



Deanwood Primary School

Candidate Briefing Pack
Year R Teacher





Welcome to The Howard Academy Trust

As a Trust, we currently comprise of Medway secondary and primary schools. We have future growth plans as a Multi Academy Trust with major projects taking place across the organisation.

Our overarching aim and vision is for our member schools to deliver an outstanding education for children and young people. We endeavour to ensure that all our students have access to the highest standards of teaching, resources and opportunities. The Trust's role is to oversee the leadership and vision of member schools and to develop effective and supportive partnerships between them. We have a firm belief within the Trust that every child should have access to at least a good education.

We are proud that every academy inspected since joining our Trust has remained as a Good school. Temple Mill Primary School joined the Trust as a sponsored academy in December 2015 and has moved from Special Measures to a Good school. Our schools serve their own community and each has a unique identity. Being part of this Multi Academy Trust has already provided member schools with practical benefits. We want communities to be proud of their local THAT school and we are determined to make it the first choice for all families.

As Chief Executive, I am enormously proud of our schools and of the leaders, governors, teachers and support staff who every day ensure our pupils enjoy and make good progress in their learning.

Owen McColgan
Chief Executive
The Howard Academy Trust





Working together to build a community of successful learners

Vision and Values

Learning and growth are at the heart of The Howard Academy Trust ethos. We strongly advocate that all members of our community have the opportunity to become the very best that they can be. We recognise and value the unique talents and expertise within our community and aim to create a culture of dignity, inclusivity, respect and ambition, where all can thrive.

This is achieved through:

Excellent teaching and learning that promotes inclusivity;

Regular opportunities for collaborative CPD to ensure best practice across academies;

A proactive network for joint working across academies, for staff at various career stages;

The highest standards of behaviour and conduct achieved through clear expectations and positive relationships;

The unique character of each academy is valued and contributes to the THAT whole Trust ethos;

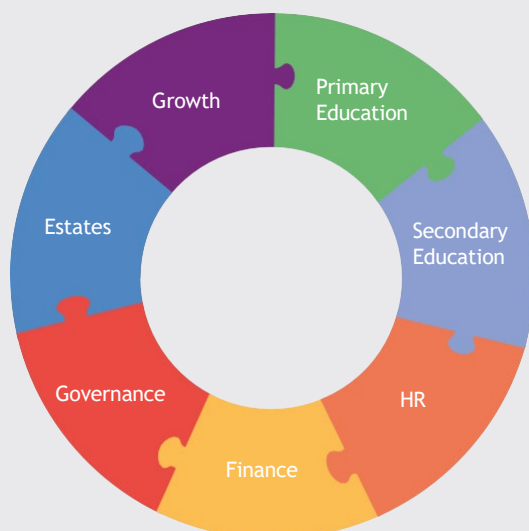
Shared whole Trust values of dignity, respect and ambition;

High aspirations for all involved with the Trust and a solutions led approach;

Each academy is a hub for its local community and families;

Facing outwards and working in collaboration with other organisations and stakeholders;

A centralised team that allows academies leaders to focus on their core purpose of education.



Strategic Priorities

Continuously improving the quality of provision of all our academies and enhance pupil outcomes across the Trust.

Provide excellent teaching and learning that promotes inclusivity.

Continue to build the profile of THAT to support further growth within the Southeast.

Champion our THAT People Strategy to retain, recruit, develop and reward an excellent workforce.

Ensuring a financially viable and sustainable MAT with a strong business infrastructure.

Ensuring effective leadership and governance at all levels.



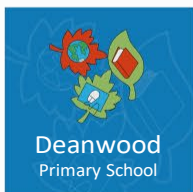
Our Family of Schools



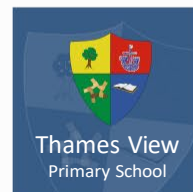
The Howard School
1,500 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent



Temple Mill Primary School
240 Pupils on Roll
Rated Good by Ofsted
Located in Strood, Kent



Deanwood Primary School
230 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent



Thames View Primary School
468 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent



Waterfront UTC
250 Pupils on Roll
Rated Good by Ofsted
Located in Gillingham, Kent



Miers Court Primary School
400 Pupils on Roll
Rated Good by Ofsted
Located in Rainham, Kent



The Abbey School
1,200 Pupils on Roll
Located in Faversham, Kent

Further information about our
academies can be found at
www.thatrust.org.uk



Working for The Howard Academy Trust

The Howard Academy Trust is very pleased to offer our staff a vast range of benefits, both professional and personal, as we believe that our excellent teaching and support staff should be supported at work and rewarded for the great work they do. Since 2020, The Howard Academy Trust has received the Gold Kent & Medway Workplace Wellbeing Award and we continue to make advances in emotional, physical and professional wellbeing.



Financial

- A competitive salary for both teaching and support staff, with annual pay progression and a robust performance development scheme underway.
- Subsidised Private Healthcare with Benenden Health.
- All staff are automatically enrolled into the Teacher and Local Government pension scheme with attractive employer contribution rates.
- We have introduced Access EarlyPay through our payroll system as a mobile app that lets users draw down a proportion of their salary. You can withdraw at any point, 24/7 with just a few taps on your mobile phone.

Professional Development

- Early finish for teaching staff every Friday afternoon to allow for whole school CPD (Secondaries only) and whole school PPA (Primaries only).
- Comprehensive CPD programmes including departmental and whole school training.
- Trust-wide training events and Staff Conference events to bring all staff across the Trust together to network and share experiences.
- Assessment Only routes and Schools Direct opportunities to take your first step into Teaching.
- Access to 30 Level 2 qualifications through The Skills Network, free of charge to all staff.
- Career Progression and upskilling opportunities across the Trust.
- Access in-house training in to Middle & Senior Leadership courses for future leaders.
- Access to industry leading CPD subscriptions including Optimus Education.

Wellbeing

- Full Time support staff receive 23 days annual leave as standard plus bank holidays, to increase after 5 years of service.
- Each of our academies have received the Gold Kent & Medway Workplace Wellbeing Award in 2021.
- Employee Assistance Programme, 24/7 access to a free counselling service for our employees and their families, for confidential advice and guidance.
- Access to Senior Mental Health First Aiders and a team of established Mental Health First Aiders based at all of our academies.
- Hosts of Medway Council's wellbeing afternoons consisting of use of a health check machine, blood pressure checks, alcohol awareness speakers.
- Flu jabs available for free every autumn for all staff, at their own academy for ease of access.
- Discounted gym membership at Avenue Tennis, Gillingham, on a range of different packages.
- Cycle to Work Scheme.

Facilities

- Discounted hire of the school facilities, halls, fields, and gyms, for all members of staff up to 20%.
- On site catering at our school canteens with a full lunch menu.
- Free car parking at each Trust site.



Hear from staff across the Trust



Welcome to Deanwood Primary School

Vision

Our vision is for everyone at Deanwood to be “Happy, Successful and Safe”. We strongly believe that children who are feeling happy and safe in school will be keen to learn and will therefore be far more likely to make good progress both academically and emotionally.

Context

We are a single form entry primary school which provides a happy, safe and stimulating place to learn, work and play. Deanwood chose to become an academy in 2016 as part of The Howard Academy Trust because we wanted to be part of a group of schools that serve the same community and have similar aspirations for their success. The school was judged by Ofsted to be “Good” in November 2018.

The Senior Leadership Team currently consists of the Head of School and Assistant Headteacher. They are supported by two senior leaders who are responsible for EYFS / KS1 and Special Educational Needs. The school is fully staffed with permanent teaching staff.

Our most recent Ofsted report highlighted that, “Pupils are keen to learn and concentrate well during lessons. They are proud of their school and speak to visitors enthusiastically about school life” (Ofsted 2018).

The continuing upward trend of end of Key Stage results reflects the hard work and commitment of our experienced and settled staff working in partnership with governors, pupils and parents. Our most recent Ofsted report noted that, “Developments in teaching have improved pupils’ progress in English, mathematics and across the curriculum during the last two years” (Ofsted 2018).

The staff and governors of the school aim to provide the children with an education that is broadly based and tailored to meet the children’s individual needs. We provide a caring and positive atmosphere in which children fulfil their potential and grow in self-confidence and respect for people and the environment.

If you would like to know more about our school please contact the school office to arrange a visit.

I look forward to receiving your application.

Yours sincerely,

Mrs Wright,
Head of School



About Deanwood Primary School

Deanwood is a community primary school with a nursery provision. A large percentage of our children join us at the age of 3 and stay until the end of Year 6.

NOR:	207
Age Range:	3 - 11
Gender of Pupils:	Mixed
OFSTED Rating:	Good (November 2018)
Disadvantage (PP+FSM):	19%
SEN:	18%
EAL:	8%



Hear from our current staff

Job

Description

Job Title:	Year R Teacher
Contract Type:	Part time, Permanent
Remuneration:	MPS

General description of the post

The holder of this post is expected to carry out the professional duties of a Year R Teacher as described below, as circumstances may require and in accordance with the school's policies under the direction of the Head of School and as set out in the school's Teacher's Pay and Conditions Document. The post-holder is required to fully support the vision, ethos and policies of the school.

School Improvement Plan Priorities

Teaching Staff within the school are expected to make a valuable contribution to the School Improvement Plan priorities for the current academic year:

- For attainment in Phonics, the Year R/EYFS and at the end of each Key Stage to be in line with national
- To ensure that attainment in writing and maths is in line with that of reading at the end of KS1
- To work with key stakeholders to ensure that vulnerable pupils are supported to attend school as regularly as possible
- To ensure that children are exposed to books covering a range of issues demonstrating equality, inclusivity and diversity with the aim of developing students who feel proud of their identity
- Continue to adapt and develop our existing curriculum to ensure that it equips our children with the knowledge and cultural capital that they need to succeed in life
- To ensure that the new EYFS Framework is fully embedded across the Foundation Stage
- To develop the EYFS outside learning environment to further enhance learning opportunities

Report to:

- The Head of School and Key Stage Leader
- The post holder is responsible for line managing any members of staff for which the Head of School delegates line management responsibility.

Values and Behaviour

Teaching Staff play a vital role in assisting teaching staff to make the education of their students their first concern, and are accountable for achieving the highest possible standards in work and conduct. All members of staff must act with honesty and integrity; have strong knowledge within their field, keep their knowledge and skills up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of the students in the school.

Personal and professional conduct

The Year R Teacher is expected to demonstrate good standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout your career.

It is important to maintain high standards of ethics and behaviour, within and outside school, by:

- treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to the position;
- having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions;
- showing tolerance of and respect for the rights of others and not undermining fundamental British values, including:
 - democracy, the rule of law, individual liberty and mutual respect, and
 - tolerance of those with different faiths and beliefs;
- ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

Teaching Staff must have proper and professional regard for the ethos, policies and practices of the school in which they work, and maintain high standards in their own attendance and punctuality.

Responsibilities

The post holder is accountable to their line manager at all times.

The appraisal process is the vehicle for determining the performance of a teacher and this assessment will directly relate to pay determination (in accordance with the school pay policy), CPD provision and career advancement (in accordance with the school CPD policy).

Duties and responsibilities specific to the post:

- Maximise pupils' potential attainment and achievement standards.
- Take lead accountability for pupil progress in the subject area.
- Be responsible for leading, managing and developing the school's provision in the subject area.
- Help to improve teaching across the subject area, e.g. through securing professional development opportunities for teaching staff.
- Ensure that the subject area curriculum is broad, balanced, challenging and inclusive.
- Promote and implement the school's Equality, Equity, Diversity and Inclusion Policy at all times.
- Promote and safeguard the welfare of all pupils at all times.

- Take lead responsibility for effectively managing and deploying teaching and learning resources across the subject area to enhance the curriculum.
- Promote the aims of the school's curriculum policy for the subject area.
- Assist the enhancement of other staff member's teaching practices across the subject area, e.g. through lesson observation and feedback.
- Monitor pupils' behaviour, attendance, progress and performance in the subject area.
- Be an excellent classroom practitioner adapting teaching styles to suit all groups of learners
- Ensure planning of work is differentiated appropriately and evaluate the impact on progress and attainment for all groups of learners
- Use assessment to set clear targets for improvement of pupils' achievement and monitor pupils' progress towards those targets
- Use appropriate teaching learning strategies to communicate clear learning objectives and expectations for achieving excellence
- Secure a good standard of behaviour for learning within the classroom through establishing appropriate rules and high expectations which pupils respect, acting to pre-empt and deal with inappropriate behaviour in the context of the school's behaviour policy
- Be familiar with the SEND Code of Practice and support and plan for pupils' needs accordingly
- Evaluate your own teaching critically to improve effectiveness
- To work as part of a strong team to evaluate and accurately assess children's learning needs
- To encourage children's initiative, creativity, responsibilities and independence

Curriculum leadership responsibilities:

- Develop expertise in the subject area
- Keep abreast of the subject area through research and CPD
- Act as a consultant to other staff
- Produce, in consultation with colleagues, written policies and guidance; lead staff in the discussion of policy
- Oversee the effective use of curriculum resources
- Ensure legal compliance with statutory curriculum guidance
- Coach colleagues to ensure good practice
- Monitor and assist in the evaluation of the delivery of a subject area across the school
- Network and liaise with colleagues in other schools to ensure equity and continuity
- Assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies throughout the school

Strategic direction and development:

- Formulate and support the aims, ethos, vision and policies of the school
- Develop positive working relationships and sustain motivation
- Contribute to the achievement and implementation of the school's development
- Contribute to the school's self-evaluation
- Develop, implement, monitor and maintain policies and practices which reflect the school's commitment to high achievement and which are consistent with national and school strategies and policies

- Develop links with the wider community, especially parents

Generic duties and responsibilities:

- All teachers - with the support of the school's designated DCPC - have a responsibility for providing and safeguarding the welfare of children and young people
- To be familiar with and support any health and safety procedures and medical routines
- To attend meetings in school and outside school, as appropriate to the role
- Positively promote the school's policies on Equal Opportunities

The duties and responsibilities detailed within this job description should be supplemented by those accountabilities, roles and responsibilities common to all classroom teachers, as set out within the School Teachers Pay and Conditions Document.

Person Specification

Post: Year R Teacher

Please refer to these requirements when completing the application. The person specification is related to the requirements of the post as determined by the job description.

Essential	Desirable
Education & Qualifications	
<ul style="list-style-type: none"> Teaching Qualifications Degree or equivalent 	<ul style="list-style-type: none"> Further Degree Evidence of ongoing Professional Development
Experience	
<ul style="list-style-type: none"> Outstanding teaching experience Experience of implementing strategies to raise student attainment with evidence of success A track record of success in student behaviour management Experience of promoting highly effective communications within and between teams and other stakeholders in the community 	<ul style="list-style-type: none"> Experience of working within KS1
Knowledge and Understanding	
<ul style="list-style-type: none"> Effective use of data to analyse performance and manage interventions to measure the impact this can have on achievement and attainment Good understanding of effective procedures for managing and promoting positive behaviour among pupils Good understanding of equal opportunity issues within the workplace and the importance of culture and ethos and how this impacts on morale, high expectation and high standards Good understanding of equality of opportunity issues and how they can be effectively addressed in schools Clear understanding of the role of parents and the community in school improvement and how this can be practised and developed 	
Characteristics and Competencies	
<ul style="list-style-type: none"> Ability to promote the school's aims positively Ability to develop good personal relationships within a team; making an effective contribution to high morale Ability to create a happy, challenging and effective learning environment A solution-focussed mind-set and determined "no-excuses" approach to raising standards A personable nature to build effective relationships with parents and all members of the school community 	

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| <ul style="list-style-type: none">• A creative and good humoured approach to all aspects of teaching, management and leadership• Ability to keep up to date on relevant policies and procedures in line with the duties identified in the job description• Ability to work to professional standards, to develop effective working relationships, think independently and make judgements and to influence others through persuasion/ discussion• Ability to be flexible and well organised to manage, at times, unpredictable and variable workloads• Ability and keenness to promote the school's positive culture and ethos | |
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