St Lawrence’s CE Primary School are seeking to recruit a dynamic and motivated classroom practitioner who would like to join a forward thinking and ambitious staff. We are looking for a newly qualified teacher who:

- has the highest aspirations for all children and young people
- collaborates with colleagues to develop and inform best practice
- has excellent teaching and learning skills
- embraces innovation positively and with enthusiasm
- contributes to the wider life of the school through extra-curricular activities and trips
- works well in a team and engages with training and research to impact on best practice
- is proactive and enjoys a challenge

Successful candidates will be fully supported to develop in the role, benefiting from bespoke CPD opportunities both at St Lawrence’s and as part of the Pathfinder Teaching Multi Academy Trust. In addition colleagues will benefit from being part of the Trust’s Career Pathways programme and through working with colleagues across other Trust schools to develop skills and share innovative teaching and learning experiences.

St Lawrence’s CE Primary School

Closing date: Thursday 21 May 2020 at midnight

Interview date: Tuesday 26 May 2020.
St Lawrence’s CE Primary School

Our mission is for every child at St Lawrence’s to flourish as a child of God. Every child is an individual, and we educate the whole child, so that all our children fulfil their full potential. Our children are young only once, and we will make sure they all get an education that is broad, rich and deep.

We want St Lawrence’s to be a shining place of excellent teaching and learning where children have fun and everyone loves learning through our innovative curriculum and exciting activities outside of lessons.

We aim to be a safe, secure and supportive learning environment where we encourage children to develop healthy life style choices through diet and exercise.

We want all the children and adults at St Lawrence’s to be welcoming, kind, loving and encouraging. We respect the rights, values and beliefs of all people through the Christian ethos of the school and care for each other and serve our community.

We want to work together with parents and carers to be an inspiring place where everyone lives life in its fullness and is a light to the whole community.

Our values

Caring
We respect and care for everyone in our school community and beyond.

Considerate
We are welcoming and hospitable to everyone – we value differences.

Courageous
Even when we face difficulties and problems, we never give up.
Pathfinder Multi Academy Trust

We are an inclusive partnership of church and community schools underpinned by a shared vision, common values and a commitment to providing an outstanding and holistic education to all the young people we serve.

Collaborate
As a family of schools, we work collaboratively to celebrate and nurture both the similarities and distinctiveness of each school’s individual ethos and values.

Celebrate
We celebrate the uniqueness of all pupils, and through outstanding pastoral care, academic challenge and inspirational teaching we support each child to flourish and succeed.

Develop
We develop outstanding leadership at all levels that delivers maximum achievement whilst supporting and developing the vision and values that underpin all we do.

Thrive
We generate positive and challenging learning environments which allow staff to grow and thrive through excellent professional development.

Nurture
We nurture an ethos in which children learn by example and grow spiritually, morally and socially to understand the uniqueness and diversity of communities, faiths and cultures - locally, nationally and internationally.

Community
Partnering with the Church of England, other schools, educational institutions and the Pathfinder Teaching School to ensure we provide an outstanding education from pre-school to post 16.
Job Description

Role

Direction/ Supervision
- Works under the line management of the HT and senior leadership team
- Has a direct responsibility for the teaching of a class.

Application of Skills, Knowledge and Experience
- Follow the school's agreed systems and strategies as agreed with the HT with due respect shown to the school’s policy's for teaching, learning and assessment
- Within an agreed system of practise, takes responsibility for planning challenging teaching and learning objectives
- Evaluates and adjusts planning as appropriate to meet pupil needs
- Selects and prepares appropriate, inspiring resources to lead learning activities, train staff and collaborate with SLT
- Monitors, evaluates, records and provides reports on pupil responses and progress within agreed strategies
- To be accountable to the National Teachers Standards
- Be accountable to the HT, SLT and Governing body

Strengthening the Community through Collaboration
- To engage with the internal and external school community, thus modelling the principles of equity and entitlement.
- To work with the HT to encourage and engage in collaboration with other schools in order to bring about positive benefits to the school and share its expertise more widely.

General Duties
- Teach within Key Stage Two
- Assist with duties as described by the HT

Requirements

Please see the Person Specification on the next page.

St Lawrence’s CE Primary School is committed to safeguarding and promoting the welfare of children its care, and expects all staff and volunteers to share its commitment.

St Lawrence’s CE Primary School is an equal rights employer. We require our governors and staff to follow equality policies and to follow all statutory requirements regarding age, race, religious, gender, sexual orientation and disability discrimination. We respect and protect the rights of people with disabilities both in terms of equal opportunity for employment and access to the school’s services.

Job sharing applicants are welcome to apply for all full-time posts unless otherwise stated. Disabled applicants are guaranteed an interview as long as they meet the essential requirements of the Person Specification. As an Equal Rights employer our school is committed to make any necessary reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the selection panel’s decisions will be based on an assessment of that person’s expected capabilities once reasonable adjustments have been made.
## Person Specification

<table>
<thead>
<tr>
<th>Area</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>QTS (I)</td>
<td>Further professional skills (A)</td>
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<td></td>
<td>Evidence of commitment to own CPD (AF)</td>
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<tr>
<td><strong>Experience</strong></td>
<td>Excellent classroom teacher (SV/R)</td>
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<td></td>
<td>Understanding of effective monitoring of teaching and learning (AF/I)</td>
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<td>Understanding of the role of data to raise standards (I)</td>
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<td><strong>Shaping the Future</strong></td>
<td>Ability to work with the SLT to build a coherent vision of excellence for the school and know how best to achieve it (I)</td>
<td>Clear understanding of the Key Stage Two testing arrangements (I)</td>
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<td>Innovative and prepared to challenge the status quo (I, AF)</td>
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<tr>
<td><strong>Knowledge</strong></td>
<td>A sound knowledge and awareness of The 2014 Primary Curriculum and a commitment to delivering a broad, balanced and exciting curriculum (AF/I/SV)</td>
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<td><strong>Skills &amp; Aptitudes</strong></td>
<td>Committed and hardworking! (AF/I/SV)</td>
<td>Work effectively with outside agencies (AF/I)</td>
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<td>Excellent communication skills both verbal and written (AF)</td>
<td>Tidy</td>
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<td>Ability to work effectively with others, sharing best practise and resources (R/I)</td>
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<td>Ability to use ICT effectively across all aspects of the post (AF)</td>
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<td>Excellent interpersonal skills, with an ability to challenge and support staff (R/I)</td>
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<td>Able to anticipate and manage change (R/I)</td>
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<td></td>
<td>Love of working with young people (SV)</td>
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<td>Stamina and resilience at times when under pressure (R/I)</td>
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<td>Positive outlook- a ‘do-er not a procrastinator’ (AF/I/ SV)</td>
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<td><strong>Specific Requirements</strong></td>
<td>A commitment to the vision and aims of the school. (AF/I)</td>
<td>Committed to providing a range of extra-curricular activities (AF/R)</td>
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<td>High expectations of learning and aims across the school (SV/R/I)</td>
<td>Willing to promote a healthy and active lifestyle (AF/I)</td>
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<td>A commitment to inclusion (AF/I)</td>
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<td>Committed to the safeguarding and welfare of children and young people (AF/I)</td>
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<td>Committed to active parental involvement (AF/I)</td>
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<td><strong>Suitability to work with children</strong></td>
<td>A clear record of employment that can be checked (R/I)</td>
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<td>Reference details from last educational employer/ teacher training provider (R)</td>
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<td></td>
<td>An Enhanced DBS clearance (I)</td>
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Benefits of working at Pathfinder

Pension Scheme
As an employee of Pathfinder MAT you are offered membership of either the Teachers’ Pension Scheme; or for support staff, the Local Government Pension Scheme. As well as employee’s paying contributions into the scheme (banded, based on earnings level) Pathfinder MAT also pays into the scheme on your behalf at the following rates (regardless of earnings):

Support Staff Pension Scheme
LGPS – Pathfinder MAT contributes an additional 19.9% of your salary.

Teachers’ Pension Scheme
Pathfinder MAT contributes an additional 23.68% of your salary.

For more information please visit: www.teacherspensions.co.uk   www.nypf.org.uk

Cycle to Work Scheme
For staff who wish to purchase a bike for the purpose of travelling to work this can be done via Cyclescheme. You purchase the bike you want via the scheme and Pathfinder MAT pays the initial cost upfront and then you pay for it directly from your salary on a monthly basis (12 months is the usual duration). The deductions for the Cyclescheme are taken from your gross pay each month so your taxable pay is lower than it otherwise would be.

For more information visit www.cyclescheme.co.uk

Continuing Professional Development (CPD)
Pathfinder Multi Academy Trust is committed to the Professional Development of all staff and we have a bespoke Career Pathways Programme to ensure that we recruit, develop and retain the very best colleagues.

Employee Assistance Programme
Making sure everyone in Pathfinder Multi Academy Trust team gets the support they need whatever their worries, at home or at work. The 24/7 confidential Employee Assistance Programme offers specialist counselling and information meaning everyone has support at any time.

What does it provide?
The Employee Assistance Programme is available 24 hour a day, 365 days a year, is completely confidential and provides support by telephone or online from specialist call handlers and counsellors who understand the demands of working in education. It provides:

- Emotional support and counselling
- Specialist information on work-life balance
- Financial and legal information
- Management consultation to support those responsible for managing others
- Up to six sessions of face-to-face or telephone counselling
- Access to online Cognitive Behavioural Therapy (CBT)
- Information on local services such as elder care and childcare

The Education Support Partnership experts assess each call individually and decide what the best course of action for each caller is, whether that be counselling, online CBT or signposting to additional services.

Education Support Partnership Grants
A confidential grants service to help you manage your financial and money worries to get you back on track when you are struggling. If you are working in or retired from the education sector and are suffering financial problems caused by unemployment, ill health, sudden life events, bereavement or a personal injury the Education Support Partnership may be able to help you.

www.pathfindermat.co.uk