



# Application Pack

**CLASS TEACHER**

**Westgarth Primary School**

# Letter to Applicants:

Dear applicant,

We are delighted you have shown an interest in the role of Teacher at Westgarth Primary School, An exciting role key to the future success of this important school within Galileo Multi Academy Trust.

Within this application pack you will find:

- a) Information on how to access the online application form and additional forms (these can be completed electronically and emailed)
- b) Job Description
- c) Further information about our Trust

Applicants should return their application form to [info@galileotrust.co.uk](mailto:info@galileotrust.co.uk) by the closing date, 19th April 2023 at noon.

Should you wish to enquire about the role, please do not hesitate to contact me on 01642 777963 or via email [info@galileotrust.co.uk](mailto:info@galileotrust.co.uk) to arrange a phone call.

As mentioned in the advertisement, a DBS disclosure is required for this post. It is important to note that:

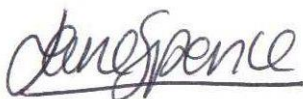
*Galileo Multi Academy Trust is committed to safeguarding and promoting the welfare of children.*

Visiting the school is welcomed and can be arranged by contacting the office.

Closing date: 19th April 2023 at noon.

Interviews: 24th April 2023

I would like to take this opportunity to thank you for your interest in this vacancy and wish you well with your application.



**Jane Spence CEO**



## Why work for us?

Galileo is an exciting multi academy Trust based in Redcar and Cleveland, serving just over 3,000 children aged 2 – 11 with around 500 staff. We are currently a family of ten ‘Good’ and ‘Outstanding’ schools whose vision is:

**‘To make Galileo Multi Academy Trust a leading provider of education, recognised for its core values, ensuring each and every pupil thrives, develops a love for learning and is prepared to take their next steps in life.’**

Our values are:

We are **AMBITIOUS** and want every child and colleague to reach their full potential with confidence and to enjoy their learning and work.

We are **INCLUSIVE** so everyone has an opportunity to shine whatever their talents or interests, and no one is left behind.

We act at all times with **INTEGRITY** ensuring that the children in our trust are at the centre of everything we do, and every decision we make.

Our core values make us a great organisation of which to be part, every member of our school community is equally important to us, we want every colleague to reach their full potential and enjoy interesting and fulfilling jobs.



## Employee Benefits & Wellbeing:

Staff wellbeing is paramount, especially during recent stressful times which have required seismic changes to the way we both live and work. Staff feedback over the last academic year has been overwhelmingly positive with colleagues feeling supported both practically and emotionally, allowing them to carry on doing the best by every child.

Working for Galileo has many benefits, and as we become more established these will get even better. We want only the best people to take us into the next successful chapter and help realise our vision.

- Galileo adheres to the School Teachers Pay and Conditions Document, and for support staff the NJC conditions.
- Access to comprehensive CPD opportunities from external providers as well as in house from our home-grown team of experts, whether it is nationally recognised accreditation or bespoke provision, we take professional development very seriously.
- Access to all internal cross Trust career opportunities, all posts appear on the Galileo Career site, we love to employ and promote our own people.
- Access to cross Trust secondment and special project opportunities to broaden your experience and help the Trust develop its expertise and share best practice.
- A full human resource service providing advice and support to all colleagues regardless of role or working pattern with welfare at the heart of everything it does.
- Full access to a 24/7 Employee Assistance Programme which is a confidential support programme to help manage stress and offers specialist counselling and information on both financial and work-life issues.



## Job Advert

**TEACHER, WESTGARTH PRIMARY SCHOOL**

**An exciting opportunity has arisen for 3 Class Teachers at Westgarth Primary School to join our friendly and dedicated team.**

**Required:** 1<sup>st</sup> September 2023

**Salary:** MPS1 – M6

**Hours:** Full time

**Location:** The postholder will be based at Westgarth Primary School in Markse, and will report to the Headteacher.

Our school is a happy and exciting place to learn, currently catering for around 350 children between 3 and 11. The school is situated in Marske and benefits from wonderful, extensive outdoor space.

Applications from ECTs are welcomed.

### **The successful candidate will:**

- Will be an inspirational and outstanding part of our school family, who leads by example and who motivates and inspires all to improve the outcomes of the school.
- Has a proven track record and is passionate about learning, is organised and effective with a determination to make a difference.
- Is innovative and forward thinking, using research to underpin practice.
- Has a can-do attitude.
- Has an understanding of the needs of others, committed to wellbeing and will support pupils and staff on a day-to-day basis.
- Is committed to delivering the school vision and upholding the school values.

**We can offer you:**

- the opportunity to work alongside staff who will provide the skills and support to develop you with your next steps in your career.
- a dedicated governing body and staff who are supportive and passionate about their community.
- a school where you have the opportunity to make a real difference.
- well behaved and motivated children who want to do their best.
- work with a supportive and positive team.
- a commitment to your professional development and well- being.

**Closing date: 19 April 2023 at noon.**

**Interviews w/c 24<sup>th</sup> April 2023**

**Please refer to the back cover of the application pack for details of how to apply for this position.**

*Galileo Multi Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check along with other relevant employment checks.*

# Job Description



The Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment.

**Post title:** 3 x Class Teachers, Westgarth Primary School

**Salary:** MPS1 – M6

**Responsible to:** Headteacher

## 1. Purpose of the role:

The generic teachers' job description applies to all teachers regardless the stage of their career. As a teachers' career progresses they are expected to extend the depth and breadth of knowledge, skill and understanding as is judged to be appropriate to the role they are fulfilling and the context within which they are working

Galileo expects all teachers to demonstrate that their practice is consistent with the Teaching Standards.

## 2. Professional responsibilities:

The duties outlined in this job description may be modified by the Principal or Governors, with your agreement, to reflect or anticipate changes in the job commensurate with the salary and will be reviewed annually as part of the Appraisal process

The appointment of a Teacher is subject to the current conditions of employment for teachers contained in:

- The School Teachers' Pay and Conditions Document (STCPD)
- The required Standards for Qualified Teacher status
- Other current and relevant legislation
- 

## 3. Main Duties

### **Set High Expectations Which Inspire, Motivate and Challenge Pupils**

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils

### **Promote Good Progress and Outcomes by Pupils**

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study

#### **Demonstrate Good Subject and Curriculum Knowledge**

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies

#### **Plan and Teach Well-Structured Lessons**

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area/s

#### **Adapt Teaching to Respond to the Strengths and Needs of all Pupils**

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development



- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them

#### **Make Accurate and Productive use of Assessment**

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback

#### **Manage Behaviour Effectively to Ensure a Good and Safe Learning Environment**

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the Academy, in accordance with the Academy's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary

#### **Fulfil Wider Professional Responsibilities**

- make a positive contribution to the wider life and ethos of the Academy
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents/carers in regard to pupils' achievements and well-being

***PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL ACADEMY TRUST POLICIES. THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO FULL ENHANCED DISCLOSURE CHECKS – AND THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE.***

# Person Specification

			Assessed by:	
No	Categories	Essential / Desirable	App Form	Interview / Task
<b>QUALIFICATIONS</b>				
1	A honours degree	E	✓	
2	A teaching qualification together with Qualified Teacher Status (QTS)	E	✓	
<b>EXPERIENCE</b>				
3	Experience of teaching, learning and assessment to at least KS2	E	✓	✓
4	A good understanding of curriculum developments in English	E	✓	✓
<b>ABILITIES, SKILLS AND KNOWLEDGE</b>				
5	Able to use a range of teaching and learning strategies	E	✓	✓
6	Commitment to high standards in all aspects of the academy's work	E	✓	✓
7	An understanding of how Assessment for Learning can improve student performance and how to embed this within your department	E	✓	✓
8	Confidence in the use of standard computer packages and how these can be used to enhance student learning	E	✓	✓
9	Able to use student level data to raise standards	E	✓	✓
10	Enthusiasm for your subject	E	✓	✓
11	Creative problem solving together with willingness to take on and develop and try new approaches and ideas	E	✓	✓
12	Ability to relate to students in a pleasant and sympathetic manner and to recognise potential safeguarding issues	E	✓	✓
13	Able to communicate both orally and in writing to students and their parents	E	✓	✓
<b>PERSONAL QUALITIES</b>				
14	Pleasant and friendly manner	E	✓	✓

			<b>Assessed by:</b>	
<b>No</b>	<b>Categories</b>	<b>Essential / Desirable</b>	<b>App Form</b>	<b>Interview / Task</b>
15	Polite and punctual	E	✓	✓
16	Reliable	E	✓	✓
17	A commitment to working as part of the whole Academy team and supporting the vision and aims of the Academy.	E	✓	✓



## How to Apply

Application form and further information is available from: [www.galileotrust.co.uk](http://www.galileotrust.co.uk) under Careers and Vacancies.

Applicants should complete and return the Trust Application form for all Vacancies and return to [info@galileotrust.co.uk](mailto:info@galileotrust.co.uk)

**Job Description:** This lists the main responsibilities for the post and explains what we are looking for. It informs you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

If you require any additional information about this post, please contact Jane Spence on 01642 777963 or via email [info@galileotrust.co.uk](mailto:info@galileotrust.co.uk) to arrange a 'phone call.

Thank you for your interest in Galileo Multi Academy Trust. We look forward to receiving your application.