



Strive
4Academy Trust

Candidate Information Pack

Ray Lodge Primary School

Early Years Teacher



Introduction from our Chief Executive



Through a model of learning that creates a collaboration and partnership of inspirational and inclusive schools that share the same values, our Trust provides the drive for educational excellence and dynamic innovation. Our academies work closely and collaboratively together, along with our partners, aiming to deliver school to school improvement and exceptional learning experiences for both children and staff. It seeks to develop a 'family' of schools where communities are striving for excellence; where going that extra mile for all the children is part of the fabric. Strive4 is passionate that all children are able to achieve; it challenges the myths that only some can. To maximise the levels of achievement across each of our learning communities, all activities are focused on improving the life chances of the children in our care. The Trust believes, that in terms of learning, every second counts.

As of 01 September 2021, our Trust comprises of two large Primary Schools, educating around 1,300 pupils, and employing over 150 talented staff. The Trust has partnerships with Havering Education Services, Redbridge Education Partnership and the Best Practice Network and is currently delivering high quality CPD for those at the start of their careers right through to those looking for leadership progression through the National Professional Qualifications of Leadership. The Trust has ambitious plans for growth over the next 5 years which makes this an extremely exciting time to join our Trust.

We are now recruiting for the position of Early Years Teacher at Ray Lodge Primary School: an exciting opportunity within our highly successful and financially sound, geographically local Trust. We are looking for someone who is ambitious for the children and wider community of Redbridge, who will, as part of a dynamic and outward facing team, enhance children's life chances, make them eminently employable and provide a bright future for them and their families.

Our successful candidate will receive encouragement, support and guidance to develop their own career within the Trust. You will work with other colleagues and a dedicated Local Governing Body as Ray Lodge Primary continues its journey of remaining a truly inspirational school. This is an exciting opportunity and we look forward to hearing from professionals who are ready for their next step.

Thank you for your interest in Ray Lodge Primary School. We very much look forward to receiving your application.

Amanda Jennings, BA (Hons), PGCE, NPQH, NPQEL

CHIEF EXECUTIVE
Strive4 Academy Trust





Strive4 Academy Trust – Who we are

Strive4 Academy Trust is a non-profit making charitable company limited by guarantee, based within the London Borough of Redbridge, in North-East London. The Trust exists to support and assist schools to build upon their existing strengths and to help them achieve educational excellence. It has a proven track record of school development and transformation and significant experience in running schools. It includes both a sponsored academy and a school which has chosen to convert to academy status.

The Trust was formed in 2017 with the linking of Ray Lodge and Farnham Green under one Executive Headteacher. It encompasses over 1300 pupils in Woodford Green and Seven Kings.

Ambition & Aspiration – Shaping the Future

Our Principles of Excellence:

- Where all actions are taken with perception and moral discernment and all decisions are taken with **children at the centre**.
- A culture where **every second counts**; not a moment is wasted and one where every child can succeed.
- Where thoroughness and commitment to bespoke professional development for staff and aspirational life ambitions for children ensures that all are **empowered for excellence**.
- Where the **uniqueness of each academy** is encouraged and celebrated and where innovative curriculums reflect the values and ethos with the whole school community.
- Leadership with **vision and efficacy**; where collective expertise, accountability and financial efficiency adds value and leads to ever improving and aspirational outcomes for children.
- Where **excellence in teaching and learning** is a moral compulsion.

Advantages of being part of Strive4 Academy Trust:

- Substantial investment in cross-Trust initiatives to improve teaching and learning.
- Strong central services for Finance, HR, IT, Facilities and Business functions.
- Innovative approaches to teacher recruitment and retention.
- Fast track development of leaders for promotion opportunities.
- Close collaboration between senior leaders across the Trust.
- High quality strategic governance with wide business and professional experience.
- Robust delivery models (as government policies, rules and measures change).

The Role

Position: Early Years Teacher (with the possibility of a TLR depending on experience)

Location: Ray Lodge Primary School

Reports to: Head of School

Contract: Permanent

Commencement Date: April 2025

Salary: MPS/UPS Dependent on experience

We are now recruiting for an Early Years Teacher at Ray Lodge Primary School; an exciting opportunity within a very successful primary school.

Ray Lodge Primary School formed the Trust in September 2017. It is a school where pupils are placed at the very heart of all that is done and where the experiential, immersive curriculum opens the children's eyes to the past, the present and the possibilities of the future.

It is a thoroughly inclusive school where every member of the community is valued and can be successful. At Ray Lodge the children are ambitious, independent, inquisitive and love to challenge themselves. Pupils are encouraged to use their challenges as opportunities and instil a sense of commitment and perseverance to achieve success within a unique and inspiring learning environment. All members of the community are proud of the outstanding ethos and they work together in partnership to strive towards excellence in education.


We are looking for an incredibly unique and special person – only the best will do for the wonderful children of this school.

As an Early Years Teacher within Strive4 Academy Trust, you will have the opportunity to make a real difference to the future lives of our children whilst developing your own professional skills and expertise. Joining our team will offer a wealth of opportunities, including personalised career development programmes, access to well-being support programmes, social activities in and around school and the chance to become part of an ambitious and supportive network of professionals. You will already be a successful practitioner at a school with real ambition to improve the life chances of the pupils at Ray Lodge Primary School. We will expect the successful applicant to further enhance our uniquely positive culture where every child is expected to excel and where their progress is supported each step of the way.

Please contact us if you are:

- A passionate, dedicated teacher able to inspire pupils to reach their full potential
- Able to provide meaningful, motivating and memorable learning experiences to children
- Committed to inclusion and working in partnership with all stakeholders
- Ambitious to make a difference

We can offer you:

- A competitive salary, along with well-being support programmes and access to private healthcare.
 - An exciting career path with opportunities for further progression in the future.
 - A personalised career development programme.
 - Guidance and support on your journey from close collaboration with a small central team to a larger group of talented executives to share best practice and innovation.
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The Responsibilities

Strive4 Academy is a highly successful multi-academy trust. Its model of education enables pupils to reach their full potential, transforming their lives and ultimately the communities in which they live.

KEY PURPOSE OF THE JOB

To take responsibility for the education and welfare of a designated class of children in accordance with the current School Teachers' Pay and Conditions document, having due regard to the requirements of the National Curriculum and the Trust and school policies.

MAIN ACTIVITIES

1. To take responsibility for planning and implementing appropriate work programmes for all children in the designated class, within the framework of national and school policies.
2. To maintain assessment records and report on pupils' progress to senior staff and to parents and carers, in accordance with school policy.

PRINCIPAL ACCOUNTABILITIES

1. To plan work for the class in accordance with national, trust and school curriculum policies and in cooperation with subject and phase leaders to ensure that the children experience a broad, balanced, relevant and stimulating curriculum.
2. To ensure a close match between the learning experience offered, and the individual needs of the children in the class, so as to give each child an opportunity to achieve to the maximum of his/her capability.
3. To make appropriate educational provision for children with SEN and those learning EAL, with support from the SENDCo and Inclusion team.
4. Where possible, to make sure that the majority of the children's work is closely linked to first-hand practical experience.
5. To provide children with opportunities to manage their own learning and become independent learners.
6. To create a secure, happy and stimulating classroom environment, maintaining the highest standards of organisation, and discipline.
7. To foster each child's self-image and esteem and establish relationships which are based on mutual respect.
8. To maintain a high standard of display both in the classroom and in other areas of the school.
9. To arrange for resources, equipment and materials to be available in such a way that they are properly cared for, easily accessible and will encourage the children to become more responsible for their own learning.
10. To work closely with colleagues to undertake medium and short-term planning and the implementation of agreed schemes of work.
11. To assess children's progress, maintain records and provide written reports to parents and carers in accordance with school policies.
12. To communicate and consult with parents and carers and with outside agencies, as necessary, about children's progress and attainment.
13. To ensure that the school's aims and objectives in relation to the curriculum, equal opportunities and discipline are promoted in every day classroom organisation and practice.
14. To liaise with support staff both school based, Trust based, from the LA and from other external bodies as required.
15. To take responsibility for the management of other adults in the classroom.



16. To take up the opportunity for continuous professional development through self-directed reading, courses and in-service training.
17. To undertake any other reasonable and relevant duties in accordance with the changing needs of the school.
18. To take responsibility for a curriculum subject area as agreed with the headteacher as detailed below (this will not be a core subject):
 - Promote the teaching of the agreed subject throughout the school, according to the requirements of the National Curriculum/QCA schemes of work and any other new initiatives from the Department for Education and Skills.
 - In conjunction with the Head Teacher or other senior staff, be responsible for the implementation and management of the school's policy for the agreed subject area
 - Review the policy and adapt it as appropriate
 - Assist with reviewing, if necessary, the scheme of work for the subject suitable to the needs of a primary school catering for 3 –11-year-olds
 - Take responsibility for maintaining and evaluating all material resources with a system of easy accessibility. To consult colleagues and be responsible for ordering resources within an agreed budget in full consultation with the Head Teacher
 - Offer support and advice to colleagues.

KEY ORGANISATIONAL OBJECTIVES

The Post holder will contribute to the school's objectives in service delivery by:

- Enactment of Health and Safety requirements and initiatives as directed
- Ensuring compliance with Data Protection legislation
- At all times operating within the school's Equal Opportunities framework
- Commitment and contribution to improving standards for pupils as appropriate
- Acknowledging Customer Care and Quality initiatives
- Contributing to the maintenance of a caring and stimulating environment for pupils

CONDITIONS OF SERVICE

Governed by the National Agreement on Teachers' Pay and Conditions, supplemented by local conditions as agreed by the trustees.

SPECIAL CONDITIONS OF SERVICE

Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointed interview.

Because the post allows substantial access to children, candidates are required to comply with departmental procedures in relation to police checks. If candidates are successful in their application, prior to taking up post, they will be required to give written permission to the department to ascertain details from the Metropolitan Police regarding any convictions against them and, as appropriate the nature of such convictions.

Note: The postholder will be expected to comply with any reasonable request from the CEO/Academies Director to undertake work of a similar level that is not specified in this job description.



Person Specification

We seek to recruit talented individuals who can not only help to build the success of our schools but also people who are engaging and passionate about everything they do.

When we recruit, we look for specific experiences and qualities. However, we also value diversity because we recognise the importance of people bringing their own backgrounds, experiences, perspectives and ideas to the school and the Trust.

Criteria	Qualities	
	Essential	Desirable
Qualifications and experience	Qualified Teacher Status Degree Successful primary teaching experience	Successful 2+ primary teaching experience across different year groups Further professional qualifications
Skills and knowledge	Knowledge of the National Curriculum Knowledge of effective teaching and learning strategies A good understanding of how children learn Ability to adapt teaching to meet pupils' needs Ability to build effective working relationships with pupils Knowledge of guidance and requirements around safeguarding children Knowledge of effective behaviour management strategies Good ICT skills, particularly using ICT to support learning Ability to use assessment to plan the next steps in learning. Monitoring, assessment, recording and reporting of pupils' progress. The ability to motivate pupils.	Knowledge of research-informed effective practice
Personal qualities	Commitment to safeguarding and equality A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school High expectations for children's attainment and progress Ability to work under pressure and prioritise effectively Commitment to maintaining confidentiality at all times Good attendance and punctuality	Excellent attendance and punctuality record Willingness to lead on an extra-curricular activity

Additional Information

Arranging a visit to the Academy and/or discussion with the Head of School

On the basis that interested candidates will be keen to visit the school before making a formal application, you can arrange this by emailing our Recruitment Team at recruitment@strive4academy.co.uk

Application and Selection Process

We are seeking to appoint the best possible candidate and therefore the application process will reflect this.

Suitable and interested candidates are invited to complete an application [form](#). This can be submitted via email to recruitment@strive4academy.co.uk. If you are shortlisted, you will be asked to sign the application form upon arrival at interview.

Application Closing Date: Monday 24th February 2025 (midday)

Shortlisting Committee: Monday 24th February 2025

Interview Date: Wednesday 26th February 2025 (full day)

We will endeavour to notify the successful shortlisted candidates on the 24/2/2025. Information about the interview process and any necessary preparation will be circulated to all shortlisted candidates as soon as possible after this.

The successful candidate will be contacted as soon as possible after the interview day and an offer will be made subject to references, contract, and an enhanced DBS check.

If you have any queries on any aspect of the application process or need additional information, please contact the school directly on 0208 504 7301.

The Academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust.

Thank you for your interest in joining Ray Lodge Primary School.

