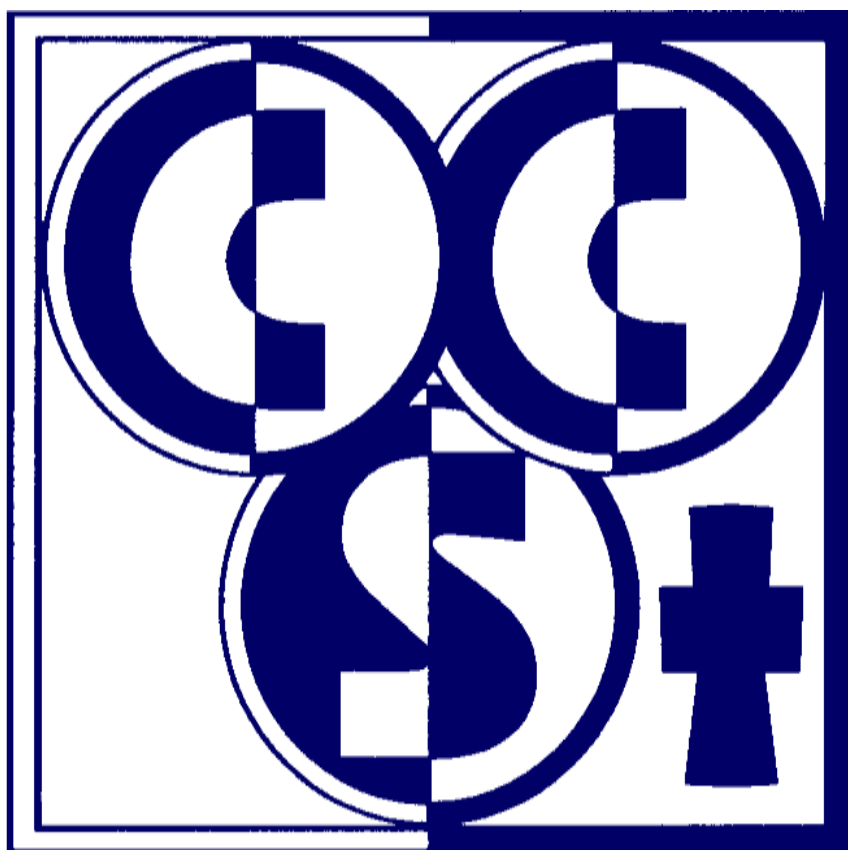


**Colne Christ Church**  
***Church of England Primary School***



**Appointment of Class Teacher**

***Candidate Information Pack***

# CHRIST CHURCH

## *Church of England Primary School*

Bent Lane, Colne, Lancashire, BB8 7AA



Headteacher: Mr A. Peers

Tel: 01282 865398

Fax: 01282 867004

[www.colnechristchurch.co.uk](http://www.colnechristchurch.co.uk)

Dear Candidate

Many thanks for expressing an interest in our vacancy. I do hope that the information contained within this booklet explains a little about our school and the sort of person that we are looking for.

Over the last few years we have undergone major redevelopment which has led to our brand new Key Stage 2 department being built along with a new junior play space and most recently the total refurbishment and remodeling of the main school. We want to ensure that every child has a wonderful learning experience during their time at Christ Church. Our vision is that:

- Pupils feel safe, accepted, loved and positively understand their worth and potential.
- Pupils gain a positive experience and understanding of Christianity.
- Pupils experience a depth and breadth of education of the highest quality, inspiring them to develop skills and enthusiasm for lifelong learning.

We look forward to welcoming a new member of staff to join our team and help make, what is already a wonderful school, even better. The post, which is temporary, will mean that our Assistant Headteacher can be non-teaching to support the Headteacher in really driving standards even further forward at a number of levels. This is especially important as we move out of lockdown and implement our ambitious recovery plan.

If you have any questions about the post, or want to come and see what we are all about then please do not hesitate to make an appointment to see Mr Peers, our Headteacher.

Good luck!

Yours faithfully

A handwritten signature in blue ink, appearing to read 'D. Foster'.

Mr D. Foster  
Chair of Governors



Christ Church  
Church of England Primary  
School



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**APPOINTMENT OF TEMPORARY MPS CLASS TEACHER**

**REQUIRED FROM: 1<sup>st</sup> September 2021**

The Governing body are seeking to appoint an excellent class teacher.

Christ Church is a caring family school with its ethos rooted in Christian principles.

We can offer you:

- Lively, enthusiastic, children who want to learn
- A creative and supportive staff team, who are committed to ensuring every child reaches their true potential
- The opportunity to embrace new initiatives to bring about school improvement
- A vibrant learning environment
- Supportive parents and Governors

Are you someone who:

- Is willing to help to promote the strong Christian ethos within our school?
- Is an effective, energetic classroom practitioner?
- Is committed to raising standards?
- Believes in a rich, stimulating and challenging curriculum?
- Wants to be involved in the broader life of the school?
- Has a good sense of humour and excellent interpersonal skills?
- Can help, support and foster the growth of the pupils in your care?

If you are committed to helping transform teaching and learning then we look forward to hearing from you.

**Applications are welcome from recently qualified teachers, but not NQTs.**

Visits to the school are welcomed by prior arrangement with the Headteacher, Mr A.Peers (Tel: 01282 865398).

**Closing date for applications: Friday 23<sup>rd</sup> April at 12 Noon.**

## About Christ Church



Christ Church is a one form entry, Voluntary Aided, Church of England Primary School.

Built in 1840 the school buildings have been extended on a number of occasions over the years. In the summer term 2019 our new Key Stage 2 teaching block opened. Last summer saw the main school building completely refurbished and re-modelled – this now houses the main administration block, school kitchens, assembly hall and teaching spaces for EYFS and Key Stage 1. We have created spacious teaching spaces and a fantastic learning environment for our pupils.



We currently have 189 children on roll, split between seven classes all providing single age, mixed ability, education. Our admission number is increasing to 30 from September 2021. Pupil numbers have been increasing gradually over the last four years.

Our children come from a wide range of backgrounds. In terms of ability, they are broadly average on entry. Pupils build on their skills and abilities throughout Key Stage 1 achieving outcomes that are in line with national age related expectations. At the end of Key Stage 2 standards are broadly in line with Lancashire and national averages in reading and writing and above average in mathematics. We believe that, through quality first teaching, we can do more!

We set sensible and achievable targets and through the delivery of a focused curriculum, accurate assessment and analysis, AFL, pupil tracking and staff training we have achieved a confidence across the whole staff that is reflected in pupil achievements. Our curriculum is supported by a belief in educational visits, sport, physical activity, music and performance.

Our school was last inspected by Ofsted in January 2018 who graded us as 'good'. The inspection team recognised that:

- In terms of the quality of teaching and progress the inspector found that *'the school has sustained the strengths in teaching across all subjects and overall progress is good for all pupils, including those that are disadvantaged. Pupil premium funding is used effectively to ensure that all pupils are included. Extra support is given to those who need it and enrichment activities are provided for these pupils by the school.'* Overall, lessons were found to be *'interesting and engaging'*.

- The behaviour of all pupils was found to be good. The report states that *'pupils are polite and well mannered. They are keen to show off their school and talk to visitors'*.
- The report commented that issues raised in our last inspection had been successfully addressed, teachers now have raised expectations and pupils access work that matches their ability and addresses the challenges of the new curriculum. We had also redesigned our curriculum which was found to offer *'rich and vibrant learning opportunities'*.

We were also inspected as a Church school in November 2017 who graded the school as 'outstanding'. The report noted that:

*"The strong Christian leadership of the Headteacher is supported wholeheartedly by staff and governors".*

*"In this school, pupils are the priority and Christian love is at the heart of all decisions".*

*"Relationships at all levels are exceptional and rooted in the school's core Christian values of love, forgiveness and reconciliation. The school is highly proactive in its approach to the pastoral care of children and families resulting in support which responds to need with love and compassion".*

*"Pupils' behaviour and attitudes are exemplary".*

As a Church school all pupils take part in an act of collective worship each day. Pre-pandemic, each month all children and staff attended Church worship. We also take part, occasionally, in Sunday services. The clergy are regular visitors to our school.

Visitors to the school invariably comment that our children are happy, friendly, polite, confident and keen to do well. We are proud of them all.

The school staff are positive, enthusiastic and keen to see improvements and success at Christ Church. Teaching Assistants are skilled and experienced. The whole staff work closely as a team and respect for colleagues abilities and skills is high.

We are an outward facing school and work collaboratively alongside our local cluster schools.

The successful candidate will have the full support of their colleagues in the development of Christ Church as a leading school in the community and in their own professional development.

The school has a Breakfast Club and After School Club which operate from 7.45am to 5.45pm each school day.

### **About the Post**

The post is a temporary vacancy (for twelve months) and you will initially be required to teach in Key Stage 2.

Governors are keen to appoint an outstanding classroom practitioner who can contribute to our established, strong team.

We would be very interested to hear of your special skills, interests, talents and experience in relation to this post in your application.

The start date is 1<sup>st</sup> September 2021.

Applications from Recently Qualified Teacher's and experienced teachers are welcome.

### **The Application Process**

Please apply by completing the Blackburn Diocese application form. This should be returned to the school, with an accompanying letter (no more than 2 sides of A4 long) outlining your subject specialism, professional achievements, interests, talents, and how you can meet our needs, **by noon on Friday 23<sup>rd</sup> April 2021.**

Interviews will take place on **Wednesday 19<sup>th</sup> May 2021.**



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**APPOINTMENT OF (1.0FTE) TEMPORARY KS2 CLASS TEACHER  
PERSON SPECIFICATION/SELECTION CRITERIA**

This person specification lists the essential and desirable requirements that are necessary to do this job and how these will be assessed. In your application you should state clearly **how you meet the requirements** which are being assessed. **The panel will reach a decision on whether or not to shortlist you based on the information you provide.**

JOB REQUIREMENTS		Essential / Desirable	Application	To be identified by: Interview (I), References (R), Observation (O)
<b>Qualifications and Experience</b>				
1	Qualified Teacher Status.	E	✓	
2	Successful teaching experience - preferably in Key Stage 2.	D	✓	I/R
3	Experience of managing support staff in the classroom.	D	✓	I
4	Recent participation in a range of relevant in-service training.	D	✓	
<b>Professional Knowledge and Understanding</b>				
5	Thorough knowledge of the primary curriculum and an excellent knowledge of core subjects.	E	✓	I/R/O
6	To be able to effectively use Assessment For Learning, assessment data and target setting to raise standards / address weaknesses.	E	✓	I/R/O
7	Ability to provide a stimulating, encouraging and high quality learning environment.	E	✓	I/R
8	To be able to exemplify how the needs of all pupils (SEND, Most Able, Disadvantaged) have been met through high quality teaching.	E	✓	I
9	Up to date ICT skills to enhance teaching and learning.	E	✓	I/O
10	Have experience of leading either a core or foundation subject area.	D	✓	I/R
11	Be able to meet National Teaching Standards	E		I/O/R
<b>Church Connection</b>				
12	Clear indication of faith position	E	✓	I
13	Active member of a church in membership of Churches Together in England / Evangelical Alliance.	D	✓	I/R
14	Willingness to support the Christian ethos, values and Mission Statement of the school.	E	✓	I



15	Experience of leading school worship.	D	✓	I
<b>Personal skills, abilities and attributes</b>				
16	Communicate effectively orally and in writing to a range of audiences.	E	✓	
17	The ability to work as part of a supportive staff team showing enthusiasm, adaptability and flexibility.	E	✓	I/R
18	Willingness to contribute to the wider life of the school including running extra-curricular activity clubs.	E	✓	I/R
19	Ability to sustain good relationships with parents, pupils, governors, staff and the wider community.	E	✓	I/R
20	Ability to maintain confidentiality.	E		I
21	To have a good sense of humour!	E		I
<b>Other</b>				
22	Commitment to safeguarding and protecting the welfare of children and young people.	E		I
23	Commitment to equality and diversity	E		I
24	Commitment to health and safety	E		I
25	Commitment to regular attendance at work	E		I

#### **Equal Opportunities:**

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

#### **Health and Safety:**

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

#### **Safeguarding Commitment:**

Christ Church is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The appointment and interview process will thoroughly explore issues relating to safeguarding and promoting the welfare of children. This post is subject to an enhanced DBS check.

### **APPLICATION FORM AND LETTER**

Candidates are requested to apply using the Blackburn CE Diocesan application form. CVs will not be accepted. The form should be fully completed and free from error. The letter should be clear and concise and related to the specific post, and demonstrate the candidate's effectiveness in the areas of the specification.

### **CONFIDENTIAL REFERENCES AND REPORT**

	<b><u>ESSENTIAL</u></b>
Candidates must (where relevant) give a faith reference. Candidates who do not use a parish priest/minister should give an explanation in the letter of application	✓
Professional references should provide a strong level of support for relevant professional and personal knowledge, skills and abilities referred to above.	✓





## **Job Description**

**JOB TITLE: Qualified Teacher**

**ACCOUNTABLE TO: The Headteacher**

The appointment is with the Governing Body of the School as employer under the terms of the National Society Contract. It is also subject to current conditions of employment of school teachers, contained in The School Teachers' Pay and Conditions Document and other current educational and employment legislation.

### **1. Christian Ethos**

**To work with the Headteacher and colleagues in creating, inspiring and embodying the Christian ethos and culture of this Church school, securing its Mission Statement with all members of the school community and ensuring an environment for teaching and learning that empowers both staff and students to achieve their highest potential.**

- 1.1. To attend, take part in and lead acts of collective worship in accordance with the Governing Body's policy.
- 1.2. To implement the policy of the Governing Body on Religious Education in accordance with trust deed.
- 1.3. To ensure that pupils have a safe and caring environment both in school and on out of school activities.
- 1.4. To foster good relationships with all members of the school and local community including parents.
- 1.5. To promote the school and all it stands for on all occasions, in particular, work with stakeholders.
- 1.6. To celebrate the successes of the school and at every opportunity
- 1.7. To act as a model of professional conduct and presentation, demonstrating high personal standards of expertise and commitment
- 1.8. To perform, in accordance with any directions which may reasonably be given by the Headteacher, such particular duties as may be assigned.

### **2. Teaching and Learning**

**Within the context of a Church School, the search for excellence pursued through teaching and learning takes place in the context of the individual needs and aspirations of the pupils as God's children.**

**The Class Teacher will:**

***Set high expectations which inspire, motivate and challenge pupils:***

- Manage the classroom effectively to develop a purposeful and stimulating learning environment
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils and follow the staff code of conduct at all times

***Promote good progress and outcomes by pupils:***

- Be accountable for pupils' attainment, progress and outcomes
- Plan teaching to build on pupils' capabilities and prior knowledge
- Guide pupils to reflect on the progress they have made and their emerging needs
- Demonstrate knowledge and understanding of how pupils learn and consider how this impacts on teaching
- Encourage pupils to take a responsible and conscientious attitude to their own work

***Demonstrate good subject and curriculum knowledge:***

- Have a secure knowledge of the relevant subjects and curriculum areas, foster and maintain pupils' interests in all subjects, and address misunderstandings
- Demonstrate a critical understanding of developments in the subject and curriculum areas
- Demonstrate and understanding and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- Demonstrate a clear understanding of appropriate teaching strategies

***Plan and teach well structured lessons:***

Teach clearly structured lessons and sequences of work, which interest and motivate pupils and in which:

- Pupils' learning needs and abilities are taken into account
- Learning objectives and success criteria are made clear to pupils and revisited during lessons
- Interactive teaching and learning methods and collaborative group work are used
- Active and independent learning is promoted that enables pupils to think for themselves and to plan and manage their own learning

- Set challenging teaching and learning objectives which are relevant to and based on knowledge of pupils and take account of their learning needs and abilities, evidence of past and current achievement, expected standards for pupils of the relevant age range, the range and content of work relevant to that phase.
- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and children's intellectual curiosity
- Set homework and plan other out of class activities to consolidate the knowledge and understanding pupils have acquired
- Reflect systematically on the effectiveness of lessons and approaches to teaching
- Contribute to the design and provision of an engaging curriculum

***Adapt teaching to respond to the strengths and needs of all pupils:***

- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- Have a secure understanding of how a range of factors can inhibit pupil's ability to learn, and how best to overcome these
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with EAL, those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them

***Make accurate and productive use of assessment:***

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- Make use of formative and summative assessment to secure pupils' progress
- Use relevant data to monitor progress, set targets and plan subsequent lessons
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback

***Manage behaviour effectively to ensure a good and safe learning environment:***

- Have clear rules and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- Have high expectations of behaviour 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 involve and motivate them and to develop self-control and independence
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary
- To assist in, and be supportive of, the maintenance of fair discipline and good order throughout the school at all times

***Fulfil wider professional responsibilities:***

- Make a positive contribution to the wider life and ethos of the school
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- Deploy support staff effectively
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- Communicate effectively with parents with regard to pupils' achievements and well-being
- Contribute to the development of parental and community involvement in the life and work of the school
- Provide enjoyable opportunities to enrich pupils' experiences
- Be committed to safeguarding and promoting the welfare of children

### **3. The Teacher as a Professional**

**In a Church School, the responsibility of each teacher is to assist the Headteacher in the leadership of a faith community for whom Christ is the model. In the teaching and management of staff, their unique contribution as individuals, valued and loved by God, should be recognised.**

- |      |   |
|------|---|
| 3.1  | To contribute to a climate of mutual support, in which self confidence and self esteem can grow and to work as a member of a team   |
| 3.2  | To be committed to personal professional development and to participate in the school's system of performance management  |
| 3.3  | To contribute as appropriate to the professional development of colleagues  |
| 3.4  | To participate in meetings with other staff to review curricular, pastoral and organisational and administrative matters affecting the school   |
| 3.5  | To supervise and support the work of teaching and learning assistants including volunteers  |
| 3.6  | To take part in the induction and assessment of newly qualified teachers and of students undertaking school practice  |
| 3.7  | To supervise pupils outside the classroom as required by the Headteacher and within the Conditions of Employment  |
| 3.8  | To participate in cover for absent staff as required and within the terms of the Conditions of Employment   |
| 3.9  | To share in the corporate responsibility for the well-being, safeguarding and discipline of all pupils and know arrangements and policies for the safeguarding and well-being of children |
| 3.10 | To meet the expected standard of a qualified teacher as outlined in the Professional Standards for Teachers   |

#### **4. Resource Management**

**In a Church School, the relationship between the Mission Statement and the deployment of all staff, finance, resources, time and energy should reflect the Christian aims of the school community and the needs of all pupils.**

- 4.1 To manage materials and equipment for lessons to ensure minimal damage wastage and loss.
- 4.2 To provide a purposeful, safe and tidy working environment that celebrates achievement and success.

#### **5. Specific Responsibilities:**

##### **Subject Leader Job Description:**

**Purpose:** The subject leader will ensure that there is consistency of teaching, continuity in skills, and high standards of learning throughout the school, in their subject area.

- Duties:** The subject leader will:
- Coordinate the development of a cohesive and effective long term plan in their subject
  - Ensure that all planning (medium and short term) meets all National Curriculum requirements
  - Review, monitor and evaluate current practice (including schemes and policies) and provide feedback to the School leadership team and governors
  - Support, motivate and advise staff, and work alongside them in the development of their classroom practice, where appropriate
  - Lead by example, through good classroom practice
  - Develop an action plan which contributes to the school improvement plan
  - Maintain an up to date knowledge of national and local initiatives
  - Ensure that resources are appropriate and accessible for staff, prioritising resources needs in line with school budget and as indicated in the overall improvement plan

*This job description is not a contract of employment, or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed. Nothing will be changed without consultation. This document must not be altered once it has been signed but will be reviewed annually.*