



Diocese of Salisbury Academy Trust

'Beyond expectations for all of God's children'



Wimborne St Giles CE First School

Class Teacher



Recruitment Pack



Welcome to the Diocese of Salisbury Academy Trust (DSAT)

and thank you for your interest in working with us. The Trust is based at the Diocesan Education Centre in the historic village of Wilton, located three miles to the West of the medieval city of Salisbury.

In this pack we have enclosed some interesting and useful information about the Trust, which works with twenty-two academies across the Diocese. You can find out more about these and the strengths of our organisation on our website at www.dsat.org.uk. We take safeguarding seriously and candidates will be subject to rigorous procedures to ensure that our children are suitably protected at all times. This will include an enhanced DBS check for all successful candidates before employment is confirmed.

This recruitment pack includes:

Our School

Brief outline of who we are and what we do

Job Advert and How to Apply

Please ensure that your application relates to the correct advertisement and that you have been able to find details of how to apply with the correct form.

Job Description and Person Specification

We aim to provide you with a clear indication of the role you are applying for. When completing your application, we ask you to relate your experience and skills to the Job Description and Person Specification in a clear and succinct manner.

DSAT Vision and Values

This document outlines the strength of the ambitions that we have for our Trust and our vision for all of the children in the Trust.

Equal Opportunities Monitoring Form

We are committed to equality in the workplace and supporting the development of all our employees.

Privacy Notice

We want you to be aware of how any personal data you provide will be processed up to and beyond the appointment of a successful candidate.



Wimborne St Giles
CE First School

Letter from Headteacher

Dear Colleague,

Thank you for expressing your interest in the post of Class teacher here at Wimborne St Giles Church of England First School and Nursery in the heart of rural Dorset. I hope that the information which we have provided encourages you to apply for this exciting vacancy at our school.

As Head Teacher of our wonderful school I have, quite simply, the best job in the world and we are blessed with a fantastic team of children, staff, governors, families and wider friends.

Our school vision statement: 'Together We Grow: Together We Give' is central to everything we do and we are really proud of this sense of community and the 'family atmosphere' that we have cultivated in which everybody is given the opportunity to flourish.

Through our Core Christian values of Love, Hope and Joy, we aim to transform our own lives and the lives of everybody within the school and beyond!

We believe that success is all down to high expectations and aspirations for every child and we aim for excellence in everything we do. School should be a joyful experience for all children; they only have one shot at primary education and the greatest responsibility we have is to get it right for them at the very beginning.

We are seeking to appoint a colleague whose experience as a teacher, or trainee teacher, within either KS1 or KS2 has led to a thorough understanding of the needs of children and of the statutory requirements which need to be met. Applications are welcome from both experienced and newly qualified teachers.

We are committed to high quality, innovative classroom practice within a very caring environment. Ours is a school with high expectations and standards and a happy team of staff and children. The teacher appointed must be creative, enthusiastic and show flair with his/her ideas and approach.

Visits to the school are warmly welcomed by appointment. Please also feel welcome to contact the school administrative officer - Alison Cutbush office@wimbornestgiles.dsat.org.uk (Tel: 01725 517347) - if you have further questions about this vacancy.

We really look forward to hearing from you.

With my very best wishes

A handwritten signature in black ink, appearing to read 'PHH'.

Philippa Hill
Headteacher



Our Vision – ‘Together we Grow: Together We Give’

Through our vision and its associated values, we aim to create a school that stands out, in which everybody **THRIVES**, which is firmly rooted in its Christian **VALUES** and which branches out to serve its **COMMUNITY**.

Our vision is underpinned by the following verse from the Bible:

“And on the banks, on both sides of the river, there will grow all kinds of trees for food. Their leaves will not wither, nor their fruit fail, but they will bear fresh fruit every month, because the water for them flows from the sanctuary. Their fruit will be for food, and their leaves for healing.”
Ezekiel 47:12

OUR CHRISTIAN VALUES

LOVE

Jesus loved us so much he died for us. “I pray that you, being rooted and established in love, may have power...to grasp how wide and long and high and deep is the love of Christ...” (Ephesians 3:17-18). At Wimborne St Giles, we strive to demonstrate God’s love in the way that we care for and serve one another and in the way that we practice forgiveness and reconciliation. “This is My commandment, that you love one another as I have loved you.” (John 15:12)

HOPE

“Our hope comes from God” (Romans 15:13). At Wimborne St Giles we aspire to be the best we can be and we are ambitious for our whole community. We regularly give children the chance to talk about ways to challenge injustice and inequality and we try to bring hope to others through social action projects. “For I know the plans I have for you, declares the Lord, plans to prosper you and not harm you, plans to give you hope and a future.” (Jeremiah 29: 11)

JOY

The Bible teaches us that true joy is found in God: “In Your presence is fullness of joy.” (Psalm 16:11) The joy of the Lord allows us to face every single situation, no matter how difficult, with hope and love in our hearts. At Wimborne St Giles we try to stay positive and joyful even when times are challenging and difficult. We know that ‘the joy of the Lord is your strength.’ (Nehemiah 8:10)

Job Advert

Job Title	Class Teacher
Academy Name	Wimborne St Giles CE First School and Nursery
Location	Wimborne St Giles
Contract Type	Full time, permanent
Salary	MPS
Pension	Teacher's Pension
Contact	office@wimbornestgiles.dsat.org.uk
Closing Date	9.00am Friday 21 st May, 2021
Interview Date	Tuesday 25 th May, 2021
Start Date	1 st September 2021

KS2 Class Teacher MPS

Wimborne St Giles Church of England First School and Nursery is a small, rural Church school situated in an idyllic village setting approximately 10 miles from Wimborne in Dorset. It is a growing school with 72 pupils currently on roll and we are very proud of the 'family atmosphere' that we have created. The school has a Nursery department on-site which works very closely together with our Reception class.

We are seeking to appoint an excellent KS2 class teacher, from September 2021 to join our friendly and enthusiastic staff team. Applications are welcome from both experienced and newly qualified teachers.

The teacher appointed will:

- have a proven track record as an excellent teacher/trainee teacher within a KS1 or KS2 setting
- have a thorough understanding of assessment, standards and progress data - and of data analysis
- have the capacity, now or in the future, to lead and champion an aspect of learning across our EYFS-Year 4 First School
- ensure that all learning and teaching which he/she leads fosters high levels of enjoyment and enthusiasm from children
- inspire both children and colleagues through his/her work
- work effectively and proactively as part of a team
- engage positively with parents/carers in the promotion of children's learning
- respect and promote our school's Christian values
- have due regard for our school's role as a Church School
- adapt and respond both positively and proactively to changes and expectations in line with the School Improvement Plan and Senior Leadership Team requirements

Wimborne St Giles C.E. First School and Nursery is a school with high expectations and standards and a happy team of staff and children. We are looking for a teacher who is creative, innovative and shows flair with his/her ideas and approach to learning. This is an ideal opportunity for a teacher with aspirations for leadership either now, or in the future, to join us at a very exciting time in the school's development.

What we can offer you:

- A clear path for career progression for an aspiring school leader
- An opportunity to shape the curriculum across the school
- An extensive programme of CPD at local and national level
- Opportunities to work closely in collaboration with other good and outstanding local schools
- Outstanding outdoor facilities and extensive grounds in an idyllic, rural setting
- A close knit, enthusiastic team, dedicated to providing the very best level of education for all our children

The Job Description for a class teacher, included within this pack, outlines the professional expectations for class teachers here at Wimborne St Giles. The successful candidate will be required to fulfil this Job Description. The Person Specification provides details about the skills/experience which we are seeking for this post.

We ask if, within your letter of application, you could:

- explain why you have chosen to apply for this post at Wimborne St Giles
- detail how your experience makes you suitable for this role
- share your experience of working with children and the impact which you have made on their futures
- explain how you could 'make a difference' at Wimborne St Giles and help all within it to flourish
- give details about your subject specialism(s), your experience of subject leadership (if applicable) and detail the subjects / aspects of learning which you would like to lead at our school
- share your philosophy of teaching and learning

Applications for this post must be received by **9.00am, Friday 21st May 2021**.

If you do not hear from us by the end of the working day Friday 21st May, please assume that you have not been taken forward to the selection stage but thank you so very much for taking the time to apply.

The selection process will take place on **Tuesday 25th May, 2021**. Candidates invited to the selection will be required to attend on this day.

For more information about the school, the role advertised or to arrange a visit, please contact Mrs Alison Cutbush in the school office on 01725 517347 or e-mail: office@wimbornestgiles.dsat.org.uk

You can also visit our school website: www.wimbornestgiles.dsat.org.uk

We look forward to hearing from you.

Job Description

Job Title: Class Teacher

Reports to: Headteacher

Responsible for: Teaching and learning in a mixed age Year 3/4 Class



This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the Education Act 1997, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of government.

Key Responsibilities:

1. Planning, Teaching and Class Management

- To teach allocated pupils by planning their teaching to achieve progression of learning through:
 - identifying clear teaching objectives and specifying how they will be taught and assessed;
 - setting tasks which challenge pupils and ensure high levels of interest;
 - setting appropriate and demanding expectations;
 - setting clear targets, building on prior attainment;
 - identifying SEN or very able pupils;
 - providing clear structures for lessons maintaining pace, motivation and challenge;
 - making effective use of assessment and ensure coverage of programmes of study;
 - ensuring effective teaching and best use of available time;
 - monitoring and intervening to ensure sound learning and behaviour;
 - working in accordance with school policies, providing excellent moral, social, spiritual and cultural role models;
 - putting the needs of the school's pupils first and actively promote and enthusiasm to learn;
 - actively promoting environmental sustainability;
- To use a variety of teaching methods to:
 - match approach to content, structure information, present a set of key ideas and use appropriate vocabulary;
 - use effective questioning, listen carefully to pupils, give attention to errors and misconceptions;
 - select appropriate learning resources and develop study skills through library, ICT and other sources;
 - ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
 - evaluate their own teaching critically to improve effectiveness.
- To liaise with other teachers in the year group, key stage and, where appropriate, other phases, in planning, delivering, assessing and evaluating each area of the curriculum.
- To take account of pupils' needs by providing structured learning opportunities which develop the areas of learning identified in national and local policies, and particularly the foundations for literacy and numeracy.

- To encourage pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere, and listen attentively.
- To use a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.
- To manage parents and other adults in the classroom.

2. **Monitoring, Assessment, Recording, Reporting**

To:

- assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
- mark and monitor pupils' work, provide feedback and set targets for progress;
- assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving;
- prepare and present informative reports to parents.

3. **Other Professional Requirements**

To:

- have attained the National Standards for Qualified Teacher Status;
- enhance and update their teaching skills through continuing professional development;
- have a working knowledge of teachers' professional duties and legal liabilities;
- operate at all times within the stated policies and practices of the school;
- establish effective working relationships and set a good example through their presentation and personal and professional conduct;
- endeavour to give every child the opportunity to reach their potential and meet high expectations;
- contribute to the corporate life of the school through effective participation in meetings and management systems necessary to co-ordinate the management of the school;
- take responsibility for their own professional development and duties in relation to school policies and practices;
- liaise effectively with parents and governors;
- take on any additional responsibilities which might from time to time be determined.

4. **To fully comply with the Trust's safeguarding policy.**

5. This job description is not exhaustive and will be subject to periodic review. It may be amended to meet the changing needs of the business. The post-holder will be expected to participate in this process and we would aim to reach agreement on any changes.

Person Specification

	Essential	Desirable	Assessed
Qualifications	<ul style="list-style-type: none"> Have qualified teacher status. Proven experience of teaching in EY or a key stage. Use of ICT to support teaching and learning. 	<ul style="list-style-type: none"> Subject specialism in Maths/Science 	Application form
Knowledge and Experience	<ul style="list-style-type: none"> A secure knowledge of a key stage. A secure knowledge and understanding of the teaching of phonics Ability to plan and deliver stimulating lessons. Have an understanding of how to use assessment for learning. Be able to keep detailed records and monitor children's progress. Be able to use a variety of behaviour management strategies. Have an understanding of SEND Keep up to date with current initiatives. 	<ul style="list-style-type: none"> Evidence of recent and relevant professional development. Recent experience of teaching in Key Stage 2 (in Years 3 and/or 4 could be particularly desirable) 	Interview, application form, references
Skills and Abilities	<ul style="list-style-type: none"> Be an excellent teacher. Ability to differentiate for individuals. Have an understanding of learning styles and child development. Be able to work as part of a team. Have the ability to lead curriculum subjects. 	<ul style="list-style-type: none"> Use data to inform school target setting. Experience of leading a curriculum area in school. 	Interview, application form, references
Working with others	<ul style="list-style-type: none"> Be able to build positive relationships with children and adults. Be a role model to staff, children and the community. Liaise with and report to parents, governors and outside agencies. 	<ul style="list-style-type: none"> Show experience of working alongside others. 	Interview, application form, references
Personal Qualities	<ul style="list-style-type: none"> Organised. Flexible. Enthusiastic. Committed. Self-motivated Proactive Excellent communication and interpersonal skills. Show initiative Resilient Be reflective on own practice. Have a desire to engage in own professional development. Good sense of humour! 		Interview, application form, references



Diocese of Salisbury Academy Trust

'Beyond expectations for all of God's children'

Our vision is for the growth of thriving Christian learning communities, providing everyone with the opportunity to achieve more than they ever thought possible. Christian service is at the heart of all we do, as we help young people to develop excitement in learning and to live life to the full. We value everyone equally and demonstrate this through our words, actions, community life and the quality of the opportunities we provide.

Children and young people at the heart of all we do

Our young people will be inspired to develop academically and spiritually, aspiring beyond their own and others' expectations.

Faithfulness to our Christian tradition

We put God's love into action through our values of love, reconciliation, hope, forgiveness, peace, grace, justice and joy. Working with our parishes and communities, we encourage an understanding of the significance of faith through teaching, worship and prayer.

Striving for excellence

We love learning and are passionate about the high standards we can achieve in all aspects of life.

Collaboration

We build strong partnerships, learning with and from others as we challenge ourselves to reach new heights. We give of our best and expect the best from one another.

Celebrating success

We celebrate the achievements of every individual and share our successes widely.



'I can do everything through Christ, who gives me strength'



Background to DSAT

The Diocese of Salisbury Academy Trust (DSAT) was established at the end of 2013 to provide a home for schools within the Diocese of Salisbury who wanted to convert to academy status. From January 2021, the Trust has twenty-two academies. Whilst the Trust is a separate entity to the Diocesan Board of Education (DBE), they work together in dynamic and strategic partnership to transform provision and outcomes for the children in their care.

Alongside its improvement work in its current member academies, the Trust is working actively with other schools and the Regional Schools Commissioner (RSC) to grow its family of academies. This will enable a greater level of system-led improvements, further opportunities for collaboration between leaders and staff at all levels of the organisation and better economies of scale, vital in the current challenging economic climate.

DSAT provides an opportunity for schools to convert to academy status in a way that is different to many academy trusts.

- Individual schools that can thrive in their own context and in line with their own vision and values;
- A home for church schools committed to maintaining their distinctiveness, based upon their Christian values;
- A home for schools without a Christian foundation, who are wanting to work with us in partnership to secure better outcomes for children;
- A dynamic collaboration, working in conjunction with a range of partners, to deliver tailored programmes of school improvement that will meet the needs of each academy;
- Services available to academies that will support improvements to teaching and learning, allowing schools to focus on their core business rather than being distracted by academy business;
- The flexibility to meet schools where they are on their journey and to adapt to their specific circumstances;
- Opportunities to operate in close partnership and strong relationship with the DBE, the RSC and local authorities for the good of our academies.



The Salisbury Diocesan Board of Education (SDBE), formed in 1830, is one of the oldest formal diocesan bodies. Many of the church schools were founded before that date, and the Board was formed to support their work and to promote new schools. The Diocese today extends over 2,000 square miles, with a population of just under 860,000. There are a total of 195 schools and academies serving 40,000 children. The SDBE works across a number of counties and local authorities, working closely in mutually beneficial partnership with them in order to progress the life-chances of the children in their care. DSAT is open to both church and non-church affiliated schools across the region.

To find out more about our Trust, and to see a map of our locations, please go to www.dsat.org.uk/map.