**

**Advert for Key Stage 1 Teacher**

Claire Edgeley, Headteacher

Over Hall Community School

Advert for Key Stage 1 Teacher

Applicant pack

*October 2024*

*Be supported. Feel supported. Make a difference.*

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Dear Candidate,

Thank you for your interest in the post at Over Hall Community School. This is an exciting opportunity that has arisen for welcoming an inspirational and hard-working Key Stage 1 teacher to join our team. This is a maternity cover contract to commence in January 2025 and is expected to end June 2025 (or when the postholder returns, whichever is sooner).

We are looking for someone who is …

* An excellent classroom practitioner
* Eager to develop innovative ideas that stimulate learning
* **Committed** to working with colleagues across the school, alongside outside agencies, to raise standards and attainment for all
* Committed and **ambitious** for their own professional development
* **Able to inspire, engage and motivate** children to reach their full potential, whilst maintaining a positive ethos and the core school values
* **Able to create and deliver engaging lessons** to diverse groups of children at all levels.
* Able to **demonstrate an enthusiasm** for teaching and learning that instils a love for learning.
* A positive and effective **team player**.
* **Passionate** to make a noticeable impact on standards of attainment and achievement by bringing fresh ideas, motivational skills and a keen focus on improvement.
* Will consistently **champion** the positive attitudes, values and behaviour which promote good progress and outcomes

Over Hall Community School, part of Cheshire Academies Trust, is a vibrant, diverse school community with a relentless focus on high expectations and aspirations. We serve the families of the local community in Winsford, striving for excellence in all that we do, whether that is standards of academic attainment, presentation, or behaviour.

As a school we can offer you:

* a strong, values based ethos
* a happy well-managed school with a strong team ethos
* an opportunity to make a real difference to the lives of the children within our team.
* Commitment to your development as a teacher

Our school is encapsulated by the motto …

**'Be supported, feel supported. Make a difference.'**

We aim to ensure children enjoy learning and feel prepared for life within and outside of school, today and for the future, through a wide variety of strategies and activities. We offer our children new and exciting experiences through timetabled and extra-curricular activities that are designed to build resilience, confidence and self-esteem, preparing them for life beyond the school gates.

We are determined to provide every opportunity for the children and our community at Over Hall, building upon the foundations of love and tolerance, preparing for life beyond school. We have created a ‘harmonious community’ in which all can experience the freedom and safety to grow, develop, dream, believe, achieve and inspire each other. We aspire to high standards in the quality of all that we undertake and are passionate about seeking better outcomes for children and their families, meeting their needs and stretching their aspirations.

During their time at Over Hall, we aim for children to increase their resilience through identifying their secure base, build upon their self-esteem and a strong sense of self efficacy. As a result, we strive for them to be able to confidently complete the phrases...

**I have** ... (identifying their support and resources around them enabling them to feel safe and secure)

**I am** ... (identifying personal strengths, attitudes and beliefs)

**I can** ... (identifying social and interpersonal skills; a sense of control and mastery; an understanding of strategies and limitations)

***'The child who works well, loves well and expects well despite profound life adversity.'***

**~Werner and Smith 1982**

At Over Hall we ensure everyone feels supported through **our agreed values** of...

* **S**afety and sensitivity to the needs of others
* **U**nderstanding
* **P**ride
* **P**atience
* **O**wnership
* **R**espect
* **T**rust
* **E**njoyment
* **D**etermination

We strongly believe our role is to nurture, provide opportunities and encourage positive attitudes in creating lifelong learners, team players, coaches and critical thinkers. We only develop by adopting open minds, exploring, sharing, adapting and utilising strategies that are appropriate and will benefit us as individuals and our community as a whole. In doing this, children feel safe, happy, learn well and make progress.

After browsing our website, if you require further information, please contact the school office who will be happy to help. School visits are warmly encouraged. If you would like to visit the school, please contact Miss Large on 01606 663650.

Application packs can be obtained from the school office [admin@overhall.cheshire.sch.uk](mailto:admin@overhall.cheshire.sch.uk).

Please complete and return the application to Miss D Clews, Over Hall Community School, Ludlow Close, Winsford, Cheshire CW7 1LX or electronically to admin@overhall.cheshire.sch.uk by the closing date of 12 noon **Thursday 7th November 2024**.

Shortlisted applicants will be invited to interview on **Thursday 14th November 2024**.

Over Hall Community School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, a Social Media check and where applicable, a prohibition from teaching check will be completed for all applicants. Our school is a uniquely exciting place to be and I hope that you decide to join us on our journey of development and growth.

We look forward to meeting you

Mrs Claire Edgeley

Headteacher

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**JOB DESCRIPTION**

|  |  |
| --- | --- |
| **Job Title** | Class Teacher |
| **Salary & Grade** | Main Pay Range (M1-M6) |
| **Line Manager** | Headteacher / Assistant Headteacher |
| **Supervisory Responsibilities** | Leads, organises and directs support staff within the classroom |

**Duties and Responsibilities**

The duties outlined in this job description are in addition to those covered by the latest School Teachers’ Pay and Conditions Document. At this school, the following areas have been highlighted as being of particular importance:

**Teaching and Learning:**

Take responsibility for a class of children determined on an annual basis by the Headteacher and in accordance with the duties listed below:

* Teach a class of pupils, and ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs;
* Maintain the positive ethos and core values of the school, both inside and outside the classroom
* Implement agreed school policies and guidelines;
* Support initiatives decided by the Headteacher and staff;
* Plan appropriately to meet the needs of all pupils, through differentiation of tasks;
* Be able to set clear, challenging targets, based on prior attainment, for pupils’ learning;
* Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils;
* Develop innovative ideas that stimulate and challenge children
* Promote the school’s code of conduct amongst pupils, in accordance with the school's behaviour policy
* Make effective use of ICT to enhance learning and teaching
* Promote the school’s mission statement ‘Together we can make a difference’

### **Assessment and Monitoring:**

* Keep appropriate and efficient records, integrating formative and summative assessment into planning;
* Work with school leaders to track the progress of individual children and intervene where pupils are not making progress;
* Report to parents on the development, progress and attainment of pupils;

**Additional Duties:**

* Participate in meetings which relate to the school's management, curriculum, administration or organisation;
* Communicate and co-operate with specialists from outside agencies;
* Participate in the performance management system for the appraisal of their own performance, or that of other teachers;
* Contribute to constructive team-building amongst teaching and non-teaching staff, parents and governors

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**PERSON SPECIFICATION – Class Teacher**

|  |  |  |  |
| --- | --- | --- | --- |
| **Area** | **Essential** | **Desirable** | **Evidence** |
| ***Qualifications*** | * QTS | * Specialism in KS position advertised | Application |
| ***Experience*** | * Recent and relevant experience of working with pupils in the relevant key stage. |  | Application  References  Interview |
| ***Knowledge and Skills*** | * Comprehensive knowledge of the National Curriculum and relevant assessment requirements * Able to use knowledge of pupil attainment and progression to plan appropriate and engaging activities that challenge learners * Able to accurately record and evidence children’s attainment and progress in accordance with school policy * Knowledge of effective strategies to include, and meet the needs of all pupils in particular underachieving groups of pupils, pupils with EAL and SEN * Must be able to plan lessons for all the pupils in a class, setting clear learning intentions and differentiated tasks | * Ability to model high quality lessons for other staff to learn from * Ability to co-ordinate projects to achieve required outcomes and inspire support from colleagues | Application  Observation  References  Interview |
| ***Personal Qualities and Attributes*** | * committed to raising standards and attainment for all children through the development of innovative ideas that stimulate and challenge children * approachable and caring to pupils, parents and staff * Self-critical and reflective * Dedicated to own continuing professional development * Maintain the highest standards of professionalism * Able to respond creatively and positively to new challenges and change * Prepared to ask for advice or help when necessary * Effectively and efficiently manage personal time * Committed to playing an active role in the wider life of the school | * Demonstrates a commitment to the continuing professional development of other colleagues | Interview  References |
| ***Commitment*** | * Good team player   Demonstrates a commitment to:   * Promoting and safeguarding the welfare of children in the school * Demonstrating the highest standards of teaching and learning * Involvement in whole-school initiatives * Promoting parental involvement |  | Application  Interview  References |

**Please note that candidates will be asked to provide evidence against the selected criteria**

**Recruitment schedule**

**Closing date**: 12 noon, Thursday 7th November 2024

**Shortlisting**: Friday 8th November 2024

**Interviews**: Thursday 14th November 2024

**Recruitment Process**

Shortlisting will be conducted using the essential and desired criteria as displayed in the table.

**References**

Before you are invited to interview, the school will obtain references from your referees. In order to prevent a delay please ensure that the reference section of the application form is accurate and completed in full. We also urge you to ensure your referees are aware you are applying for this post at Over Hall and have given their permission for you to share their details.

**Right to work in the UK**

Section 8 of the Asylum and Immigration Act 2006 makes it a criminal offence for an employer to take on a new employee whose immigration status prevents him/her from taking up employment. If you are invited to attend an interview you will be asked to produce original and up to date documentary evidence of your right to work in the UK.

**Data Protection**

Any data about you will be held securely with access restricted to those involved in dealing with your application in the selection process. By signing and submitting your application form you are giving consent to the processing of your data.

**Criminal Convictions**

All education establishments in the UK are exempted from the Rehabilitation of Offenders Act 1974. In practice this means that all applicants must inform on all spent and unspent convictions on their application form and when completing a Disclosure and Barring form. Failure to provide this information may result in dismissal. List 99 is also obtained on anyone who will be working or coming into contact with children; and must be received by the school before employment can commence.

If you do not disclose a conviction you have it could lead to your application being rejected, or, if you are appointed, may lead later to your dismissal. If between the completion of this application form and taking up a job within Cheshire Academies Trust, you are convicted of a criminal offence you must inform the Cheshire Academies Trust of this.

**Equality and diversity**

We recognise the benefits of a diverse workforce such as ideas and talent. We are committed to eradicating discrimination in the workplace; and becoming an employer of choice.

**Early Career Teachers (ECTs)**

We take great care in supporting all of our staff and ensuring they have appropriate professional development. We have a strong commitment to give our early career teachers the best possible tailored support.

**Special requirements**

If you require reasonable adjustments prior to your interview, these can be arranged by emailing admin@overhall.cheshire.sch.uk and where practical, we will support your request.

**Visiting the school**

We urge all candidates to visit the school and where this is not possible, please indicate on your application.

**Safer Recruitment**

Over Hall Community School, as part of Cheshire Academies Trust Academies, are committed to safeguarding and promoting the welfare of children and young people and expect all staff, volunteers and other third parties to share this commitment. Safer recruitment practice and pre-employment background checks will be undertaken before any appointment is confirmed. This includes a request for references, prior to interview. Shortlisted candidates are expected to provide evidence of qualifications at interview and a satisfactory, enhanced DBS check will be undertaken before final confirmation to the successful candidate.

We warmly welcome applications from every suitably qualified member of our local community. We regret that we are unable to provide feedback on the shortlisting process. If we have not been in touch with you by **Tuesday 12th November 2024** then, unfortunately, your application has been unsuccessful on this occasion.