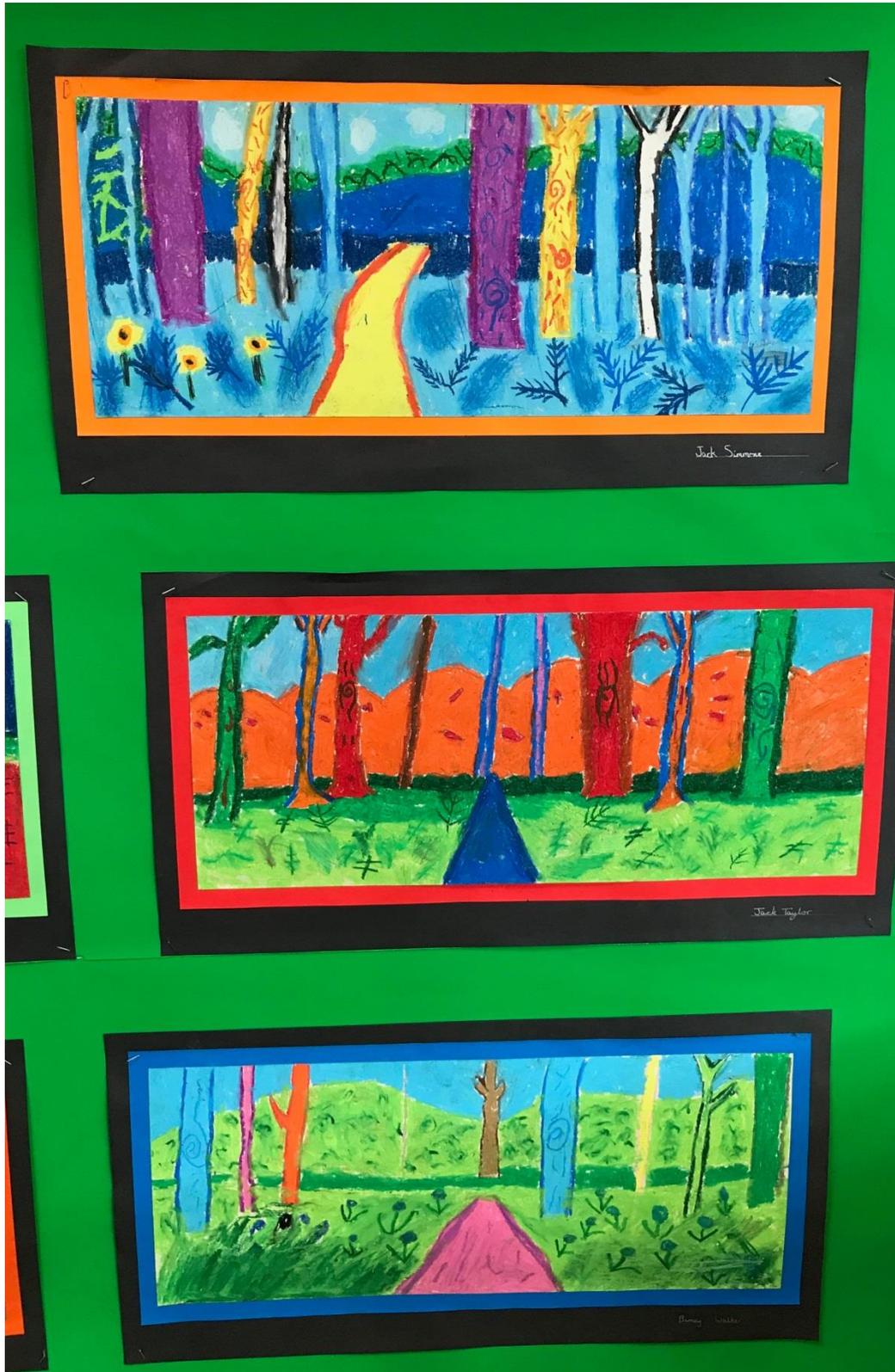




Gusford Primary School

Class Teacher (EYFS) Job Pack
Fixed term – 1 year (maternity cover)





Gusford Primary School

“Together we believe, learn & achieve”

Letter from the Headteacher

Thank you for your interest in the post of Class Teacher at Gusford Primary School. This post would be suitable for an NQT or an experienced teacher. This is a one year contract and although the post is linked to the maternity cover it would be a full 1 year contract to enable an NQT to complete their induction period at Gusford Primary School. Whether you are an NQT or a more experienced teacher you will be well supported here at Gusford.

Gusford Primary School converted to become an academy in 2013 as part of the Active Learning Trust (ALT). I joined the school as Headteacher in September 2017.

Ofsted visited in November 2018 and although Gusford retained an overall rating of **Requires Improvement**, the effective work of the new leadership team was recognised with a grading of **Good for Leadership & Management** alongside **Good for Personal Development, Behaviour and Welfare**. Inspectors noted that *“Collectively, senior leaders are an effective team. They are well thought of and respected by staff. All staff are motivated to support continued improvement. They value the training opportunities they access. This was confirmed by the Ofsted staff questionnaire, where staff report feeling proud to work at Gusford. Furthermore, those teachers new to the profession are overwhelmingly positive about the support and development they receive from both school leaders and the trust.”*

The successful candidate will join our staff team at an exciting time in the schools development, as we continue with our ambition and relentless determination to improve outcomes for our pupils.

The school has 650 pupils and has a good reputation for supporting them to develop positive learning behaviours and works with organisations such as PiXL to develop this nationally. More recently the school has embarked on a partnership with the NAHT Aspire programme.

The Local Governing Body share the ambition that every child will transfer from Gusford having been expertly taught, as well as confident and skilled to maximise the benefits and opportunities offered in their next stage in learning in secondary education.

As the school is a member of a Trust, it is part of a wider network of supportive schools. The Ipswich Hub (currently three primary schools and one secondary) and ALT schools from the Lowestoft and Cambridgeshire hubs, engage in regular school-to-school improvement networks, leadership development and CPD opportunities.

Being part of the ALT enables our school to work collaboratively, not only with the Trust, to improve the outcomes for all our children, but in partnership with parents/carers and the local community.

Visits to our school are strongly encouraged; please contact our School Business Manager to arrange. Once again, thank you for your interest and we wish you every success in your application.

Yours sincerely
Claire Claydon

Advertisement



Gusford Primary School

"Together we believe, learn & achieve"

Sheldrake Drive Ipswich IP2 9LQ

Tel: (01473) 682148 Fax: (01473) 692142

Email: admin@gusfordprimary.net Website: www.gusfordprimary.net

Headteacher : Mrs C Claydon

Full Time Class Teacher (EYFS) - September 2019

Temporary Contract - Maternity Cover

Salary	Mainscale / Upper Pay Scale
FTE	1fte
Job type	Fixed term for 1 year (to cover maternity leave)

We are looking to appoint a motivated and enthusiastic teacher to join our friendly and supportive team.

The successful candidate will:

- Have EYFS experience
- Demonstrate excellent classroom practice
- Have high expectations of achievement and behaviour
- Be well organised with the ability to work as part of a team

As a school we can offer you:

- Enthusiastic children who are keen to learn
- A supportive staff team
- A firm commitment to your personal and professional development
- Weekly PPA time with your year group team
-

This post would be suitable for an NQT (as the contract will be for 1 year to enable NQT induction to be completed) or an experienced teacher.

Roll 600 (including Nursery)

Gusford Primary School is part of The Active Learning Trust: www.activelearningtrust.org . As a Trust school we pride ourselves on working in close partnership in order to benefit our pupils, staff and community. Policies are available to view on the Active Learning Trust and Gusford Primary School websites. Our school website is: <http://www.gusfordprimary.net>

Visits to the school are warmly welcomed. For further details or to arrange a visit please contact Vicki Martin, our School Business Manager, on 01473 682148 or email miss.martin@gusfordprimary.net

Closing date: Thursday 2nd May 2019 @4pm

Interviews: Friday 10th May (or Friday 17th May)

Gusford Primary School is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. This position is subject to an enhanced DBS check.

About Gusford Primary School

Gusford Primary School provides education for around 650 children aged from 4 to 11 years and is able to cater for an annual intake of up to 90 children. We are situated in the Chantry area of Ipswich. The school was opened in 1962 and became an academy in 2013 with the Active Learning Trust.

The school has 21 classrooms, a Nursery class, 2 halls, a learner swimming pool, computer suite and a number of group rooms and resource areas. The school serves the Brookwood, Thorrington Park, Belstead Hills and Chantry area of South West Ipswich. There are pleasant grounds with much landscaping around the site.

Ofsted visited in November 2018 and although Gusford retained an overall rating of **Requires Improvement**, the effective work of the new leadership team was recognised with a grading of **Good** for **Leadership & Management** alongside **Good** for **Personal Development, Behaviour and Welfare**. Strengths listed in the report were:

“Leaders, governors and the trust demonstrate a steadfast determination to improve the school.”

“Attainment across the school is rising. Newly implemented approaches in teaching and learning are used consistently across the school. They are having a positive impact.”

“The school’s work to promote pupils’ personal development and welfare is good and a strength of the school. Throughout the school, pupils are polite, courteous, friendly and welcoming. Pupils show respect and take care of each other.”

“Relationships among pupils – and between teachers and pupils – are of high quality. Adults promote caring, trusting relationships with pupils and between pupils. These are raising pupils’ self-esteem and confidence.”

“Much work has been done with parents and carers to improve communication and work in partnership to support pupils at home and in school. Overall, parents value leaders’ work and are generally positive about the differences made. One parent summarised the views of the majority, saying, ‘I am happy with the direction the school is headed in.’”

“There is a securely embedded safeguarding culture across the school. Staff know their pupils very well, and the quality of relationships with pupils is a strength of the school.”

“Since their arrival at Gusford Community Primary School, the headteacher, deputy and assistant headteachers have made rapid improvements in dealing with weaknesses throughout the school. They acknowledge there is still more to do – particularly in ensuring that the quality of teaching, learning and assessment is consistently effective – but demonstrate determination and resilience in ensuring that standards continue to rise.”

The successful candidate will join our staff team at an exciting time in the schools development, as we continue with our ambition and relentless determination to improve outcomes for our pupils.

School Values

During the Spring term 2018 we consulted with our stakeholders on our school values, in order to ensure they were still valid and meaningful. In September 2018 we launched our new motto and values. The new Gusford Primary School motto is **‘Together we believe, learn & achieve’**. Our new school values are **Kindness, Honesty, Respect, Confidence and Responsibility**.

Active Learning Trust

The ALT brings together experienced and successful practitioners who share a collective belief in the effectiveness of school improvement, the primacy of performance management and the potential of new technology to enhance learning.

Gusford Primary School is located within our Ipswich hub, which brings together 4 schools:

Chantry Academy (11-16)

Gusford Primary

Hillside Primary

Sidegate Primary

There are a further two ALT Hubs located in Lowestoft and in Cambridgeshire, and this provides the opportunity for schools to be part of a learning community that extends across local authority boundaries.

In September 2017 the Trust opened a new 11-16 Secondary school and an all-age Special school in a shared community campus. Approval has also been given for the Trust to sponsor two free schools in the primary phase, one in Chatteris in Cambridgeshire, and one in Ipswich in Suffolk.

The Trust has the strong moral purpose of enabling schools to deliver high levels of achievement for all pupils, regardless of socio-economic circumstances, family situation or ethnic background.

The Trust will secure and sustain improvement in schools by providing leadership and support through academy sponsorship, by working with local governing bodies to strengthen their leadership and strategic delivery and through contracted work with school leaders and their teams.

In our academies and the schools that we work with, we will:

- Establish strong and effective leadership
- Deliver good governance as a non-negotiable element of our work
- Develop and sustain a strong and rapid trajectory of improvement
- Ensure a calm and purposeful learning environment
- Maintain robust systems of performance management
- Champion broad and balanced curricula, well integrated with the needs of business, local communities and the realities of work beyond school
- Harness the developing potential of information technology
- Ensure community 'ownership'
- Promote the sharing of expertise and effective practice across academies and schools
- Provide value for money services, delivered at minimised administrative cost
- Build capacity by nurturing a collaborative network of school improvers
- Ensure community 'ownership' of our Academies and schools and that they are seen as the schools of choice by their communities
- Foster and sustain strong links with further and higher education

Job Description

Post Title: Class Teacher

The Professional duties of teachers, (other than the Headteacher) are set out in the School Teachers pay & Conditions Document and describe the duties required of all teachers. In addition, the specific requirements of the post of classroom teacher, along with the particular duties expected of the post holder have been set out below:

Purpose:

Responsibility for a Class

Co-ordinating activities relating to a subject area or areas (NB: NQTs are not expected to lead a subject during their induction year), to include:

- Developing, monitoring, reviewing, evaluating effectiveness of and reporting on policy, action plans and practice
- Planning and managing associated resources/teaching materials, teaching programmes, courses of study, methods of teaching and assessment
- Giving guidance, support and encouragement to staff and leading in-service development sessions

Responsible to: Year Group Leader

Responsible for: Any Line Management responsibilities associated with the post

Scope: Classroom Teacher, Subject Responsibility

Salary/Grade: Main Scale or Upper Pay Scale

Main Duties:

Part 1

You are required to carry out duties of a schoolteacher as set out in paragraph 37 – 40 (inclusive) of the Schoolteachers' Pay and Conditions Document 1995.

The Conditions of Employment for School Teachers specify the general professional duties of all teachers. You should take an appropriate share of the responsibilities attached to teachers generally within the school in connection with their teaching of pupils and the promotion of their progress and welfare. You will work under the reasonable direction of the headteacher whose responsibility it is to ensure that a reasonable balance of the workload of each teacher is maintained.

Part 2 - In consultation with the Head, Deputy & Assistant Heads, your post as subject leader will require you to (NB: NQTs would not be expected to lead a subject during their induction year):

- Keep abreast of national and local developments, encourage and keep all staff informed of such developments.

- Monitor the effectiveness of the School's policy and practice in including all children fully in the life of the school, highlighting strengths, identifying areas for development and planning for improvement.
- Provide, as necessary, induction guidance and advice to students, newly qualified teachers and new colleagues joining the school from time to time.
- Assist in the professional development of colleagues including in-service work as may be appropriate.

Job Description continued ...

- Take responsibility for leading curriculum development, involving whole-school policies; contributing to other curriculum initiatives as may be appropriate.
- Ensure continuity of teaching approaches and advising, where required on classroom practice to achieve this.
- Ensure the best implementation of school policy by colleagues and supply teachers.
- Take responsibility for identifying needs and ordering the necessary stock; have general oversight of its usage, storage and safety.
- Help devise and maintain school records.
- Provide information to parents on school policy where appropriate.
- Lead staff meetings as appropriate.

Gusford is committed to the protection and safety of its pupils. The position is subject to an enhanced DBS check. Previous experience of a role in an educational establishment is essential. We welcome applications regardless of age, gender, ethnicity or religion. Only applications submitted on the Active Learning Trust application form will be considered.

It is expected that your current or last employer will be one of your referees and they will be contacted prior to interview. Verification of your qualifications will be required at interview.

The Person Specification



Gusford Primary School

Classteacher (Maternity Cover)

Experience	<ul style="list-style-type: none">• To have experience in teaching early years foundation stage• To have knowledge of and belief in inclusive practice providing maximum opportunities for all pupils to access the curriculum.• To have experience of working effectively as part of a team.• Experience in subject leadership is desirable but not essential.
Education and training	<ul style="list-style-type: none">• Qualified Teacher Status• Recent training in the use of ICT to support learning.• To have a secure understanding of assessment for learning.• To have a commitment to continuing professional development.
Aptitudes	<p>To have the ability to:</p> <ul style="list-style-type: none">• Communicate effectively with adults and children.• Teach a broad and balanced, differentiated curriculum that meets the needs of all children.• Use a wide range of resources in order to plan an innovative curriculum• Ensure that deadlines are met.• Work effectively with colleagues in year group planning teams to ensure that the needs of all children are being met.
Personal qualities	<ul style="list-style-type: none">• To be passionate about learning and teaching.• To look for the benefit for the children in every activity.• To welcome new initiatives and be willing to investigate them fully.• To enjoy working with young children to enable them to develop independence and experience success at their own level.• To have a commitment to raising standards.• To have high expectations of behaviour and achievement.• To maintain a calm and positive attitude when working under pressure.• To maintain confidentiality at all times.• To be supportive of the aims of the school.• To demonstrate a positive, professional manner.

NAHT Aspire

In September 2017 Gusford Primary School began a 3 partnership with NAHT Aspire, you can find out more about this school improvement programme on their website <http://nahtaspire.co.uk>

Other information

This post would be suitable for an NQT or an experienced teacher. This is a one year contract and although the post is linked to the maternity cover it would be a full 1 year contract to enable an NQT to complete their induction period at Gusford Primary School.

How to apply

Do take a look at the school website www.gusfordprimary.net and the website for ALT our multi-academy trust www.activelearningtrust.org to get a flavour of what we offer. The best way to find out about a school is to visit and this is very strongly encouraged.

To arrange a visit, or if you need any further information or you wish to have an informal discussion please contact our School Business Manager Miss Vicki Martin

Phone: 01473 682148

Email: miss.martin@gusfordprimary.net

To apply, you will need to send your completed application and supporting statement* by email to miss.martin@gusfordprimary.net

*Please ensure your supporting statement references the person specification included in this job pack.

If shortlisted for interview you will be asked to bring to your interview:

- A completed self-disclosure form (SD2)
- A completed Fitness to Work declaration form
- Your passport
- Copies of your post A-Level qualifications.

Closing date for applications: Thursday 2nd May 2019 @4pm

Interviews: Friday 10th May (or Friday 17th May)