaching

1. Maintain an up-to-date knowledge and understanding of the professional duties and responsibilities of teachers and the statutory frameworks.
2. Plan teaching to achieve progression in pupils' learning through identifying clear teaching objectives and content, appropriate to the subject matter and the pupils being taught, and specifying how these will be taught and assessed.



3. Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
4. Regularly review the effectiveness of teaching and assessment procedures and its impact on pupils' progress, attainment and well-being.
5. An awareness of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how pupils learn
6. 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.
7. 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.
8. 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.
9. Use relevant data to monitor progress, set targets, and plan subsequent lessons.
10. Set homework and plan other out of class activities to consolidate and extend the knowledge and understanding of pupils.

### **Behaviour and Safety**

1. To 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.
2. Manage classes effectively, using approaches which are appropriate to pupils' needs in order to inspire, motivate and challenge pupils.
3. Maintain good relationships with pupils, exercise appropriate authority as necessary.
4. To establish a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.
5. Have high expectations of behaviour, promoting self-control and independence of all learners.
6. To 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**

1. 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.
2. Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
3. Co-ordinate school development and implement policies and schemes of work in those areas for which you act as co-ordinator.
4. Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school.

**General:**

- To uphold the Nolan Principals of public life.
- To support the Trust climate for learning and a culture of achievement and high expectation.
- To develop effective working relationships within our Trust schools, external partners, and other agencies to promote continuity of learning.
- To act as a positive role model to staff, maintaining high professional standards and high levels of care for pupils.
- To fully participate in CPD and appraisal activities.
- The post holder will also be expected to undertake any professional duties of the COO/CEO as required.
- The post holder is responsible, alongside the Strategic designation boards, core staff and key stakeholders, for implementing the vision for the Trust, which inspires and motivates the Trust partners and community.

This job description is not intended to be comprehensive, and the job holder may be asked to perform other duties commensurate with the post as directed, to meet the needs of the Trust.

**Safeguarding:**

As part of your wider duties and responsibilities you are required to promote and actively support the Trust's responsibilities and policies towards safeguarding and promoting the welfare of children, young people, and vulnerable adults. Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse, and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have. It isn't just about the very old and the very young, it is about everyone who may be vulnerable.

**Notes:**

The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Academy at the reasonable discretion of the Principal. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.

**Name:** .....

**Signed:** ..... **Date:** .....

**Person Specification – Teacher****Key to identification:** A = Application I = Interview R = Reference

Qualifications and Training	Essential	Desirable	A/I/R
Qualified Teacher Status.	✓		A/I
Good honours degree in relevant discipline.	✓		A/I
Evidence of Quality First Teaching (QTF) deployed over time.	✓		A/I
Evidence of recent, impactful CPD activity.	✓		A/I
Evidence of keeping up to date with national agendas.	✓		A/I
CPD Linked to improving standards in a relevant Key Stage		✓	A/I
Knowledge and Skills	Essential	Desirable	A/I/R
Successful teaching experience	✓		A/I/R
Proven excellent practitioner with high expectations of children.	✓		A/I/R
Creative experience of planning and delivering a stimulating and challenging curriculum that ensures good progress for all children.	✓		A/I/R
Experience of working within a successful team.	✓		A/I/R
Experience of leading adults within the classroom.	✓		A/I/R
Demonstrate accurate and productive use of formative and summative assessments to analyse the performance of pupils and set targets.	✓		A/I/R
Experience leading and developing a curriculum area (this may include a key stage or year group).	✓		A/I/R
Seek innovative approaches to teaching and learning.		✓	A/I/R
Prepared to take risks to challenge all pupils.		✓	A/I/R
Personal Qualities, Skills and Attributes	Essential	Desirable	A/I/R
Willingness to contribute fully to the life of the school.	✓		A/I/R



Enthusiasm and commitment to our school's values or Kindness, Independence, Tenacity and Enjoyment.	✓		A/I/R
Willingness to promote further links with the local and wider community.	✓		A/I/R
Excellent interpersonal and communication skills.	✓		A/I/R
Knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies.	✓		A/I/R
Ability to make learning fun and relevant for our children.	✓		A/I/R
Self-motivated, adaptable and committed to high standards.	✓		A/I/R
Commitment to working as part of a team with pupils, staff, parents, Governors and the community.	✓		
Professional and personable.	✓		
An ability to prioritise, manage and organise time well.	✓		
Work flexibly, with a positive attitude.	✓		
Personal interested and enthusiasm to bring something additional to the school's community.	✓		



## Reasons to work at Nields Academy / Great Heights Academy Trust



### A fantastic team

A highly skilled, loyal and supportive team of staff and senior leaders.



### Professional development

Bespoke professional development to ensure that you as an employee, 'reach great heights'.



### Career Opportunities

Career opportunities across the MAT.



### Cycle to work scheme

Tax free cycle scheme.



### Holiday package

The Trust provides staff with a generous holiday entitlement.



### Pension scheme

Contributory pension through West Yorkshire Pension Fund/Teachers' Pensions.