



Candidate Information
Class Teacher
Queens CofE Academy

About the Multi Academy Trust (MAT)



The MAT

The Diocese of Coventry MAT Academies are:

- Transformational
- Aspirational
- Sustainable
- Motivational
- Purposeful

They are recognised for their distinctive and inclusive Christian ethos and for the impact this has on raising educational standards. An effective Church Academy will demonstrate its Christian distinctiveness by providing an aspirational and holistic education which enables all children and staff to develop and achieve to their full potential.

Founded in April 2013 with two academies, currently there are twelve in the family with others set to join in the near future.

All our academies receive a minimum of twelve days school improvement from our in house team. This sits alongside developmental networks across the Trust including Early years team, Phase Leaders and training programmes to include NQT and RQT.

Our Vision

To build a better future for all within our Academies who in turn will positively impact their communities.

Our aspirational and measurable outcomes are:

- Every lesson to be good or better
- Every child expected to make progress at least, and for many, above national expectations
- Every Academy to be well led and governed
- All teachers motivated to self-improve and aspire to excellence
- All academies to be judged good or better at Section 48 inspections

About the Role

The trust is looking to appoint a qualified inspirational and highly effective Class Teacher, who is committed to supporting Queens Church of England Academy to achieving educational excellence and is committed to the distinctive

Christian character of the school community.

We are looking for a Class Teacher who will work with the Senior Leadership of the Academy to transform the educational experiences of the local children.

Applications

Thank you for your interest in the post of Class Teacher at Queens Church of England Academy. Candidates are encouraged to visit the school. Please contact Sam Derrick on 024 76382906 to make arrangements.

Please note the closing date for applications is **Midnight 22nd January 2023**

Completed applications and supporting documents should be sent via email to Linda.White@queens.covmat.org or post to Linda White, Office manager, Queens CofE Academy, Bentley Road, Nuneaton, Warwickshire CV11 5LR.

Candidates shortlisted for interview will be asked to undertake a series of selection tasks and activities. More information on the format and any presentation needed will follow after shortlisting.

Our Diocese

The Diocesan Board of Education seeks to serve and equip the Church School family in a variety of ways. The Diocesan Director of Education, Canon Linda Wainscot, is supported by a team of highly qualified, experienced and well-regarded professionals who aim to:

- 'be there' for our church school family and act as a central reference point supporting pastorally and professionally;
- Facilitate creative and flexible networking between schools;
- Promote excellence and distinctiveness within the family of church schools/academies and beyond;
- Share best practice collectively;
- Provide professional development for staff at all stages of their careers and for governors;
- Support the development of flexible partnerships;
- Promote the establishment of new church schools;
- Support the process of Academy conversions;
- Work in partnership with schools and other agencies to effect school improvement;
- Represent church schools to the wider church, to diocesan groups, in the press and in the public and community debate
- Ensure equality of opportunity including managing Admission Appeals;
- Protect the status of church schools and promote the importance and the continuation of the voluntary sector

Linda Wainscot, DDE

'I believe that schools are at the heart of the Church's mission to the nation and play a very important role in the life of their own parishes and communities.

The Diocese is proud of its Church of England Schools which educate about 17,000 children and young people. The headteachers, staff and governors strive to promote the highest quality in everything they do, living and working in the values of Jesus Christ every day. Our schools are a significant part of the Church family of the Diocese. Seeking to build communities of care and understanding, they witness to God's love for each person and reflect God's desire for the world to be a better place for us all to live in.'

Bishop Christopher

The deeply motivating Christian distinctiveness of this school drives every aspect of academy life. Its impact is to transform the lives of staff and pupils.

The inspirational leadership of the headteacher and her team ensures pupils acquire exceptional attitudes and values. These are life-lasting and life-enhancing.

Innovative and challenging religious education (RE) and collective worship provide a powerful expression of 'love in action'. All pupils acquire a rich understanding of life's mysteries.

Staff are empowered and affirmed in their delivery of the vision through the exceptional strategic leadership of the governors.

The impact of class representatives, known as visionaries, in driving the vision is exceptional. Their powerfully authentic modelling of the vision inspires and engages others and ensures it is embodied in learning, play and worship.

Our Academies



St Laurence's CofE Academy
Old Church Road
Coventry
CV6 7ED



St Bartholomew's CofE Academy
Bredon Avenue, Coventry
CV3 2LP



Queens CofE Academy
Bentley Road
Nuneaton
CV11 5LR



Stretton CofE Academy
Stretton Avenue
Coventry
CV3 3AE



St James CofE Academy
Barbridge Road
Bulkington, Bedworth
CV12 9PF



Harris CofE Academy
Harris Drive
Overslade Lane, Rugby
CV22 6EA



St Nicolas CofE Academy
Windemere Avenue
Nuneaton
CV11 6HJ



Studley St Mary's CofE Academy
New Road, Studley
B80 7ND



St John's CofE Academy
Winsford Avenue
Coventry
CV5 9HZ



St Oswald's CofE Academy
Addison Road
Rugby
CV22 7DJ



St Michael's CofE Academy
Hazel Grove
Bedworth
CV12 9DA



Leamington Hastings CofE Academy, Birdingbury Road Hill,
Leamington Hastings, Rugby
CV23 8EA



Leigh CofE Academy
Plants Hill Crescent
Tile Hill, Coventry
CV4 9RQ



Salford Priors CofE Academy
School Road
Salford Priors, Evesham
WR11 8XD



All Saints CofE Academy LW
Warwick Road
Leek Wootton, Warwick
CV35 7QR



Burton Green CofE Academy
Hob Lane
Burton Green, Coventry
CV8 1QB



Long Itchington CofE Academy
Stockton Road
Long Itchington, Southam
CV47 9QP

Joining Shortly



Southam St James CofE Academy
Tollgate Road
Southam
CV47 1EE

Joining Shortly



Central MAT Office

The Diocese of Coventry Multi Academy Trust
The Benn Education Centre
Claremont Road
Rugby, CV21 3LU

Job Title: Class Teacher TMS

Job Description

CORE PURPOSE

To take responsibility for the education and welfare of a designated class of children in accordance with the current School Teachers' Pay and Conditions document, Teacher Standards and having due regard to the requirements of the National Curriculum and school policies.

JOB DETAILS

The post will be included in the MAT performance review scheme and salary progression will be linked to the outcomes of the scheme. This job description is not necessarily a comprehensive definition of the post, it will be revised at least once a year, and it may be subject to modification or amendment at any time after consultation with the holder of the post.

MAIN ACTIVITIES

You will be expected to:

- take responsibility for planning and implementing appropriate work programmes for all children in the designated class, within the framework of national and school policies.
- maintain assessment records and report on pupils' progress to

senior staff and to parents and carers, in accordance with school policy.

MAIN ACCOUNTABILITIES

This will include to:

- lead a curriculum subject which involves monitoring standards across the school and implementing new initiatives as and when appropriate
- plan work for the class in accordance with national, Multi Academy Trust and school curriculum policies and in co-operation with subject and phase leaders to ensure that the children experience a broad, balanced, relevant and stimulating curriculum.
- ensure a close match between the learning experience offered, and the individual needs of the children in the class, so as to give each child an opportunity to achieve to the maximum of his/her capability.
- make appropriate educational provision for children with SEN and those learning EAL, with support from the SENCo and EAL Co-ordinator.
- where possible, to make sure that the majority of the children's work is

closely linked to first-hand practical experience.

- provide children with opportunities to manage their own learning and become independent learners.
- create a secure, happy and stimulating classroom environment, maintaining the highest standards of organization and discipline.
- foster each child's self image and esteem and establish relationships which are based on mutual respect.
- maintain a high standard of display both in the classroom and in other areas of the school.
- arrange for resources, equipment and materials to be available in such a way that they are properly cared for, easily accessible and will encourage the children to become more responsible for their own learning.
- work closely with colleagues to undertake medium and short term planning and the implementation of agreed schemes of work.
- assess children's progress, maintain records and provide written reports to

parents and carers in accordance with school policies.

- communicate and consult with parents and carers and with outside agencies, as necessary, about children's progress and attainment.
- ensure that the school's aims and objectives in relation to the curriculum, equal opportunities and discipline are promoted in every day classroom organization and practice.
- liaise with support staff both school based and from the Multi Academy Trust and from other external bodies as required.
- take responsibility for the management of other adults in the classroom.
- take up the opportunity for continuous professional development through self-directed reading, courses and in-service training.
- participate and contribute to staff meetings and meetings which relate to school management, curriculum and administration.
- maintain a positive ethos and core values both inside and outside the classroom.
- implement and support the school policies and procedures.
- undertake any other reasonable and relevant duties and training as requested by the SLT in

accordance with the changing needs of the school.

- take responsibility for curriculum subject area(s) as agreed with the Headteacher which could include:
 1. Promote the teaching of the agreed subject throughout the school, according to the requirements of the National and MAT Curriculum schemes of work and any other new initiatives from the Department for Education.
 2. In Conjunction with the Headteacher or other senior staff, be responsible for the implementation and management of the school's policy for agreed subject area(s).
 3. Review the policy and adapt it as appropriate.
 4. Develop a scheme of work for subject suitable to the needs of the children aged 7 – 11.
 5. Take responsibility for maintaining and evaluating all material resources with a system of easy accessibility.
 6. To consult with colleagues and be responsible for ordering resources within an agreed budget in full consultation with the Headteacher.
 7. Offer support and advice to colleagues.

DEVELOPING SELF AND WORKING WITH OTHERS

Effective relationships and communication are important in a school role and you will be expected to manage yourself and your relationships well. Through performance management and effective continuing professional development practice you will be expected to achieve high standards. You will be committed to your own continuing professional development.

This will include:

- Valuing people and treating them fairly, equitably and with dignity and respect to create and maintain a positive school culture in accordance with the Christian beliefs underpinning the school.
- Ensuring own CPD includes developments in education.
- Develop and maintain a culture of high expectations for self. Regularly reviewing own practice, setting personal targets and taking responsibility for own personal development.
- Managing own workload to allow for reflection and an appropriate work/life balance.

KEY ORGANISATIONAL ACTIVITIES

The post holder will contribute to the school's objectives in service delivery by:

- Enactment of Health and Safety requirements and initiatives as directed.

- Ensuring compliance with Data Protection legislation.
- At all times operating within the school's Equal Opportunities framework.
- Commitment and contribution to improving standards for pupils as appropriate.
- Contributing to the maintenance of a caring and stimulating environment for pupils.

DATA PRIVACY CHAMPION

- To be a point of contact for GDPR questions and queries
- Ensure that the Data Protection principles of the GDPR are followed
- Liaise where possible with the Business Manager/DPO when required
- Provide brief guidance to colleagues regarding data protection impact assessments carried out in their service and/or refer them to the Business Manager/DPO if necessary
- Escalate difficult questions to the Data Protection Officer and co-ordinate responses.
- Act as a channel of communication between the Data Protection Officer and the academy
- Support the Management Team and all the staff to be aware of the requirements of the Trust's Data Protection Policy and the need to abide by

the guidance contained therein

- Promoting data governance and data management within the academy
- To offer advice and assistance when implementing data processes and guidelines, and helping to ensure that they are being followed
- To deal with initial Data Protection queries in accordance with the GDPR and Trust policies, ensuring that these are appropriately escalated to the DPO

SUPPORTING THE WORK OF THE MULTI ACADEMY TRUST

As part of the Diocese of Coventry Multi Academy Trust the class teacher will be expected to develop and maintain strong, positive relationships with colleagues in the Multi Academy Trust, within the family of Multi Academy Trust academies and the Diocesan family of schools.

STRENGTHENING THE COMMUNITY

Schools exist in a distinctive social context, which has a direct impact on what happens inside the school. School leadership should commit to engaging with the internal and external school community to secure equity and entitlement. All staff should collaborate with other schools in order to share expertise and bring positive benefits to their own and other schools. They should work collaboratively at both strategic

and operational levels with parents and carers and across multiple agencies for the well-being of all children.

This will include:

- Building a school culture and curriculum which takes account of the Church Foundation and the richness and diversity of the school's communities.
- Creating and promoting positive strategies for challenging racial and other prejudice and dealing with racial harassment.
- Ensuring learning experiences for pupils are linked into and integrated with the wider community, the local church and diocesan communities.
- Ensuring a range of community-based learning experiences, including building links with local churches and Coventry Diocese.
- Collaborating with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families
- Creating and maintaining an effective partnership with parents and carers, (including those who may be described as 'hard to reach', those with learning disabilities and those for whom English is an additional language), to support and improve pupils' achievement and personal development.
- Building bridges with the school's diverse communities, seeking opportunities to invite the

whole range of parents and carers, community figures (including clergy and church representatives), businesses or other organisations into the school to enhance and enrich the school and its value to the wider community.

- Contributing to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
- Co-operating and working with relevant agencies to protect children.

SAFEGUARDING CHILDREN AND SAFER RECRUITMENT

This school is committed to safeguarding and promoting the welfare of children and young people as required under the Education Act 2002 and expects all staff and volunteers to share

this commitment. The class teacher plays a role in this within the school and the post is subject to enhanced DBS disclosure, prohibition and disqualification checks. Queens CofE Academy will ensure that:

- The policies and procedures relating to safeguarding and safer recruitment and adopted by the governing body are fully implemented and followed by all staff.
- Sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities in relation to safeguarding, including taking part in strategy discussions and other inter-agency meetings and contributing to the assessment of children.
- All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and that such concerns are addressed

sensitively and effectively in a timely manner in accordance with agreed whistle blowing practices.

ADDITIONAL DETAILS

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Staff will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. This job description will be reviewed annually and the Headteacher reserves the right to alter the content of this job description, after consultation with the post-holder, to reflect changes to the job or services provided, without altering the general character or level of responsibility.



Person Specification

Personal Qualities, Qualifications and Experience		Measured By				
		Essential	Desirable	Application	Interview Process	References
Qualifications and Training						
1	Honours degree or equivalent		X	X		
2	Qualified Teacher Status	X		X		
3	Relevant higher degree or equivalent		X	X		
4	Evidence of continuous professional development relating to curriculum, teaching and learning	X		X	X	
Professional Experience and Knowledge						
1	To teach across the primary age range		X	X	X	
2	Substantial, successful, relevant and recent teaching experience in primary school or Academy	X		X	X	X
3	Successful experience of raising standards for all, with measureable outcomes	X			X	X
4	Knowledge and understanding of safeguarding requirements and good practice	X			X	
5	Knowledge of recent developments in the National Curriculum		X	X	X	
6	Experience of supporting children with Special Educational Needs in an inclusive environment	X		X	X	
7	Experience of using ICT effectively in classroom teaching	X			X	
8	An understanding of the role of parents as partners in education	X		X		
9	A commitment to, and evidence of, promoting diversity and equal opportunities within the workplace, classroom, curriculum and employment practice	X		X	X	
10	Understanding the distinctive Christian character of a Church school		X	X	X	
11	A commitment to Professional Development	X		X	X	
12	Experience of leading a subject successfully		X		X	
13	Confidence and capability in computing		X		X	
Skills and Abilities						
1	A proven track record in ensuring the highest possible standards in teaching and learning	X		X	X	X
2	Good understanding and application of best practice in teaching of phonics and knowledge of the use of APP		X	X	X	
3	Successful experience of positive behavior management and developing a pupil focused, inclusive and effective, learning environment so that behavior and attendance are outstanding	X				X
Personal Qualities						

1	Has high expectations and personal integrity with the ability to promote and sustain the values, culture and Christian ethos of the school	X		X	X	
2	Is articulate and approachable with excellent interpersonal communication skills both verbally and in writing	X		X	X	
3	Is an outstanding, reflective, practitioner with high quality teaching skills and high expectations for pupils' learning and attainment	X		X	X	X
4	An exemplary record of health and punctuality		X			X
5	To provide a secure, stimulating and well organized learning environment	X		X		
6	To ensure effective curriculum delivery through differentiation	X		X		
7	To work collaboratively and effectively as part of a team	X		X	X	
8	To work with colleagues in providing for the intellectual, physical, social, spiritual and emotional needs of the children	X		X	X	