THE HOWARD
Academy Trust

Miers Court
Primary School

Recruitment Pack
Classroom Teacher

MEDWAY WORKPLACE WELLBEING AWARD
PLATINUM

Welcome to THAT

Thank you for your interest in joining The Howard Academy Trust. We are a family of 9 academies—4 primary, 4 secondary, and 1 alternative provision—working across Medway, Kent, and Bexley. As a Trust, we are committed to delivering the highest standards of education for all children and young people, regardless of their background.

Our vision, ***"Working together to create a community of successful learners"*** underpins everything we do. We firmly believe that every child deserves access to at least a good education, and we are proud that every academy within our Trust has maintained or improved its Ofsted rating. Notably, Temple Mill Primary School and Waterfront UTC made the remarkable journey from Special Measures to Good at their first inspection since joining us—a testament to the dedication and expertise of our staff.

At The Howard Academy Trust, we recognise that our people are central to our success. We are committed to supporting and developing our staff so that they, in turn, can provide an outstanding education for our students. Each of our academies serves its own unique community, and our role as a Trust is to provide the support, guidance, and collaboration needed to drive continuous improvement.

We are always looking for talented and passionate individuals to join our team. If you share our belief in the power of education and want to be part of an organisation that truly makes a difference, we would love to hear from you.

Owen McColgan
Chief Executive
The Howard Academy Trust

THAT
Benefits

The Howard Academy Trust is very pleased to offer our staff a vast range of benefits, both professional and personal, as we believe that our excellent teaching and support staff should be supported at work and rewarded for the great work they do.

- Platinum Workplace Wellbeing Award
- Subsidised Private Healthcare
- Free flu jabs every autumn
- Employee Assistance Programme with Free Counselling
- Mental Health First Aiders in all schools
- Early finish for teaching staff on Fridays for CPD/PPA
- Multiple routes into teaching
- Opportunities for collaborative CPD
- Trust-wide training and networking events
- Career Progression and upskilling opportunities
- Bespoke in-house Into Leadership Courses
- LGPS/TPS Pension Scheme & Generous Contributions
- Competitive salary with annual pay progression
- Early salary withdrawal with Access EarlyPay
- Minimum 25 days annual leave for full time staff, plus bank holidays
- Discounted hire of school facilities
- Cycle to work scheme
- Free car parking at each Trust site
- EV Charging across sites
- On site catering with a full lunch menu
- Discounted gym membership
- A diverse and inclusive workplace
- Staff referral scheme
- Flexibility for life events
- Annual Trust Awards

We are happy to talk about flexible working.

Our Family of Schools

The Howard School
1,500 Pupils on Roll
Located in Rainham, Kent

Temple Mill Primary School
240 Pupils on Roll
Located in Strood, Kent

Deanwood Primary School
230 Pupils on Roll
Located in Rainham, Kent

Thames View Primary School
450 Pupils on Roll
Located in Rainham, Kent

Waterfront UTC
370 Pupils on Roll Rated
Located in Gillingham, Kent

Miers Court Primary School
410 Pupils on Roll
Located in Rainham, Kent

The Abbey School
1,100 Pupils on Roll
Located in Faversham, Kent

Hurstmere School
960 Pupils on Roll
Located in Sidcup, London

The Rowans AP Academy
93 Pupils on Roll
Located in Chatham, Kent

Welcome to
Miers Court Primary School

We are a happy 2 form entry Primary and are proud of our reputation as a friendly and caring place where are children are encouraged to be the very best they can be in all aspects of school life. Our children have a strong voice here; from our School Council to our House Captains, pupil leadership is highly valued and there are lots of opportunities for children to contribute to our school community.

Our School Values form the acronym STARS: Self-belief, Togetherness, Aspiration, Resilience and Success, and these are woven into all that we do. They inspire our children to keep ***"Shining Bright, Aiming High"***, our school motto.

Our curriculum is aimed at sparking the children's interest and allowing their curiosity to grow. Through the opportunities that the curriculum offers and our promotion of life-long learning skills, we aspire for the children to build their independence and resilience and to have a sense of pride in all of their learning.

Mrs Fordyce, Principal

NOR	Age Range	PP	FSM	SEN	EAL
422	3-11	17.1%	17.1%	24.4%	7.6%

Job Description

Job Title: Classroom Teacher

Contract Type: Full time, Permanent

Remuneration: STPC Main Pay Range

Core Purpose and Scope

The holder of this post is expected to carry out the professional duties as described below, as circumstances may require and in accordance with the Trust's policies, under the direction of the Senior Leadership Team and Principal. The post-holder is required to fully support the vision, ethos and policies of the Trust.

THAT Vision & Values
As a Trust, our Vision and Values are achieved through:

- Excellent teaching and learning that promotes inclusivity;
- Regular opportunities for collaborative CPD to ensure best practice across academies;
- A proactive network for joint working across academies, for staff at various career stages;
- The highest standards of behaviour and conduct achieved through clear expectations and positive relationships;
- The unique character of each academy is valued and contributes to the THAT whole Trust ethos;
- Shared whole trust values of dignity, respect and ambition.
- High aspirations for all involved with the Trust;
- Each academy is a hub for its local community and families;
- Facing outwards and working in collaboration with other organisations and stakeholders;
- A centralised team that allows academies leaders to focus on their core purpose of education.

Values and Behaviour
Teaching & Support Staff play a vital role in making the education of the students their first concern, and are accountable for achieving the highest possible standards in work and conduct. All members of staff must act with honesty and integrity; have strong knowledge within their field, keep their knowledge and skills up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of the students in the school.

Personal and professional conduct
The post holder should always conduct themselves professionally, treating students and staff with mutual respect, regardless of personal beliefs, in accordance with Trust ethos, policies and practices.

Key responsibilities:

- Be an excellent classroom practitioner adapting teaching styles to suit all groups of learners
- Ensure planning of work is differentiated appropriately and evaluate the impact on progress and attainment for all groups of learners
- Use assessment to set clear targets for improvement of students' achievement and monitor pupils' progress towards those targets
- Use appropriate teaching learning strategies to communicate clear learning objectives and expectations for achieving excellence
- Secure a good standard of behaviour for learning within the classroom through establishing appropriate rules and high expectations which students' respect, acting to pre-empt and deal with inappropriate behaviour in the context of the school's behaviour policy
- Be familiar with the SEND Code of Practice and support and plan for student's needs

  accordingly
- Evaluate your own teaching critically to improve effectiveness
- To work as part of a strong team to evaluate and accurately assess student's learning needs
- To encourage children's initiative, creativity, responsibilities and independence

Additional duties:

- All staff, with the support of the Academy's designated DSL, have a responsibility for providing and safeguarding the welfare of the students and young people
- To be familiar with and support any health and safety procedures and ensure all duties and responsibilities are discharged in accordance with the Academy's health and safety at work policy

This job description does not form part of the Contract of Employment and is not necessarily a comprehensive description of the duties required but outlines the main responsibilities of the post. It will be reviewed regularly and 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 line manager.

An enhanced DBS check will be required for this post. The job description is current at the date shown, but, in consultation with you, may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title. The successful candidate must have a commitment to safeguarding and promoting the welfare of children and young people.

Person
Specification

Please refer to these requirements when completing the application. The Person Specification is related to the requirements of the post as determined by the Job Description.

Essential	Desirable
Education and Qualifications	
• Teaching Qualification • Degree or equivalent	• Further degree • Evidence of ongoing Professional Development • Willingness to undertake CPD
Experience	
• Excellent oral and written communication skills • Record of successful teaching with a clear understanding of the teaching provision required • Excellent classroom practice • Ability to implement a range of teaching strategies	• Experience of working within the academy or education sector
Knowledge and Understanding	
• Effective use of data to analyse performance and manage interventions to measure the impact on achievement and attainment • Good understanding of effective procedures for managing and promoting positive behaviour among students • Clear understanding of the role of parents and the school community improvement, and how this can be practiced	• Knowledge of child protection and safeguarding policies • Sound understanding of equal opportunity issues within the workplace and the importance of culture and ethos, and how these impacts on morale, high expectation, and high standards
Characteristics and Competencies	
• Ability to create a happy, challenging and effective learning environment • A solution-focused mindset and determined “no-excuses” approach to raising standards • A personable nature to build effective relationships with parents and all members of the school community • A creative and good-humoured approach to all aspects of teaching • Ability to work to professional standards, think independently and make judgements, to influence others through discussion • Ability to be flexible and well organised to manage, at times, unpredictable and variable workload	

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