



**KS1 Class Teacher**

**Application Pack**

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# Letter from Cathie Paine, Chief Executive Officer

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven’t previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

**Cathie Paine**

**CEO**

# Letter from Ben Clark, Headteacher

Welcome to Copperfield Academy.

You have discovered a wonderful opportunity to join a great school known for its innovation, energy, and community spirit.

Are you looking for a school that offers exceptional education and opportunities? Look no further!

* Our school provides a class-leading Early Years Foundation Stage (EYFS) program that surpasses national expectations. With qualified teachers and leaders in every Nursery and Reception class, every child is sure to receive the best start to their education.
* At our school, we believe that a healthy and happy school environment is key to success. That’s why we offer an extensive pastoral and well-being system that supports not only our students but also our staff, parents, and the wider community. From mental and emotional well-being support to parenting courses, coffee mornings, networking events, staff wellbeing committees, and wellbeing days for staff, we have a range of services that are designed to help everyone thrive.
* We take pride in our highly regarded SEND (Special Educational Needs and Disabilities) provision. Our SEND specialists provide personalized training for every adult at Copperfield Academy to ensure that every child with SEND receives the best support possible.
* We have observed a positive trend in our statutory testing outcomes, thanks to our excellent CPD (Continuous Professional Development) programme. Our Teaching and Learning Assistant Headteacher carefully reviews the whole school CPD plan every week, considering teacher feedback and measuring its impact, to ensure our CPD programme continues to meet our school's needs. As per the EEF's (Education Endowment Foundation) advice, we focus on a limited number of key areas for the whole school CPD, which is planned to take place over multiple terms, allowing staff to learn, experiment and refine new practices over time. This CPD schedule is led by teachers and designed to encourage teachers to take risks when developing their pedagogy.
* We also provide each teacher with an individual CPD programme, led by the teachers themselves. Our Assistant Headteacher meets with each teacher once a term to discuss their individual CPD plan and provide guidance and coaching where necessary to ensure that all staff continue to grow and develop. We believe that learning is a lifelong process, and we encourage everyone in our school community to embrace this philosophy. (Even I am always seeking to learn something new!)

The above reasons might explain why our school attendance consistently exceeds the national average, why we are oversubscribed, and why our staff and parent satisfaction surveys and reviews are always so positive. There are many more reasons to be excited about joining Copperfield Academy, which makes it a great opportunity that you wouldn't want to miss. If you're keen to learn more about us, please get in touch with us today.

Best of luck,

Ben Clark

Headteacher

# Our Touchstones

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago Touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

**Inspiration** breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. You can learn more about REAch2 at our website: [www.reach2.org](http://www.reach2.org)

# The role

**Post:**  Class Teacher – KS1

**Job Terms:** Full Time

**Appointment:** Permanent

**Salary:**  MPS – ECTs are welcome to apply

**Start Date:** September 2024

We are looking to appoint an inspirational, ambitious and talented Class Teacher for Key Stage 1 to join our dedicated and enthusiastic team in September 2024 on a permanent, full-time contract. We will happily consider ECTs as well as more experienced staff.

Class Teachers are responsible for the day-to-day teaching and learning provision for all children in their class, including those with Special Educational Needs, English as an Additional Language, those more-able learners and those eligible for the Pupil Premium Grant. You will receive coaching and mentoring from experienced leaders in the academy to ensure that you are supported in all aspects of what you do.

At Copperfield Primary Academy, we strive to ensure that all our pupils are happy, confident, ambitious individuals with a passion for learning; who possess the skills, knowledge, learning attitudes and behaviours to enable them to be successful in the world today, and in the future. We achieve this through creating a strong sense of community and by providing high quality teaching and learning opportunities through an inspiring curriculum.

**We wish to appoint an excellent teacher for KS1 who will:**

* Make learning irresistible, effective and inclusive.
* Be committed to raising the standard of learning for all pupils
* Embrace and develop the reflective pedagogy necessary to implement consistently good or outstanding teaching and learning ensuring all pupils make good progress;
* Be committed to on-going professional development;
* Contribute to the wider life of the school;
* Contribute to a dynamic and inspiring school environment;
* Have experience with phonics,
* Have experience and knowledge of teaching EAL, SEN and PP pupils.

**In return we can offer you:**

* The chance to be part of a Multi-Academy Trust that genuinely cares about YOU
* The chance to work with a supportive team
* An excellent [Early Career Professional Development Programme](https://reachteach.org/ect/) with REAch2 and beyond
* A tenacious and experienced senior leadership team who care fervently about inclusion and promote creativity and thinking outside of the box
* Fun-loving, energetic and enthusiastic pupils (and staff)
* Proactive parents who are very supportive of our school
* As part of REAch2 employee benefits we also offer an eye care scheme, access to an Employee Assistance Programme for you and your immediate family and membership of ‘perks at work’ – which includes discounts on holidays, shopping, family days out and much more.

This is an exciting opportunity for the right person to help us to make a difference and continue to move our school forward. Visits to the school are welcomed and encouraged.

**Background Information about the School**

Copperfield is an old and long-established Northfleet School, having opened as Dover Road School in 1904.

Increasing success in recent years has meant we are fast becoming a very popular school with local families, and we currently have the children, grandchildren and great-grandchildren here of former pupils. We are known for extending a warm welcome to families that are new to Gravesend and to many families new to the UK.

As part of the nationwide REAch2 Academy Trust, leaders and staff at Copperfield are committed to working hard to ensure it is a happy school where pupils of all ages thoroughly enjoy their learning and being at school. We consider ourselves to be a supportive extended family of, and for, all our families that is able to meet the needs of the most-able and the most-challenged.

Copperfield has faced many challenges over its history, but a dedicated team of experienced leaders and highly effective staff have successfully transformed the school from its lowest point to a position of strength, vitality, creativity, and excellence.

It is now formally recognised that Copperfield Academy is a good school, and a vibrant school. Classrooms are calm and purposeful places, where pupils learn in a safe atmosphere. Leaders are determined that every pupil’s experience, regardless of their individual needs, is a positive and successful one. As a result, pupils flourish and thrive.

As a member of the [REAch2 Trust](http://www.reach2.org), a national family of primary academies, [Copperfield Academy](https://copperfieldacademy.org/) is committed to raising standards and achieving excellent for all pupils whatever their background or circumstance. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike. Copperfield Academy is committed to safeguarding and promoting the welfare of children and young people / vulnerable adults and expects all staff and volunteers to share this commitment. This position is subject to an enhanced DBS check and satisfactory written references.

# The application

You are invited to submit an application form to **Ben Clark, Headteacher** by email[**recruitment@reach2.org**](file:///C:\Users\Michaela.Harris\Downloads\recruitment@reach2.org)

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust’s online [Equality & Diversity Monitoring Form](https://forms.office.com/Pages/ResponsePage.aspx?id=EGorfMwEtEi30d9QFOXXNJ4DEcgd411KhzIQrNunT_hUMlJXTkhNVlE0SlhKV0FWTEk2Wkw1TTUwRS4u) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check.

To arrange an informal discussion please contact **Ben Clark, Headteacher** via school office on 01474 352488 or by email [office@copperfieldacademy.org](file:///C:\Users\Michaela.Harris\Downloads\office@copperfieldacademy.org)

## The application process and timetable

|  |  |
| --- | --- |
| **Application deadline:** | Midday, Monday 13 May |
| **Interviews:** | W/C 20th May 2024 |
| **Contract Details:** | Permanent, full-time |
| **Salary:** | Main Pay Scale |
| **Start date:** | September 2024 |

Candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

# Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that those who work in an academy are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all our pupils.

We will seek to recruit the best applicant for the job based on the abilities, qualifications, experience as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your information will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](https://reach2.org/wp-content/uploads/2020/01/Privacy-Notice-Job-Applications.pdf).

# Job Description

**Post:** Class Teacher

**Responsible to:** The Headteacher

**REAch2 is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS disclosure will be requested where required.**

**Scope:** Classroom Teacher

**Duties:** The Conditions of Employment for School Teachers

(Document on Pay and Conditions) specify the general professional duties of all teachers. In addition, certain particular duties are reasonably required to be exercised and completed in a satisfactory manner.

**Responsible for:**

* Supporting the vision, ethos and policies of the school and promoting high levels of achievement.
* Supporting the creation and implementation of the school improvement plan.
* Organising and managing teaching and learning.
* The development and monitoring of the curriculum provision.
* Supporting the Headteacher in the monitoring of the quality of teaching and children’s achievements.
* The pastoral care of children, promoting independence and good behaviour, in accordance with school policies
* Ensuring that parents are fully involved in their child’s learning and development and well-informed about the curriculum, their child’s individual targets, progress and achievement
* Developing the use of new and emerging technologies and techniques within the classroom

**Teaching and Learning**

* Identifying clear teaching objectives and specifying how they will be taught and assessed.
* Setting tasks which challenge pupils and ensure high levels of interest
* Setting appropriate and demanding expectations
* Setting clear targets, building on prior attainment
* Identifying SEN or very able pupils
* Providing clear structures for lessons maintaining pace, motivation and challenge
* Making effective teaching and best use of available time
* Maintaining good conduct and learning behaviours in accordance with the school’s procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework
* Ensuring effective teaching and best use of available time
* Using a variety of teaching methods to match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
* Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
* Select appropriate learning resources and develop study skills through library, I.C.T. and other sources
* Ensuring pupils acquire and consolidate knowledge skills and understanding appropriate to the subject taught
* Evaluating own teaching critically to improve effectiveness
* Ensuring the effective and efficient deployment of classroom support
* Taking account of pupils’ needs by providing structured learning opportunities which develop the areas of learning identified in national and local policies and particularly the foundations for English and Mathematics
* Encouraging pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere and listen attentively
* Using a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.

**Monitoring, Assessment, Recording, Reporting**

* Assess how well learning objectives have been achieved and us them to improve specific aspects of teaching
* Provide feedback for pupils and set targets together for progress
* Assess and record pupils’ progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving
* Prepare and present informative reports to parents.

**Curriculum Development**

* Contribute to team responsibility for a subject or aspect of the school’s work and develop plans which identify clear targets and success criteria for its development and/or maintenance
* Contribute to the whole school’s development activities

**These duties may be varied to meet the changing demands of the school at the reasonable direction of the Headteacher. This job description does not form part of the contract of employment. It describes the way the post holder is expected to perform and complete the particular duties as set out above.**

# Person Specification

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Measured by** |
| Right to work in the UK | **\*** |  |  |
| **Knowledge / qualifications and experience** | | |  |
| Qualified Teacher status | \* |  | A |
| Relevant degree | \* |  | A |
| Clear communication/questioning skills – precise approach to written communication | \* |  | A O I |
| ICT competent | \* |  | O |
| Able to inspire children’s interest in learning | \* |  | O |
| A full Enhanced Disclosure from the Disclosure and Barring Service | \* |  | A I |
| **Skills , abilities and personal attributes** | | |  |
| Evidence of a commitment to safeguarding and promoting the welfare of children and young people | \* |  | A R I |
| Commitment to promote and support the aims of REAch2 | \* |  | R I |
| Knowledge of strategies to support learning, progress and standards across the curriculum – evidence of impact on progress | \* |  | A R O I |
| Knowledge of how ICT can be used to support/ enrich learning | \* |  | A |
| Effective classroom management skills – able to provide an effective environment for learning | \* |  | O |
| Clear understanding of the role of assessment in the development of learning | \* |  | A O I |
| Successful record of teaching within primary | \* |  | A O I R |
| Awareness of national trends and developments | \* |  | A I |
| Evidence of commitment to personal and professional development | \* |  | A I |
| **Personal qualities** | | | |
| Flexibility of approach | \* |  | R |
| Excellent organisational skills | \* |  | O R I |
| Supportive – able to work as part of a team | \* |  | R |
| Able to respond to and seek advice | \* |  | R |
| Ability to work under pressure while maintaining a cheerful disposition | \* |  | A O I |
| Flexibility of approach | \* |  | R |
| **Interest & Motivation in the job** | | | |
| Enthusiasm for children’s learning | \* |  | O I R A |
| A commitment to the integration of children with SEN in a mainstream school environment | \* |  | O I A |
| A willingness to contribute to all areas of school life | \* |  | A R I |
| **\*Key: A=Application, R=Reference, O=Observation, I=Interview** | | | |

All staff are expected to understand and be committed and to contribute to Trust’s commitment to Equal Opportunities for all.