



NOREMARSH
JUNIOR SCHOOL

Ambition | Belonging | Compassion



RECRUITMENT PACK

Ambition | Belonging | Compassion

WELCOME

FROM THE HEAD



Hilary MacMeekin

Headteacher

Dear Candidate

Thank you for taking the time to view this application pack. This is a unique opportunity for the right person to join our warm and welcoming community at Noremarsh Junior School, part of the Ascend Learning Trust.

Our school values of **Ambition, Belonging and Compassion** – our Noremarsh ABC's – are lived all throughout our school. They are lived through our curriculum and in all the interactions taking place in our classrooms, our local community and beyond.

Our vision for our school is to create a community where everyone belongs, where our children feel safe to be confident and ambitious, and where we work together with kindness and respect.

We are thrilled to now be a **Literacy Tree Flagship School**. This means that we have been recognised for our “exemplary and innovative implementation” of the Literacy Tree’s book based approach to teaching English. To gain this accreditation we have demonstrated outstanding practice in delivering a curriculum built around high quality children's literature and effectively embedding the programme across the whole school.

Our school is proud to be recognised as a **Dyslexia Friendly School**. This means we create a learning environment where **every child can succeed**, especially those who think and learn differently.

Noremarsh also holds the **Young Carers Award**, showing our strong commitment to identifying and supporting children who help to care for a family member.

We have also recently joined the **Partnerships for Inclusion of Neurodiversity in Schools (PINs) scheme** in Wiltshire. This is a national initiative involving 20 local schools, designed to improve neurodiverse student outcomes in mainstream education. It connects health professionals, educational specialists, and parent carers to strengthen partnerships, upskill school staff, and provide early interventions.

We are very proud of our achievements and work hard to make sure that we deliver to our children the best possible educational experience by supporting our staff with the best possible Continuous Professional Development.

If you are interested in being part of a fast-paced, caring and innovative team then Noremarsh is for you. We want to hear from candidates who share our vision and values and who have the commitment and enthusiasm to work tirelessly alongside our incredibly supportive team to achieve success for all our community.

We look forward to reading your application.

Hilary MacMeekin

Ambition | Belonging | Compassion





Dear Applicant

Thank you for taking an interest in Ascend Learning Trust, where we pride ourselves on our core motto 'Together we Belong, Believe, Become'. As a community of schools, we strive to achieve this through our relentless commitment to our values of 'Compassion, Aspiration, Respect, Dedication and Integrity' for all of our students, with the potential of every individual within our community valued. As a result of our values, we strive to ensure that students receive an incredibly high standard of academic and pastoral care to enable them to leave school with the very best platform for their future. The schools within Ascend Learning Trust are a family, and as such they support each other to continuously improve, providing strength to each other.

As a mother of 3 children at primary, secondary and apprentice level, I know how important young people's school experience is and it is a privilege to lead an organisation whose purpose it is to support this. As the CEO of Ascend Learning Trust (from September 2023) I am fully committed, along with all of our staff to ensuring that each child's education is the very best that it can be.

This pack will give you details of the job description and list the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge and abilities required to do the job. It is important that you identify the competencies, experience, qualifications, knowledge and abilities that will be assessed by application form, as you will need to provide evidence that you meet these criteria.

References

We will require two satisfactory references before a job offer is confirmed; one of which must be your line manager / headteacher in your present or most recent employment.

If you are at school/college or are leaving university, please give details of the name and address of your Headteacher or tutor.

Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

All staff are required to undertake employment checks which include:

- References (for all staff and volunteers)
- Right to work in the UK (ID check)
- Qualification checks
- Barred List check
- DBS check (for all staff and volunteers)
- Childcare Disqualification check (primary only)
- Online Search checks
- Health checks

Yours sincerely

Jane Coley
Ascend Learning Trust CEO



JOB DESCRIPTION

The job description lists all the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge, and abilities required to do the job.

The criteria listed within the job description detail the areas which will be assessed at both application and interview. It is important that you identify the competencies, experience, qualifications, knowledge, and abilities that will be assessed by application form, as you will need to provide evidence that you meet the criteria.

All employees have the responsibility to:

- Ensure any documentation produced is to a high standard and is in line with the Trust brand style.
- Be aware and comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, whistleblowing, confidentiality, and data protection, reporting all concerns to the appropriate person.
- Participate in training and other learning activities as required.
- Participate in the Trust Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- Promote the area of responsibility within the Trust and beyond.
- Represent the Trust at events as appropriate and as directed by the Chief Executive Officer.
- Support and promote the Trust ethos, vision, and values.



Resource Base Teacher

Job description

Role Overview

The Resource Base Teacher is responsible for providing strategic, operational, and instructional leadership within the school's Resource Base. The post ensures high-quality teaching, personalised provision, and strong outcomes for children with identified additional needs of Speech, Language and Communication - SLCN). They will work closely with school leaders, teachers, external agencies, and families to create an inclusive, nurturing, and aspirational environment

Key Accountabilities

- To be responsible to the Headteacher for the organisation, management and delivery of appropriate teaching within the resource base
- To ensure effective communication between the Resource Base and mainstream staff
- To have knowledge of and keep up to date with current pedagogy, particularly in respect to the National Curriculum
- To plan, prepare and deliver lesson activities for children according to the curriculum policy, and which ensure progression, pace and challenge, and which make appropriate educational provision for the diverse needs of pupils within the resource base
- To assess and monitor systematically the progress of each child within the resource base, intervene early and ensure provision is impactful
- To mark and monitor work, providing constructive feedback and setting meaningful targets for future progress to inform planning
- To provide reports of attainment on individual students to the Head of Key Stage, Leadership team, outside agencies and parents as necessary
- To be familiar with the Code of Practice and identification, assessment and support of children with special educational needs
- Act as a role model to students in all actions and behaviour
- To provide or contribute to reports on the personal and social needs of students, as required
- To make effective and meaningful use of IT to promote teaching and learning
- To manage Resource Base staff, ensuring other adults in the classroom, such as TAs, are communicated with and deployed effectively
- To contribute to the development of the curriculum, to work closely with colleagues to undertake medium and short-term planning and implement agreed Schemes of Work
- To set high expectations of behaviour, establishing and maintaining good discipline and control of students in accordance with policy

- To establish a safe environment where respect and positive relationships flourish
- To coordinate individual learning plans, provision maps and risk assessments
- To ensure the base operates as a safe, structured, supportive environment within the main school
- To oversee transition plans for pupils joining or reintegrating into mainstream lessons
- Contribute to the broader life of the Trust by supporting and leading curricular and extra-curricular events, supporting the school's inclusive ethos and champion SEND across our setting
- Work closely with SENDCo to ensure that statutory requirements are met
- Support EHCP processes, annual reviews and multi-agency meetings.
- Ensure compliance with SEND Code of Practise, safeguarding and school policies
- Contribute to the positive promotion and marketing locally and in the wider community
- To undertake any reasonable duties as directed by your Head of Key Stage or members of the Leadership team
- Comply with any reasonable request as requested by the leadership team to undertake work of a similar level that is not contained within the role profile

Person Specification

Qualifications and General Experience

- Qualified to degree level
- Qualified Teacher status
- A commitment to professional development
- Enhanced DBS, disqualification by association check, and safeguarding clearance.
- Strong experience working with children with SEND
- Strong understanding of SEN code of practice and inclusive education
- Knowledge and working experience of speech, language and communication needs -SLCN

Personal attributes:

- Demonstrates commitment, reliability and integrity
- Communicates effectively with self-awareness and social perception
- Enjoys working in a fast-paced environment
- Demonstrates emotional intelligence
- Is adaptable to changing circumstances and new ideas
- Calm, resilient and solution focused

Professional Knowledge and experience:

- A track record of excellent classroom practice/teaching practice
- Understanding of the role of a classroom teacher and how these fit with a resource base provision
- Understanding of strategies to support successful outcomes for all children in an inclusive environment
- Experience of the primary phase curriculum and assessment
- Training in specialist approaches

Professional Skills:

- Ability to maintain a positive school ethos with an accent on high achievement and inclusion for all
- Committed to meeting the needs of children whatever their ability or background
- A belief that primary education should be a lively, stimulating, enjoyable experience which achieves high standards and prepares children for secondary school
- Ability to communicate effectively (orally and in writing)

- Committed to working with parents, colleagues and other agencies in a positive and constructive manner
- Ability to motivate and stimulate pupils of all abilities to enjoy learning. Demonstrated ability to lead, manage and develop staff
- Ability to use IT for assessment and analysis purposes
- Make appropriate judgements over issues of confidentiality and safeguarding
- A commitment to continuing professional development, and evidence of recent relevant training
- An excellent understanding of a range of behaviour management strategies
- An awareness of the principles of “Assessment for Learning” and a commitment to effective assessment and feedback for children
- Strong belief in delivering the full curriculum to develop the whole child

Professional Philosophy and commitment:

- Ability to reflect and question self and continually seek improvement
- Clear philosophy of values driven primary education and its development
- Knowledge of new initiatives in education and experience of having used these
- Prepared to be involved in the whole life of the school
- Understanding of commitment to developing links between home, school, neighbouring schools and different communities (local, national and global) as part of a Resource Base in a mainstream setting
- To be child centric, empathetic and committed to inclusion

SAFEGUARDING

Any position working with children requires declaration of ALL convictions/ cautions regardless of whether these are deemed as spent and an enhanced DBS check will be carried out before any employment commences. References will be obtained before interview at shortlisting stage and may be used in the interviewing process. If previous employment has included working with children then at least one referee must be from this employment regardless of whether this is the most current or most recent employment. Any gaps in employment must be detailed and an explanation provided in the relevant section.

Noremarsh Junior School

We are a two-form entry junior school in the heart of Royal Wootton Bassett.

We have strong links to both Royal Wootton Bassett Academy, which the majority of our children transfer to at the end of year 6 and Wootton Bassett Infants School where the majority of our children typically start their educational journey.

We pride ourselves on creating a happy and warm community that enables children to reach their full potential on this step of their education.

At Noremarsh we believe that every child in our community has the right to be inspired by an engaging and purposeful curriculum.

Our school is located in the heart of a rich historical and geographical region and we are developing our curriculum to reflect that. It is a really exciting time for us as a team as we are shaping a curriculum that is ambitious and engaging for all.

We are very proud of the caring and nurturing environment at Noremarsh where kindness runs like a golden thread through all we do.



This can be seen across our school from the warm welcome our office team provide to the interactions between all our year groups on the playground.

We have developed our year six responsibilities and appoint Ambassadors, Sports Leaders and Librarians who have whole school responsibilities, are responsible for mentoring younger children and act as role models across our school community.

We look forward to welcoming you to Noremarsh!

Ascend Learning Trust

Welcome to Ascend Learning Trust, where we pride ourselves on our core motto 'Together we Belong, Believe, Become'.

As a community of schools we strive to achieve this through our relentless commitment to our values of 'Compassion, Aspiration, Respect, Dedication and Integrity' for all of our students, with the potential of every individual within our community valued.

Compassion

To always show kindness, inclusivity and empathy to each other and to encourage others to behave this way. To care for those around you and to consider the needs of all.

Aspiration

To 'dream big' and to set your goals with no limits. You work hard towards your goals and follow your dreams and always believe that anything is possible.

Respect

To treat everyone as you would always wish to be treated in both words and actions. This means listening to others, appreciating differences, showing kindness and always being considerate.

Dedication

Always try your very best to commit to and achieve all of your goals and never give up even when things are tough. Face challenges courageously and keep focused on your goals.

Integrity

Holding true to what you believe in and act in a way that shows this. Always be honest and if you are in the wrong accept feedback and apologise.

Our vision at Ascend Learning Trust is to create a sense of belonging for everyone. All our young people receive a holistic world-class education regardless of where they come from or their life challenges. They will leave their Ascend community with outcomes that opens doors to a fulfilling and successful future.

Together we Belong, Believe, Become






HOW TO APPLY

Please note CVs will not be accepted. You must complete the application in full giving details of all employment, training, and gaps in employment since leaving school.

Please ensure the closing date for applications is met, we cannot be held responsible for lost or late applications. Due to the large number of applications it is not always possible to respond to each application but we aim to respond within two weeks of the vacancy closing date.

If you would like to arrange a visit to the school, or for more information about applying, please contact the recruitment team on 01793 781485.



Applications should be submitted directly via MyNewTerm, you can access our careers page using the following link:

[Noremarsh Junior School MyNewTerm](#)

**mynewterm**