

Unity Academy



Application Pack
2 x Class Teacher
(M4 – UPR3)

Start Date: 1st September 2024



Unity Academy

Hurcott Road
Kidderminster
Worcestershire
DY10 2QJ

Email: office-uny@riverscofe.co.uk
Website: www.unityacademyap.co.uk

Dear Applicant,

Unity Academy is expanding from September 2024 to include long term placements alongside our short stay and behaviour courses. We therefore have an exciting opportunity for 2 enthusiastic, and skilled full-time Class Teachers.

We are looking for 2 teachers who can demonstrate and deliver:

- Passion for teaching and learning to ensure every child makes good progress.
- A good understanding of the primary national curriculum.
- Enthusiasm and the ability to inspire children and colleagues.
- Committed to promoting the vision and core values of the school.
- High expectations of self and others; the desire and ability to make a difference.

You will have:

- At least 3 years or more teaching experience
- Knowledge of the National Curriculum
- Knowledge of effective teaching and learning strategies
- A good understanding of how children learn.
- Teaching experience within the primary phase of education, teaching pupils with a range of abilities and SEMH needs.

The benefits of working for our trust are wide and varied, but include:

- Defined benefit pension scheme
- The opportunity to work with others in a similar role
- A position in a trust committed to improving outcomes and aspirations for all its pupils and staff
- A commitment to continuous professional development opportunities
- A friendly and inclusive trust community
- A full well-being package
- 25 days paid holiday per year, rising to 30 days after 5 years service

The **closing date for applications is 9am on Monday 20th May 2024**. Applications should be made on a Rivers Academy Trust application form, which are available on the Rivers website.

Interviews are planned for week commencing 20th May 2024. We would be delighted to hear from you if you share our vision and want to make a real difference to our pupils, school and Trust. Please send completed application forms to: swalker@riverscofe.co.uk.

I look forward to hearing from you.

Yours sincerely

Kuldip Berdesha
Head Teacher

The trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an Enhanced Disclosure via the Disclosure & Barring Service. This post is subject to a successful probationary period.

Job Description

Job title: Class Teacher

Salary Range: M4 – UPR

Contract: Full time permanent

Line of Responsibility: Responsible to Headteacher

Direct staff reports: N/A

Our People Values:

- Love, Learn, Live - Our aim is that our staff will love learning for life. Our family of schools love, learn and live together.
- Our STARS values - Empowering staff to make a difference to children's outcomes: Sharing; Trust; Achievement; Respect and Safety.
- We expect our staff to: deliver high quality performance for our children, have a positive and proactive approach, be passionate about learning and CPD; listen to and work collaboratively with others and engage in school and Trust life.

Key Purpose:

- Be responsible for the learning and achievement of all pupils in class ensuring equality of opportunity for all.
- Be responsible and accountable for achieving the highest possible standards in work and conduct.
- Treat pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Work proactively and effectively and effectively in collaboration and partnership with learners, parents/carers, advocates, other staff and external agencies in the best interests of pupils.
- Act within the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers Pay and Conditions Document and Teacher Standards.
- Take responsibility for promoting and safeguarding the welfare of children and young people within the setting.
- Be responsible for SEN needs of individual children with EHCPs and ensure individualised plans are in place, appropriate and up to date at all times.

Accountabilities:

The appointee will work within the school as a class teacher.

The Headteacher will hold the post holder to account.

Key responsibilities and activities:

Teaching

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach.
- To work alongside the SENDCo and Inclusion Manager to ensure EHCP provision and targets reflect individual needs of the child.
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate.
- Be accountable for the attainment, progress and outcomes of pupils' you teach.
- Be aware of pupils' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these, demonstrating knowledge and understanding of how pupils learn.
- Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English and written English (whatever your specialist subject).
- If teaching early reading, demonstrate a clear understanding of appropriate teaching strategies e.g., systematic synthetic phonics.
- Use an appropriate range of observation, assessment, monitoring and recording strategies as a basis for setting challenging learning objectives for pupils of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment.
- Make accurate and productive use of assessment to secure pupils' progress.
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study.
- Use relevant data to monitor progress, set targets, and plan subsequent lessons.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired as appropriate.
- Participate in arrangements for examinations and assessments within the remit of the School Teachers' Pay and Conditions Document.

Behaviour and Safety:

- Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect 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 inspire, motivate and challenge pupils.
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.
- Be a positive role model and demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.
- Have high expectations of behaviour, promoting self-control and independence of all learners.
- Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document.
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.
- Show a good understanding of SEMH provision and strategies for individualised plans.
- Be willing to use physical intervention to ensure safety of all pupils.

Team working and collaboration:

- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments.
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school.
- Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document.

Fulfil wider professional responsibilities:

- Work collaboratively with others to develop effective professional relationships.
- Deploy support staff effectively as appropriate.
- Communicate effectively with parents/carers with regard to pupils' achievements and wellbeing using school systems/processes as appropriate.
- Communicate and co-operate with relevant external bodies.
- Make a positive contribution to the wider life and ethos of the school.
- Register the attendance of and supervise learners, before, during or after school sessions as appropriate.
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document Professional development.
- Regularly review the effectiveness of your teaching and assessment procedures and its impact on pupils' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues.
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal.
- Proactively participate with arrangements made in accordance with the Appraisal Regulations 2012.

Generic Responsibilities

- To undertake any further training as identified in the Trust review procedures.
- To have professional regard for the ethos, policies and practices of the school in which you teach and maintain high standards in your own attendance and punctuality.
- To ensure professional behaviour at all times in regard to the schools Code of Conduct and Keeping Children Safe in Education.
- Ensure that safe working practices are followed in respect of COSHH and other Risk Assessment control measures. Employees must comply with the provisions of 'The Health and Safety at Work Act 1974' and must take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts of omissions whilst at work. Employees are also required to cooperate with their employer to enable them to perform or comply with any statutory provisions. The Trust's efforts to promote a safe and healthy working environment can only succeed with the full co-operation of its employees.
- To understand, comply with and promote the Trust's safeguarding policy and procedures. It is the responsibility of all employees to make the working environment safe and secure for

all. Everyone must adhere to the 5 Rs in relation to possible abuse: Recognition, Response, Reporting, Recording and Referral. The Trust can only ensure its dedication to the protection of vulnerable people with the full cooperation of its employees.

- The Trust has an Equality and Diversity Policy and it is the responsibility of all staff to comply with this. The key responsibilities for staff under this Policy are set out in the Trust Code of Conduct.
- To maintain the confidentiality about clients, staff and other Trust business. The work is of a confidential nature and information gained must not be communicated to other persons except in the recognised course of duty. The post holder must meet the requirements of the Data Protection Act at all times.
- Be aware of, promote and implement the Trust's Quality and Information Security Management Systems.
- To report to line manager, or other appropriate person, in the event of awareness of bad practice.
- Perform any reasonable duties as requested by the Headteacher/Assistant Heads.

Conditions of Employment

The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment.

To be subject to all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions.

Attention is also drawn to the requirements for planning, preparation and assessment time under which all teachers at a school with timetables teaching commitments have a contractual entitlement to guaranteed PPA time within the timetabled teaching day.

Any other duties as directed by the head teacher.

Principal Contacts

Pupils, parents, visitors, teachers, other school support staff.

The Trust reserves the right to alter the content of this Job Description, after consultation, to reflect changes to the job or services provided, without altering the general character or level of responsibility.

The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Trust's Equal Opportunities Policy and Code of Conduct.

This job description is intended to provide a broad outline of the accountabilities and responsibilities only. The post holder will need to be flexible in developing the role in conjunction with the line manager. The post holder may be asked to carry out any other delegated duty or task that is in line with their post.

Person Specification

Criteria	Essential	Desirable
Qualifications and experience	Experience in working within a school setting	Evidence of further CPD Experience of working with children with SEMH needs First Aid trained Physical intervention trained
Skills and knowledge	Ability to work independently Ability to use own initiative Excellent understanding of safeguarding issues Excellent practitioner	Good understanding of the National Curriculum Safeguarding training undertaken Offsite visit trained
Personal Qualities	Enthusiasm and a positive outlook. Excellent attendance and punctuality. Responsible, honest and reliable. Good personal organisation. Calm under pressure. A willingness to work alongside young children with challenging behaviour.	

About Our Schools

The Rivers Academy Trust pride ourselves in our warm, caring and safe environment. As a school community we are passionate about meeting the needs of all children, making the most of their individual talents and nurturing a love of lifelong learning. Our vision is encapsulated in the words Love Learn Live.

We challenge everyone to be the best that they can be – Pupils, Staff, Parents and Trustees. High self-esteem is encouraged, high expectations, standards and values are promoted.

We are opening Unity Academy, a primary alternative provision free school, in September 2023. A need for additional alternative provision primary school places in Worcestershire had been identified by the Department for Education and forms an integral part of Worcestershire County Council's five-year strategic School Organisation Plan.

Initially, the school will provide education for 26 pupils aged 4-11 years moving towards 60 pupils.

The Rivers C of E Academy Trust was set up in October 2014 as a Multi-Academy Trust with sponsor status and is a family of 'Good' and 'Outstanding' schools, all varying in size, economic and social backgrounds and religion, spread across Worcestershire, Sandwell and Dudley.

This timeline down below demonstrates what the trust has been doing:



We are specialists in primary provision with fifteen primary, first, pre-school and nursery settings and a thriving teaching alliance.

Children are at the heart of everything we do. Therefore, education provision across all our schools and pre-schools is closely matched to the specific needs of our learners, particularly the most vulnerable and their families. Our aim is to enable all children to lead healthy and happy lives and to prepare them for life and the next stage of their education. We place great emphasis on high expectations and quality first teaching to ensure that no child gets left behind.

Our Vision and Values

The Rivers CofE Academy Trust's vision is encapsulated in the words '**Love, Learn, Live**'.

Our aim is that learners will love learning for life.

While each individual school's character is celebrated within our family of schools, we are united through our shared core principles and values.

Our 'STARS' values help staff and pupils strive for high standards; focus on making the right decisions; and help us fulfil our vision.



Our values.

Why Join Us?

We are a trust of choice in Worcestershire with a very strong educational track record. We are led by our new CEO, Matt Meckin, who is a trained lead Ofsted inspector. As a result of our reputation, we carry out reviews, such as SEND, PP and EYFS, for other schools and trusts across the West Midlands and beyond.

All staff and pupils within the Rivers CofE Academy Trust benefit from staff sharing expertise and good practice. As a trust, we are committed to developing all of our staff, who are able to access high-quality training and CPD through the Rivers Teaching School Alliance (TSA), including training for the NPQ suite of qualifications, SLEs and a wide variety of CPD programmes. We also train our own School Direct students and are an appropriate body for NQTs.

Economies of scale and collective purchasing benefits our schools, which is particularly important in the current financial climate. By sharing costs and negotiating collectively, we can ensure that the needs of each school are met efficiently.

Rivers' pupils benefit from having access to additional facilities and enrichment activities, such as specialist IT equipment and our new school's green screen. We regularly hold joint events so that pupils meet their peers from other schools, develop new friendships and gain a sense of community spirit.