



CLASSROOM TEACHER

NORTHBROOK PRIMARY ACADEMY



Dear Applicant,

Thank you for your interest in the position of Classroom Teacher at Northbrook Primary Academy.

The Endeavour Learning Trust board and I are delighted to provide the enclosed information about the role and our School. I hope you find it helpful and on behalf of the whole school community, I would like to take this opportunity to extend a very warm welcome.

Endeavour Learning Trust is a growing Trust in the North West, currently spanning South Ribble, West Lancashire and North Sefton. In our family of schools at this point in our growth, we have four secondary schools and two primary schools formally within the Trust.

Our mission and values provide a clear framework for us to work to. We are absolutely committed to serving our communities to ensure that every child achieves their potential by providing the highest quality educational experience in a truly inclusive way.

As a Trust, we don't believe in a one-size-fits-all approach for our schools or our students. We respect and celebrate individuality, working with a clear determination to support our children, colleagues and communities both collectively, and individually, to flourish and thrive through a rich and transformational provision.

We believe in the value of collaboration, and everybody working with the Trust shares a collective responsibility for the success of all of our children. We also recognise that we will never be successful in delivering our vision for our young people unless our colleagues are supported, nurtured and developed to achieve their full potential with us. That's why we are equally committed to ensuring every colleague benefits from the best possible employment experience where high-quality CPD and a sincere approach to supporting wellbeing enable our colleagues to achieve their own aspirations for their career.

We hope the enclosed information will give you good insight into our School & Trust.

We look forward to viewing your application.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'DCL', with a stylized flourish at the end.

David Clayton
Chief Executive

Endeavour Learning Trust's Mission and Values

We will serve our communities to ensure that every child realises their potential

We pledge that our schools will be transformational places of academic excellence that offer a true richness of experience, providing all children with the same opportunities to flourish and develop their unique skills, qualities and talents.

We will work collaboratively with our colleagues, parents and carers and our partners to remove any barriers that place limitations on our children, creating schools that are happy and harmonious places at the centre of their community.

Our Values

Individuality

We are firmly committed to recognising, celebrating and investing in the individuality of all of our children and young people, each of our colleagues and the distinct ethos and identity of each of our schools, whilst remaining united by our core values. We don't believe in a "one size fits all" approach, and will adapt our provision to meet individual needs.

People centred

Our work is driven by our responsibility to every individual within our Trust community. Every person deserves to be treated with respect, dignity and kindness. We demonstrate empathy and humility in our approach, ensuring that our Trust provides an environment where every individual feels confident to be their true authentic self.

Belonging

Equity of opportunity is central to our practice and we will be relentless in our endeavour to identify and remove barriers that prevent full inclusion. Our culture extends beyond tolerance to one where difference is embraced and every individual is valued and celebrated for their unique contribution to our community. Every individual is a full member in our community.

Transformation

We believe in the promise of each individual across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual successes. We are bold in our approach, stretching perceived boundaries, to go further for our children, colleagues and communities. We continually develop our approach to respond to changes in the communities we operate within to support every child, colleague and partners to realise their potential.

Togetherness

We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of the communities we serve. Our collaborative approach inspires us to be bold and brings us together in ways that help us to make a difference. We are better together.

ENDEAVOUR LEARNING TRUST

OUR SCHOOLS



Dear Applicant,

Thank you for showing an interest in the role of Classroom Teacher at Northbrook Primary Academy, part of the Endeavour Learning Trust.

Northbrook Primary Academy is a growing and thriving school. At our school, you will find inspirational and challenging teaching and learning, outstanding pastoral care and a genuine belief that every child can succeed. Our overriding priority is to get to know each of our children for their own special uniqueness. Building and maintaining strong relationships with our parents is essential to this and we also take our role at the heart of the community seriously. We are proud of our significant improvements over recent years and we will continue to provide the very best for each and every one of our students.

We are a school with a nurturing environment which is dedicated to developing happy, respectful and independent young people. All of our staff are extremely passionate about ensuring the successful development of each individual child. Our children behave really well and they thrive in our warm, welcoming yet ambitious environment.

One of our many strengths is our community spirit and family feel; our size means that each student is well known as an individual and supported by key staff, as well as being challenged to be the best they can be. Getting the right balance between academic and pastoral support is vital to us. At Northbrook Primary, we believe that every student should be treated as we would want our own children to be. As a result, our students feel safe and valued in an environment where we get the right balance between encouragement and support and stretch and challenge.

We hope the information in this pack give you an insight to who we are and what we do.

Yours faithfully,

Mr M Cunniffe
Headteacher

Classroom Teacher

Full time, Fixed term

£30,000 - £46,525 per annum

1st September 2024

At an exciting time in the School's and Trust's journey, we are delighted to offer the opportunity for two suitably experienced staff members to join our caring and ambitious staff team.

All of our staff are ambitious for our young people and are driven to ensure that they receive the very best education possible, in a calm and nurturing environment. We are leaving no stone unturned to raise standards across our school, as we strive to provide our pupils with the experiences and outcomes that they deserve. We welcome applications from highly motivated and enthusiastic practitioners who are eager to be a part of our exciting journey.

Through this recruitment process, we wish to appoint an Early Years Foundation Stage specialist, in order to ensure that our pupils receive the very best start to their education, as well as a teacher with strengths either in KS1 or KS2. The permanent contract will be offered to the strongest candidate and the second position will be offered on a twelve-month temporary contract. The temporary post has been created in order to increase the capacity for our senior leaders to have strategic time to monitor the curriculum and support staff with continuous CPD. There is the potential for the twelve-month temporary contract to be made permanent, if the model for increased leadership capacity proves effective in helping to further raise outcomes across the school.

Why join us?

- Join a truly supportive and encouraging team
- Full and continued support from specialist staff within Central Trust Team.
- Access to the Teacher's Pension Scheme
- Free on-site parking
- A modern, well-resourced school environment
- 24/7 access to employee wellbeing package
- Encouragement of further and continued professional development
- 50% off Endeavour Children's Holiday Camps

HOW TO APPLY

To apply, please complete an application form in full and send to vacancies@endeavourlearning.org along with a personal statement to support your application and outline the relevant experience you can bring to Endeavour Learning Trust.

Applications should be submitted by 9am on Monday 22nd April 2024

Interviews are to be held on 2nd & 3rd May 2024

Candidates should ensure that they and their referees are easily contactable, with the correct phone number and email address and able to reply promptly if references are requested.

If you require any further information please contact our Recruitment Manager, Mollie at m.fairhurst@endeavourlearning.org or on 01772 817904

SAFEGUARDING

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

Please note that in line with Keeping Children Safe in Education, an online search will be carried out as part of our due diligence on shortlisted candidates.

JOB DESCRIPTION



CLASSROOM TEACHER

NORTHBROOK PRIMARY ACADEMY

JOB PURPOSE

- To plan, develop and deliver high quality lessons and schemes of work, using a variety of approaches, to continually enhance teaching and learning and to maximise individual progress for pupils
- To maintain and build upon the relevant standards achieved in the award for QTS (Primary) as set out by the Secretary of State
- To support the Senior Leadership Team (SLT) in providing effective leadership and management and to contribute to building and maintaining an effective teaching team which continually strives to enhance the quality of teaching and learning
- To contribute as appropriate to a personalised learning agenda to meet the needs of individual pupils
- To contribute to the school's delivery of engaging and effective teaching and learning strategies
- To consistently apply the school's Behaviour and Rewards Policy.
- To support in leadership of a curriculum area

TEACHING & LEARNING

- Manage pupil learning through effective teaching in accordance with the school's schemes of work and policies.
- Ensure continuity, progression and cohesiveness in all teaching.
- Use a variety of methods and approaches, including differentiation to ensure stretch and challenge for all pupils and to meet curricular objectives and to ensure equal opportunity for all pupils.
- Set assessments and homework regularly in accordance with the School policies and guidelines, to consolidate and extend learning and encourage pupils to take responsibility for their own learning.
- Work with SEND staff and pastoral support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
- Work effectively as a member of the team to improve the quality of teaching and learning.
- Set high expectations for all pupils, particularly Pupil Premium pupils, to deepen their knowledge and understanding, to raise aspirations and to maximise their individual achievement.
- To plan and execute appropriate intervention strategies within the classroom to address potential underachievement and log as appropriate
- Use positive management of behaviour in an environment of mutual respect which allows pupils to feel safe and secure and promotes their self-esteem.
- Inspire creativity, independence and critical thinking.
- Contribute towards social cohesion

SCHOOL DEVELOPMENT

- To contribute to the development of planning which includes a range of teaching and learning methods and activities providing a rich experience for all pupils, and incorporating a variety of assessment methods at key points to enable accurate judgements to be made on pupil progress within the Assessment for Learning Agenda.
- To fully engage with whole school initiatives for collaborative planning and moderation.
- To share in the development of the classroom and intervention strategies for pupils' literacy, numeracy and spiritual, moral, social and cultural development.

MONITORING, ASSESSMENT, RECORDING, REPORTING & ACCOUNTABILITY

- Be immediately responsible for the processes of identification, assessment, recording and reporting for the pupils in their class.
- Contribute towards the implementation of 'Teaching and Learning Plans' as detailed in the current Code of Practice and school policies particularly the planning and recording of appropriate actions and outcomes related to set targets and suggested strategies.
- Assess pupils' work systematically and use the results to inform future planning, teaching, moderation and curricular development and to refine accurate predictions of pupil outcomes.

- Keep up to date with data on pupil progress and use it effectively in planning and preparation.
- Be familiar with statutory assessment and reporting procedures, prepare and present informative, helpful and accurate reports as required.
- Keep an accurate register of pupils for each session. Unexplained absences or patterns of absence should be reported immediately in accordance with the School policy.

PROFESSIONAL DEVELOPMENT & STANDARDS

- Be a role model to pupils through appropriate personal presentation and professional conduct as in the Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings and the school policy and procedures.
- Be familiar with and supportive of all the School's policies and procedures including Safeguarding and Health.
- Establish effective working relationships with professional colleagues.
- Maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
- Liaise effectively with parent/carers and with other agencies with responsibility for pupils' education and welfare as directed by the School.
- Be aware of the role of the Trust Board and Local Academy Council of the Academy and support them in performing their duties.
- Be familiar with and implement the relevant requirements of the current SEND Code of Practice, DDA and Access to Work.
- Consider the needs of all pupils within lessons (and implement specialist advice) especially those who:
 - have SEND
 - are disadvantaged (including PP, FSM, CLA, Forces Children and EAL)
 - are Able, Gifted and Talented
 - are mobile pupils

COMMUNICATION

- Meet regularly and work with the Key Stage Leader (and line manager if different) for professional support and to develop effective Key Stage management
- Liaise with other subject leaders in order to utilise effective practice from across the curriculum.

HEALTH & SAFETY

- Be aware of Basic First Aid procedures.
- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
- Co-operate with the employer on all issues to do with Health, Safety & Welfare and fire procedures.
- Work to the school's policies.

SAFEGUARDING

- To be responsible for promoting and safeguarding the welfare of children and young persons with whom the post-holder comes into contact with, or is responsible for in line with School Policies.

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

PERSON SPECIFICATION

	KEY CRITERIA	Essential (E) OR Desirable (D)
QUALIFICATIONS	Qualified Teacher Status	E
	To have trained, or are being trained for the appropriate age group.	E
EXPERIENCE	Successful teaching practice/experience with more than one year group	E
	Experience of teaching at different key stages	D
	Good oral and written communication skills	E
	The ability to create a rich and safe learning environment for all pupils by establishing high expectations and promoting purposeful learning	E
	Implementing effective classroom management and organisation	E
	Assessing the needs of individual pupils and accurately recording and reporting their progress	E
	Good planning based on the Foundation Stage or National Curriculum, schemes of work, and information from the assessment of pupils' learning needs	E
	Other subject specialism	D
KNOWLEDGE	Demonstrate a clear understanding of the primary curriculum	E
	Experience of teaching within key stage one or two using the new national curriculum	E
	National Curriculum requirements and national strategies to raise achievement	E
	Knowledge of current developments with regard to the primary curriculum	E
	Knowledge of theory and practice of effective teaching and learning	E
	An understanding of the process of learning	
	An understanding of continuity and progression in learning	E
PERSONAL QUALITIES	Ability to relate well to children and adults	E
	Ability to lead and influence others	E
	A good attendance and punctuality record	E
	A commitment to CPD	E
	Ability to work as both part of a team and independently	E
	Committed to contributing to the wider school and its community	E