



# **Candidate Information Pack**

## **Class Teacher**

**Farnham Green Primary School**



## Introduction from our Chief Executive

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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 200 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 a temporary **Class Teacher** at Farnham Green Primary School: an exciting teaching opportunity within our highly successful and financially sound, geographically local Trust. Our Trust combines management freedom for effective leaders with secure central support that encourages collaboration for success. 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 Farnham Green Primary moves forward to become truly outstanding. This is a career enhancing opportunity and we look forward to hearing from professionals who are ready for their next step.

Thank you for your interest in Strive4 Academy Trust. 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 1,300 pupils in Woodford 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

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Position:	Class Teacher
Location:	Farnham Green Primary School, Royal Close, Seven Kings, Ilford
Reports to:	Line Manager
Contract:	Temporary – to cover maternity leave
Contract Dates:	7 <sup>th</sup> October 2021 until 31 <sup>st</sup> August 2022
Salary:	Main Scale

We are now recruiting for a temporary **Class Teacher** at Farnham Green Primary School; an exciting teaching opportunity within a very successful multi-academy Trust. It combines management freedom for effective leaders with secure central support. The Trust fully encourages collaboration for success.

Farnham Green Primary School joined the Trust in September 2017. It is a vibrant, aspirational and successful Primary School located in an enviable setting within Redbridge. It is a place where children develop into resilient, confident learners with the motivation and determination to shape happy and bright futures for themselves – a school where aspiration leads to success. Significant proposed housing development in the local area means that there is genuine potential for future growth. The school's last Ofsted inspection in December 2019 reflects the strong position of the school and hints at the 'powerhouse' that the school will be. Joining the Trust adds significant capacity ahead of its next inspection which we would expect three or four years from now. This gives the successful candidate time to further enhance provision and lead the school to outstanding. Farnham Green's children are its biggest asset and they deserve a leader with rigour, determination and passion to help provide them with the best possible future.

As a **Class 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 practitioner at a successful school with real ambition to improve the life chances of the pupils at Farnham Green Primary School. We will expect the **Class Teacher** 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:

- An energetic, enthusiastic and ambitious teacher with a track record of success.
- Confident and able to communicate effectively with parents.
- Able to develop children to reach their full potential regardless of background or circumstance.
- Approachable and keen to work with staff across the Trust to ensure success.

### 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.

# 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

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document.
- Meet the expectations set out in the Teachers' Standards.
- Have due regard to the requirements of the National Curriculum and Strive4 Academy Trust and school policies.

## Main Activities

- 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.
- To maintain assessment records and report on pupils' progress to senior staff and to parents and carers, in accordance with school policy.

## Principal Accountabilities

### **Instruction & Teaching**

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment.
- Adapt teaching to respond to the strengths and needs of pupils.
- Set high expectations which inspire, motivate and challenge pupils.
- Promote good progress and outcomes by pupils.
- Demonstrate good subject and curriculum knowledge.
- Participate in arrangements for preparing pupils for external tests.
- To make appropriate educational provision for children with SEN and EAL learners.
- To provide children with opportunities to manage their own learning and become independent learners.

### **Whole-school organisation, strategy and development**

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision.
- Make a positive contribution to the wider life and ethos of the school.
- Work with others on curriculum and pupil development to secure co-ordinated outcomes.
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach.



### **Health, safety and discipline**

- Promote the safety and wellbeing of pupils.
- To ensure a safe learning environment.
- To create a secure, happy and stimulating classroom environment, maintaining the highest standards of organisation, and discipline.
- To foster each child's self-image and esteem and establish relationships which are based on mutual respect.
- 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.

### **Professional development**

- Take part in the school's appraisal procedures.
- Take part in further training and development in order to improve own teaching.
- Where appropriate, take part in the appraisal and professional development of others.

### **Communication**

- Communicate effectively with pupils, parents and carers.

### **Working with colleagues and other relevant professionals**

- Collaborate and work with colleagues and other relevant professionals within and beyond the school.
- Develop effective professional relationships with colleagues.

### **Personal and professional conduct**

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality.
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities.
- Safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.
- To take up the opportunity for continuous professional development through self-directed reading, research-informed practice, courses, school to school support and in-service training.

### **Management of staff and resources**

- Direct and supervise support staff assigned to them, and where appropriate, other teachers.
- Deploy resources appropriately.
- 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.

## **Other areas of responsibility**

- To maintain a high standard of display both in the classroom and in other areas of the school.
- To undertake any other reasonable and relevant duties in accordance with the changing needs of the school.
- To act as a curriculum subject champion as agreed with the Head of School involving:  
Promoting 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.
- In conjunction with the Head of School, 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.
- 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 of School.
- Offer support and advice to colleagues.

## **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**

Due to 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.

As this post allows substantial access to children, candidates are required to comply with all 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 Head of School to ascertain details from the Metropolitan Police regarding any convictions against them and, as appropriate the nature of such convictions.

## **Equal Opportunity**

The post holder will be expected to carry out all duties in the context of and in compliance with the Trust's Equal Opportunities Policies.

*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

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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. Our ideal candidate for this role will already be an outstanding Class Teacher within a successful Primary School/Academy.

Criteria	Qualities	
	Essential	Desirable
<b>Qualifications and experience</b>	<ul style="list-style-type: none"><li>• Qualified teacher status</li><li>• Degree</li><li>• Successful primary teaching experience</li></ul>	<ul style="list-style-type: none"><li>• Successful 2+ primary teaching experience across different year groups</li><li>• Further professional qualifications</li></ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"><li>• Knowledge of the National Curriculum</li><li>• Knowledge of effective teaching and learning strategies</li><li>• A good understanding of how children learn</li><li>• Ability to adapt teaching to meet pupils' needs</li><li>• Ability to build effective working relationships with pupils</li><li>• Knowledge of guidance and requirements around safeguarding children</li><li>• Knowledge of effective behaviour management strategies</li><li>• Good ICT skills, particularly using ICT to support learning</li><li>• Ability to use assessment to plan the next steps in learning</li><li>• Monitoring, assessment, recording and reporting of pupils' progress</li><li>• The ability to motivate pupils</li></ul>	<ul style="list-style-type: none"><li>• Knowledge of research-informed effective practice</li></ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"><li>• A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school</li><li>• High expectations for children's attainment and progress</li><li>• Ability to work under pressure and prioritise effectively</li></ul>	<ul style="list-style-type: none"><li>• Excellent attendance and punctuality record</li><li>• Willingness to lead on an extra-curricular activity</li></ul>

	<ul style="list-style-type: none"><li>• Commitment to maintaining confidentiality at all times</li><li>• Commitment to safeguarding and equality</li><li>• Good attendance and punctuality</li></ul>	
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## Additional Information

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### 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](mailto:recruitment@strive4academy.co.uk). Visits will be facilitated between 10<sup>th</sup> and 15<sup>th</sup> September 2021.

Please ensure you offer a range of dates when you are available in your initial email to ensure we can co-ordinate a visit that works for both you and the Head of School.

Candidates wishing to have an initial conversation with the Head of School about this role can also arrange for a telephone/video call. Those wishing to do so should in the first instance also email our Recruitment Team at [recruitment@strive4academy.co.uk](mailto: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 please click [here](#). This can be submitted via email to [recruitment@strive4academy.co.uk](mailto:recruitment@strive4academy.co.uk). If you are shortlisted, you will be asked to sign the application form upon arrival at interview.

**Application Closing Date:** Friday, 17<sup>th</sup> September at 12 noon

**Shortlisting Committee:** Monday, 20<sup>th</sup> September

**Interview Date:** Friday, 24<sup>th</sup> September

We will endeavour to notify the successful shortlisted candidates on Monday, 20<sup>th</sup> September. 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 [recruitment@strive4academy.co.uk](mailto:recruitment@strive4academy.co.uk)

*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 Strive4 Academy Trust.**

