



Teacher – Fixed Term Application Pack

Location:

Silkmore Academy
Exeter Street
Stafford
ST17 4EG

REAch2 Registered address:

REAch2 Academy Trust
Henhurst Ridge Primary Academy
Henhurst Ridge
Branston
Burton-Upon-Trent
DE13 9SZ

www.reach2.org



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Letter from Sir Steve Lancashire, Chief Executive, REAch2 Academy Trust

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 has academies based all across England and includes schools at various 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.

Teachers 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.

Sir Steve Lancashire

Chief Executive, REAch2 Academy Trust

The application process

You are invited to submit an application form, which is available together with this document.

REACH2 Academy Trust has an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete and return the Equal Opportunities Monitoring form separately with their application.

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

We are holding a recruitment event at Silkmore on Wednesday 10th April starting at 10.00am, where you can come and look around the school, meet the staff and pupils, and ask any questions you may have. An alternative recruitment morning will also run on Monday 29th April from 10am, for anyone not able to make the main event. Please book a place on either of these events by emailing maria.barnard@silkmoreacademy.co.uk.

Email address: joanna.connelly@silkmoreacademy.co.uk or
maria.barnard@silkmoreacademy.co.uk

Completed application forms should be sent to:

Silkmore Academy
Exeter Street
Stafford
ST17 4GE

Email address: maria.barnard@silkmoreacademy.co.uk
Telephone number: 01785 333930

Completed Equal opportunities monitoring forms should be sent to

HR Recruitment

REACH2 Academy Trust
Chapel End Junior Academy
Roberts Road
Walthamstow
London, E17 4LS
Email: recruitment@reach2.org

About the role

Silkmore Primary Academy is an **outstanding** school. We are very excited to be recruiting an energetic and committed teacher to join our highly skilled teaching team.

During the Summer term, we undertook an OFSTED inspection and received an 'Outstanding' judgements in all areas of the school. Particular highlights from this report include:

- *Teaching is outstanding because teachers use their strong subject knowledge and creativity to deliver lessons that excite pupils and enable them to learn highly effectively;*
- *All staff benefit from high-quality training and support.... Staff are flourishing because of the excellent professional development opportunities.*
- *The skilfully designed curriculum enables pupils to apply their learning well and make connections between their learning;*
- *Pupils conduct is exemplary. There is a purposeful 'buzz' of learning throughout the school;*
- *The head teacher leads the school with passion and determination. She has extremely high expectations of pupils and staff and is uncompromising in her ambition for every pupil.*

Silkmore Academy is a one form entry school located in Stafford. We have 240 pupils on roll and cater for 2 -11 years children only. At Silkmore we believe that children should learn through discovery and be fully immersed in their learning. The creative, connected curriculum engages our children and takes them on an exciting learning journey that equips them with life skills and develops their learning attitudes.

It is a very exciting time to join the family of REAch2 schools. As Executive Head Teacher of two schools, our new appointee will work closely with their peer teacher in the other school but also feel part of something much bigger; the biggest Primary Academy Trust in the country.

We require an outstanding and dynamic teacher who has:

- proven strengths and experience of teaching across the primary age range.
- the ability to lead by example
- a passion for delivering learning in an active and inspiring way
- a commitment to the principles of inclusion and can build genuine rapport with children

We offer:

- A competitive salary
- Middle leadership opportunities
- The chance to network with outstanding school leaders
- CPD across the two sister schools and within the wider family of schools within the Trust

You will be joining the REAch2 Academy Trust, a national family of primary academies committed to raising standards and achieving excellence 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.

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Silkmore Academy are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This position is subject to an enhanced DBS Check and satisfactory written references.

VISITS ARE ENCOURAGED AND WELCOME please see dates and times above.

Background on REAch2

Founded in 2012, REAch2 Academy Trust is the largest primary-only academy trust in the country. We are a growing charitable organisation currently supporting over 50 primary academies across England.

We are a family that delivers school to school improvement, going the extra mile for all our children. We are passionate about dispelling the myth that only certain children are able to achieve.

With extensive school reform and proven educational excellence in our core staff, REAch2 set a mission: to help struggling schools to improve their provision and to offer outstanding education to our pupils, from disadvantaged or deprived communities. The drive was not to grow an empire of schools, but rather the compulsion to share our proven approach to sustained school improvement for the benefit of children and their communities.

But REAch2 is about so much more, offering a richness of experience that gives real colour throughout the time our children spend with us.

Schools, staff and children within the Trust benefit from a strong ethos of support and collaboration across the REAch2 family. Teachers within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities.

Our Cornerstones and Touchstones

REAch2 is the Cornerstone of the entire Trust: providing a strong, responsible foundation from which every Academy develops and grows. A cornerstone provides a subtle yet paramount role in a building and ensures that REAch2 is trustworthy, reliable and inspirational organization, delivering the best possible learning experience.

What gives each REAch2 Academy its uniqueness are the touchstones of the Trust seven principles, which make our Academies distinctive. Just as 500 years ago, touchstones were used to test the quality of the gold they marked, so too our touchstones are used to express values and ethos of the Trust. They describe what the Trust wants to be known for and how it wishes to operate.

What are these Touchstones?

Children and adults will flourish in REACH2 academies: academically, emotionally, physically and spiritually so that all dimensions of humanity are nurtured.

We notice talent and spot the 'possible' in people as well as the 'actual'; Developing potential within in our Trust becomes a realization 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, will release in children their natural curiosity, fun and determination.

Inspiration breathes energy and intent into our schools: through influential experiences of people and place, children are compelled to 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 and must succeed.

You can learn more about the touchstones, and hear from staff and pupils across REACH2 schools, at our website: www.reach2.org



Job Description

Post:	Teacher
Salary:	Main Pay Scale
Responsible to:	Head teacher

We are seeking to appoint a dynamic and passionate teacher.

We require a committed and enthused teacher who has:

- Experience of teaching across the primary age range and a passion for delivering exceptional teaching and learning.
- Has the ability to lead by example and has a thirst for learning.
- A holistic approach to delivering learning and understands that rapport with children is key.
- Is self-motivated and adopts a growth mindset.
- Has a firm but fair behaviour management style.

You will be joining the REAch2 Academy Trust, a national family of primary only academies (55+ nationwide) committed to raising standards and achieving excellence for all pupils. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

We offer:

- A competitive salary
- The chance to network with outstanding school leaders
- CPD – being a part of the Reach2 family, connected by a common desire to learn from each other, we share experiences and are mutually supportive across the entire academy community with an abundance of CPD opportunities at all teaching and leadership levels

Job Purpose:

The Class Teacher will:

- 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;
- contribute to constructive team-building amongst teaching and non-teaching staff, parents and governors;

- ensure that the current national conditions of employment for schoolteachers are met.

Duties:

The Class Teacher will:

- be passionate, committed and adopt the motto 'whatever it takes' for children.
- implement agreed school policies and guidelines;
- support initiatives decided by the Head teacher and SLT;
- plan appropriately to meet the needs of all pupils, through differentiation of tasks;
- be able to set clear targets, based on prior attainment, for pupils' learning;
- provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils;
- keep appropriate and efficient records, integrating formative and summative assessment into weekly and termly planning;
- report to parents on the development, progress and attainment of pupils;
- maintain effective classroom management in accordance with the school's behaviour policy;
- participate in meetings which relate to the school's management, curriculum, administration or organisation;
- communicate and co-operate with specialists from outside agencies;
- lead, organise and direct support staff within the classroom;
- participate in the appraisal of their own performance, or that of other teachers.

Person Specification

Attributes	Essential	Desirable	Identified
Qualifications	<ul style="list-style-type: none"> • Appropriate recognised Teaching Qualification • Enhanced DBS Check 	<ul style="list-style-type: none"> • Evidence of further Professional Development and training including SEN training 	Application Form
Teaching Experience	<ul style="list-style-type: none"> • Enthusiastic and excellent practitioner (Good/Outstanding Teacher) • Teacher who has experience of working in the primary phase. • Working with pupils with Special Educational Needs 	<ul style="list-style-type: none"> • Experience teaching Key Stage 2 • Teaching pupils who have English as an Additional Language 	Application Form References (if shortlisted) Interview selection process (if shortlisted)
Knowledge	<ul style="list-style-type: none"> • KS2 Curriculum/2014 National Curriculum • A clear understanding of how children learn • Letters and Sounds/Synthetic Phonics • Equal Opportunities/Race Equality • SEN Code of Practice • Inclusive Teaching Strategies 	<ul style="list-style-type: none"> • Curriculum development • Literacy strength 	Application Form Letter References (if shortlisted) Interview selection process (if shortlisted)
Skills/Abilities	<ul style="list-style-type: none"> • Competent and current ICT Skills • Interactive Whiteboard experience • Work collaboratively with Teaching Assistants 	<ul style="list-style-type: none"> • Any area of expertise or interest • A passion for a creative approach to learning through a connected curriculum 	Letter References (if shortlisted) Interview (if shortlisted)

<p>Philosophy, Beliefs, Values</p>	<ul style="list-style-type: none"> • High expectations of children’s attainment and behaviour • Respect for and tolerance of culture and religion of others • A genuine commitment to the principles of Inclusion and the success of every child • Willing to involve yourself in the life of the school • A growth mindset 		<p>Letter Interview selection process (if shortlisted)</p>
<p>Personal Qualities</p>	<ul style="list-style-type: none"> • Positive and proactive attitude • Cheerful, enthusiastic and energetic • Reliable, approachable • Sense of justice and fairness • High standard of personal presentation • Hard-working and a good team player • Sense of humour 		<p>References (if shortlisted) Interview selection process (if shortlisted)</p>