St. Augustine's Catholic Primary School

Head of School: Rachel Swindell Assistant Head: Amy Casey Chair of Governors: Joseph Zammit

We try to follow Jesus by loving each other and caring for God's world.

UKS2 (Y5&6 mixed) or LKS2 (Y3&4 mixed) Class Teacher

Required from 15th April 2024, or as soon as possible.

Organisation:	St. Augustine's Catholic Primary School
Place of work:	Old Costessey, Norwich
Salary details:	1 FTE (Applications from ECTs are welcome)
Job term:	Full time – 5 days, term time
Appointment:	Permanent
Closing Date:	Friday 27th January 2024 at 12pm
Interview Date:	Week beginning 5th February 2024

St. Augustine's is a Catholic Primary school with Academy status. We are part of the St John the Baptist Catholic MAT, and therefore benefit from having both an EEF Research School and a DfE Teaching School Hub.

We are seeking an outstanding, enthusiastic and imaginative teacher who would love to become part of our delightful school. You will need to be an excellent practitioner, who is totally committed to making a difference to our children's learning. You must have a sound knowledge and understanding of planning, delivering and assessing children within the primary curriculum, which is rooted in up to date pedagogical theory.

You are warmly invited to visit the school or telephone the Head Teacher, who will be pleased to discuss the post in more detail.

For an application form and further details including a job description and person specification, please visit our website at: **http://www.st-augustines.norfolk.sch.uk/key-information/staff-vacancies/**

Join us at St. Augustine's and benefit from:

- a culture which values respect, honesty and kindness;
- great training, leading to great professional development and career progression;
- an outstanding quality of relationship between pupils and staff, and between pupils themselves;
- Our Trust Staff Charter, including a focus on reducing teacher workload.

If you have not received an invitation to interview by the interview date, you should assume that your application for the post has not been successful.

St. Augustine's welcomes applications from members of minority ethnic communities and those with disabilities.

We are unable to provide sponsorship for this position, so please ensure you have the right to work in the UK before you apply.

The school is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment in accordance with safer recruitment practices and the statutory guidance in Keeping Children Safe in Education. Successful applicants will be required to provide references and undertake an Enhanced Disclosure and Barring Service (DBS) check and comply with the Safeguarding Policy and Child Protections practices of the Trust.

We reserve the right to close advertisement early. Advertisements will therefore close the day the decision has been taken to close the advertisement early.

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Job Description and Specifications

UKS2 (Y5&6 mixed) & LKS2 (Y3&4 mixed) Class Teacher

Organisation: St. Augustine's Catholic Primary School
Place of work: Old Costessey, Norwich
Salary details: Main scale to Upper Pay Scale, FTE
Job term: Full Time (Applications from NQTs are welcome)
Appointment: Permanent
Reporting to: Head Teacher and UKS2 or LKS2 Phase Lead

Main purpose

The teacher will:

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document
- Meet the expectations set out in the Teachers' Standards

Duties and responsibilities

Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes
- Provide cover, in the unforeseen circumstance that another teacher is unable to teach

Health, safety and discipline

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

Professional development

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Where appropriate, take part in the appraisal and professional development of others

Communication

- Communicate effectively with pupils, parents and carers

Working with colleagues and other relevant professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

Management of staff and resources

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

The teacher will be required to safeguard and promote the welfare of children and young people, and follow school policies and the staff code of conduct.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The post holder may be required to do other duties appropriate to the level of the role, as directed by the head teacher or line manager.

Person specification

Criteria	Qualities	Essential / Desirable
Qualifications and Experience	• Qualified to degree level including Qualified Teacher Status	Essential
	• Early Years specialist training	Desirable
	• To have teaching experience and understanding of transitions in the Early Years with children under five	Desirable
Professional Knowledge and Experience	• Excellent Early Years Practitioner with a thorough understanding of the Early Years Foundation Stage (including the revised framework) and a commitment to the highest standards of teaching and learning	Desirable
	• A clear understanding of how young children learn and the ability to plan for effective and high quality teaching and learning in the Early Years Unit	Desirable
	• An understanding of the principles and practices of observations, assessment and planning and how these can be used effectively to maximise pupil progress for all groups of children	Essential
	• To have experiences of working with children with SEND	Desirable
	• The ability to meet all children's needs to ensure every child makes good progress including those with English as an additional language and children with additional or complex needs or disabilities	Desirable
	• To be able to manage behaviour effectively using a range of strategies	Essential
	• Experience of planning and organising an enabling learning environment inside and outside	Essential
	• The ability to contribute to the development of an area of learning	Essential
	• To lead by example through consistently high quality practice in all areas	Desirable
	• The ability to maintain professional and positive relationships with children, staff, parents and external agencies	Essential

Professional skills	• To demonstrate the skills of a good teacher, including the ability to: ○ Use first hand experiences to interest and encourage and engage pupils ○ Have very good behaviour management skills ○ Provide appropriate levels of challenge so that all pupils make good progress ○ Use assessment information effectively to plan next steps for children.	Essential
	• To work collaboratively and supportively with colleagues within EYFS, school, feeder schools and outside agencies	Essential
	• The ability to respond to challenges with optimism	Essential
	• To be committed to continual personal and professional development. To be reflective and learn from past experiences	Essential
	• To be committed to equality, diversity and the inclusion of all	Essential
	• To be able to communicate clearly both orally and in writing	Essential
Personal Characteristics	• Have an excellent attendance record and be reliable with a high degree of integrity	Essential
	• Approachable with excellent interpersonal skills when dealing with others on all levels	Essential
	• Well-organised, enthusiastic, energetic and flexible	Essential
	• Resilient and demonstrates the ability to work under pressure. Manages time effectively	Essential
	• Values and respects the views of children	Essential
	• Self-motivated and able to take initiative and responsibility	Essential
	• A willingness to learn with and from colleagues	Essential
	• Proactive in maintaining own professional development and can seek help from others when needed	Essential
	• A commitment to take part in all aspects of the life of St. Augustine's school, including meetings, training, special events and other activities as required	Essential
	• Adheres to the St. Augustine's code of conduct	Essential

Note: This job description may be amended at any time in consultation with the post holder.