



SARACENS BELL LANE

TEACHER



Saracens Multi-Academy Trust

saracensbl.org



WHAT ARE WE LOOKING FOR?

Saracens Bell Lane joined Saracens Multi-Academy Trust (SMAT) on 1st August 2024. Built in 1900, this long-established primary school and children's centre has been a focal point in Hendon for over a century.

We are looking for a truly exceptional Classroom Teacher who will work effectively with the Principal and the other senior leaders to create an exceptional local school, serving its communities and families.

The Trust has a clear vision of enriching lives through education by developing lifelong learners who will thrive in life beyond school. To us, this is not a strapline but the shared passion of members, Trustees, Governors and staff.

To realise our vision, we embrace and live our core Saracens values of **Discipline, Hard Work, Honesty, and Humility**. Saracens schools are different. We take a modern and pioneering approach to individual character development through every aspect of school life.

The role of Classroom Teacher at Saracens Bell Lane must embody our vision and enable all pupils to be 'the best that they can be' in all aspects of life and learning. To do this well, we are looking for someone who will recognise and enhance the individual abilities of each child. Our leaders and teachers place equal emphasis on learning with coaching confidence, self-esteem and teamwork so that pupils of the school can achieve the outcomes they aspire to.



PURPOSE OF ROLE

The teaching staff at Saracens Bell Lane will provide the educational foundation of the school by:

- Recognising and enhancing the individual abilities of each child
- Ensuring that all members of the school community are treated and behave with mutual respect, encouraging positive behaviour and a desire to work hard for the benefit of the community and themselves
- Ensuring that teaching styles reflect an unquestionable commitment to success for all
- In conjunction with Saracens MAT, developing and implementing a unique curriculum to meet the needs of the learner
- Fulfilling a commitment to Safeguarding and promoting the welfare of children in accordance with the Trust's policies and statutory guidance
- Ensuring successful implementation of the Trust's and governors' policies to support the achievement of the Trust's aims

Saracens Multi-Academy Trust shares its core values with Saracens Rugby Club. In our schools, our work in the classroom and our enrichment activities are based on the same values:

Discipline: Our schools are orderly, safe, and joyful places where pupils are guided in their behaviour by fair and sensible principles

Hard Work: Staff and children work incredibly hard to fulfil their potential and staff labour to continually improve our schools

Honesty: We insist on an honest appraisal of the efforts and attitude of staff in their work and pupils in all areas of their education and school life

Humility: Our teaching styles reflect the culture of success and commitment to character development with attainment celebrated as warmly as achievement



Dear Candidate,

Thank you for your interest in joining us at Saracens Bell Lane in what is a unique opportunity in education.

The challenges for education in Hendon are significant, but we know that we can turn around decades of low aspiration and achievement and raise levels of attainment and self-esteem. We are looking for an inspirational Classroom Teacher who can work with us to make Saracens Bell Lane the successful school it deserves to be, at the centre of its community, with its own clear identity and an unwavering sense of who and what it is.

We are a learning community in an area of high deprivation, which will change lives by raising the aspirations of pupils so they can fulfil their potential. Our focus on personal and academic achievement is derived from our link with Saracens Rugby Club, which is a values-driven organisation with a proven track record of excellence in all that it does. Our shared values of discipline, hard work, honesty and humility underpin everything we do. Our work brings a commitment and drive to the Hendon area of Barnet, improving outcomes and stirring the aspirations and ambitions of young people and their families. We provide an education that builds character and resilience, as well as academic excellence.

We are looking for an inspiring and caring colleague to join our outstanding staff who are striving to create an exceptional learning ethos. To realise our vision, we are recruiting outstanding classroom practitioners who can motivate and stretch pupils of all abilities. You will need an infectious enthusiasm that promotes a genuine passion for learning and a desire to change the lives of children and young people by creating memorable opportunities.

We are ambitious and demanding of each other, whilst also being caring and supportive. Staff display humility in success and take responsibility when things don't go as planned, viewing any setbacks as learning opportunities. We are committed to developing a learning culture for everyone. However experienced you are, or if you are just starting out as a teacher, we will work together to improve and prepare you for the next step in your career.

I would welcome informal conversations with any potential applicants, and I look forward to meeting you during the interview process.

Yours faithfully,

Violeta Tudorache

Principal

WHAT WE OFFER

YOUR WORKING CONTEXT

- A talented, loyal and committed staff
- Happy, well-behaved, caring and enthusiastic children who want to learn
- Considerable personal autonomy
- The support of a strong Trust with an established (actually amazing) Central Services team (HR, Finance, IT, Health and Safety, Marketing and PR)
- A Local Governing Body with wide-ranging expertise in education, safeguarding and business

THE EDUCATIONAL ENVIRONMENT

- A two-form entry primary school, with nursery for 2 and 3 year olds and a separate Children's Centre run by the school on behalf of the Local Authority
- A school that places equal emphasis on character and academic education
- Academy curriculum freedoms and flexibilities
- Opportunities for innovation – to carry out research, try out new ideas and work with others across the Trust and beyond
- Partnerships with Saracens Sports Foundation, Saracens High School and local schools

FOR YOU PERSONALLY

- Full support for ECTs
- Personal portfolio to support and develop your career in and beyond the school
- A supportive Trust and Local Governing Body
- The opportunity to influence the future growth and development of both the school and the Trust
- The opportunity to develop your own passions and expertise
- Salary: Main Scale for Outer London

WHAT WE WANT FROM YOU

We are building a team of great teachers, from ECTs through to those with years of experience, to turn the Trust vision into the reality of a successful, local primary school

WE EXPECT YOU TO

- Embrace the notion of being part of the Trust
- Have a clear vision for the school and a strong drive for success of the pupils
- Be an outstanding classroom practitioner and have a passionate commitment to high quality teaching and learning
- Believe that all children can succeed both socially and academically
- Have new ideas and fresh perspectives on raising the aspirations of children, their families and the local community
- Have the skills to engage parents and the community in the development and activities of their children and the school
- Have a passion for innovative approaches to the curriculum, teaching, learning and assessment



JOB DESCRIPTION

Position: **CLASSROOM TEACHER**

Reporting to: **PRINCIPAL**

This job description should be read in conjunction with the Statutory Requirements contained in the current version of the School Teachers' Pay and Conditions document. It may be modified by the Principal, with your agreement, to reflect or anticipate changes in the job.

MAIN TASKS

TEACHING AND LEARNING

- Plan and deliver lessons in accordance with the school policy on teaching and learning
- Liaise with relevant colleagues on the planning of units of work for collaborative delivery
- Set appropriate and demanding expectations for pupils' learning, motivation and presentation of work
- Work in collaboration with Teaching Assistants and with other adults who may attend lessons to support pupils
- Know, and take account of, pupils' prior attainment and use it to plan lessons and set targets for future improvements
- Set high expectations for pupils' behaviour by establishing a purposeful working atmosphere in accordance with the school's behaviour code
- To develop the character and resilience of pupils so that they develop study skills to learn more effectively and with increasing independence
- Promote extracurricular activities in accordance with the educational aims of the school and Saracens MAT
- To set cover work when on leave of absence

ASSESSMENT, RECORDING AND REPORTING

- Maintain notes and plans of lessons undertaken and records of pupils' work
- Mark, monitor and return work within a reasonable period of time, in accordance with the school's marking and assessment policy, providing constructive oral and written feedback and clear targets for future learning, as appropriate
- Analyse data on pupil progress, achievement and attainment in line with school policy and practice

- Complete reports in line with policy and as specified in the published calendar
- Attend the appropriate parents' evenings to keep parents informed as to the progress of their child
- Be familiar with the Code of Practice for identification and assessment of Special Education Needs 0-25, plan for pupils accordingly (adaptive/personalised teaching and learning) and keep appropriate records on Individual Support Plans (ISP) for pupils

CULTURE AND BEHAVIOUR

- Foster an aspirational, safe and inclusive learning environment for pupils, through strong behaviour management and pastoral care systems
- Maintain good discipline by adhering to the advice given to staff in the staff handbook and elsewhere
- Treat all members of the community, colleagues and pupils with respect and consideration
- Treat all pupils fairly, consistently and without prejudice
- Set a good example to pupils in terms of appropriate dress, standards of punctuality and attendance
- Implement fair and consistent disciplinary and behaviour procedures, emphasising accountability and personal growth to uphold a culture of respect and responsibility throughout the school community
- Drive excellence in pupil attendance and behaviour standards, supporting the implementation of targeted strategies to improve attendance rates and promote positive behaviour, ensuring the school is in line with national benchmarks

CULTURE AND BEHAVIOUR CONTINUED

- Collaborate with parents, carers and external organisations and agencies, where appropriate, to support pupil achievement and well-being, fostering a cohesive and supportive school-home relationship
- Take responsibility for your own professional development and participate in staff training when provided and seek out other opportunities
- Participate in the management of the school by attending various meetings according to the published schedule
- Undertake professional duties as prescribed in school policies and procedures
- Be proactive and take responsibility for matters relating to Health and Safety
- To undertake duties, before school and during breaks.

These are the key responsibilities of the post; they are not a comprehensive list of the tasks to be undertaken

COMMUNITY ENGAGEMENT

- Support the delivery of school events and activities, including parents' evenings, celebratory events and school performances, to promote community engagement and support pupil achievement
- Facilitate effective communication with parents, carers and the community to foster a sense of shared purpose and collaboration
- Develop and maintain partnerships with external stakeholders, including local authorities, partner schools, and educational organisations, to develop opportunities and resources that enhance the educational experiences of pupils



PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
TEACHING	<ul style="list-style-type: none"> Aspirational teacher with evidence of successful teaching in a primary school Ability to plan effectively Understanding of educational development of pupils Understanding of effective teaching and learning strategies Good knowledge and understanding of the range of complex needs experienced by children IT competency Knowledge and understanding of safeguarding issues Evidence of the ability to embrace change 	<ul style="list-style-type: none"> Ability to develop the curriculum to meet the expectations of Saracens MAT Knowledge and understanding of the fundamental importance of personalised learning In-depth understanding of assessment theory and practice
RELEVANT EXPERIENCE	<ul style="list-style-type: none"> Recent experience in a maintained, academy or prep school 	
ADDITIONAL REQUIREMENTS	<ul style="list-style-type: none"> Commitment to continuous improvement Embrace the notion of being part of the Trust A passionate commitment to the academic, personal and social development of all children and families Excellent interpersonal, communications and organisational skills Sense of humour, presence, drive, passion and flexibility Ability and willingness to work flexibly to meet school needs Able to work independently as well as part of a team Approachable and sensitive to the needs of others Openness and willingness to address and discuss relevant issues Be willing to be innovative and to take risks 	
OTHER	<ul style="list-style-type: none"> Must satisfy relevant employment checks No unexplained gaps in employment history 	
REQUIREMENTS FROM CONFIDENTIAL REFERENCES	<ul style="list-style-type: none"> Written, professional reference(s) only Confirmation of professional and personal knowledge, skills and abilities Positive recommendation from current employer 	

Saracens Multi-Academy Trust will require the appointed candidate to gain satisfactory relevant background checks in accordance with safer recruitment guidelines; this will include an Enhanced (with Barred) Disclosure check

HOW TO APPLY

Complete the application form on the MyNewTerm

Your supporting statement must include references to the job description and person specification

In addition, please explain why you are the right person for the role, specifically in relation to Saracens Bell Lane

If you have any questions, would like an informal conversation about the role, or to arrange a visit, please contact the Principal on 020 8203 3115 or email principal@saracensbl.org



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