



Teacher Application Pack



REACH2
ACADEMY TRUST
EXCEPTIONAL OPPORTUNITIES FOR LEARNING

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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 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.

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



Letter from Mr Mo, Headteacher, Sprites Primary Academy

Dear Candidate,

We are a school in special measures. There, we've said it.
If this has put you off, then we wish you well in your search.
If not, read on.

Our school is on a journey and we have come a long way in a short space of time and now need an Art teacher to take us to the next level. We are not after superlatives – the 'best' teacher, the most experienced, the strictest practitioner – but rather those with a moral purpose that aligns with ours. We are here to make a difference, break down barriers and raise aspirations. Yes, we are taking a school out of special measures, but we are also transforming a community and creating an enduring legacy.

We are looking for an Art Teacher who could be UQT or QTS with a passion for art and offers a range of skills that could help move our school forward. We would like you to deliver amazing art lessons across all key stages, sometimes as PPA cover but mostly alongside the class teacher outside of PPA. We have a brand-new purpose-built Art Studio that is now crying out for a specialist artist!

If this sounds like a project for you then let's have a chat on the phone or come and visit our delightful school. I guarantee you will be excited and pleasantly surprised!

Yours faithfully

Motiur Rahman
Headteacher

Our Cornerstones and Touchstones

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

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



The application

You are invited to submit an application form by email to Mr Mo, Headteacher at headteacher@spritesacademy.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](#) 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 Mr Mo, Headteacher on 01473 685040

The application process and timetable

Application deadline:	Midday, 1 November 2021
Interviews:	9 November 2021
Contract details:	Fixed Term with possibility of permanent
Salary:	MPS / UPS
Start date:	ASAP

The 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 academies and academy personnel 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 of our pupils.

We have a principle of open competition in our approach to recruitment and will seek to recruit the best applicant for the job. The recruitment and selection process aims to ensure the identification of the person best suited to the job based on the applicant's abilities, qualifications, experience and merit 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 after six months from notifying unsuccessful candidates, 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 details will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](#).

Job Description

Post:	Teacher
Salary:	MPS/UPS
Responsible to:	Senior Leadership Team/Headteacher

Job Purpose

- 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 and having the highest expectation of every child, believing that every learner has unlimited potential for development.
- To plan and deliver the curriculum within the framework of present school policies, both in short and long- term planning structures.
- Set clear targets, based on prior attainment, for pupils learning;
- To plan and resource a classroom which will encourage the development of all aspects of children's learning. In particular to encourage children' independent use of resources and involvement in their learning.
- Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils.
- To monitor children's progress, keep records and evaluate children's achievements. To set children high standards in the content and presentation of their work by the quality of your displays of that work.
- To establish and maintain good relationships with colleagues, working as part of a team in all aspect of school development.
- Maintain good order and discipline amongst pupils, in accordance with the school's behaviour policy.
- Work in partnership with parents, carers in providing a quality education experience for all the children and report to parents on the development, progress and attainment of pupils.
- 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.
- Lead a curriculum area or aspect
- Participate in the appraisal system for the appraisal of their own performance.

Additional Information

Sprites Primary 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.

REAch2 is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This position is subject to an enhanced DBS Check and satisfactory written references.

The duties outlined in the Job Description 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

	Shortlisting
Training and Qualifications <ul style="list-style-type: none"> • Qualified Teacher Status. • Evidence of continuing professional development relevant to the post. 	Essential Essential
Knowledge and Understanding <ul style="list-style-type: none"> • The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high achievement and attainment. • Understanding of a diverse range of teaching and learning styles and techniques. • Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards. • Good understanding of effective procedures for managing and promoting positive behaviour among pupils. • Good understanding of assessment including assessment for learning and summative assessment. 	Essential Essential Essential Essential Essential
Experience <ul style="list-style-type: none"> • Successful experience of teaching • Proven record of increasing the rate of progress and raising attainment. • Experience of promoting positive behaviour conducive to learning and which is focused on raising standards. • Experience of promoting highly effective communications within and between teams and other stakeholders in the school community. 	Essential Essential Essential Essential
Characteristics and Competencies <ul style="list-style-type: none"> • Ability to promote the school's aims positively. • Passionate about improving the quality of provision for all children. • Ability to develop good personal relationships within a team; making an effective contribution to high morale. • Ability to establish and develop close relationships with parents, governors and the community. • Ability to communicate effectively (both orally and in writing) to a variety of audiences. • Ability to create a happy, challenging and effective learning environment • Boundless enthusiasm, determination and drive to inspire others to achieve high standards • An appetite and stamina for challenging work • A solution-focused mindset and determined "no-excuses" approach to raising standards • A personable nature to build effective relationships with parents and all members of the school community • A lively, creative and good-humoured approach to all aspects of teaching, management and leadership • Ability and keenness to promote the school's positive culture and ethos 	Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential

<p>Other</p> <ul style="list-style-type: none"> • Right to Work in the UK • Enhanced DBS with Child Barred List check • Works within guidelines and procedures • Evidence of a commitment to safeguarding and promoting the welfare of children and young people • Commitment to promote and support the aims of REAch2 	<p>Essential Essential Essential Essential Essential</p>
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When completing the application form applicants should address each of the selection criteria with clear evidence of success.