



Key Stage Lead

Dear Applicant,

Thank you for showing an interest in Endeavour Learning Trust.

Endeavour Learning Trust is a small but steadily growing Trust in the North West, currently spanning South Ribble, West Lancashire and North Sefton. In our family of schools at this point in our growth, we have two secondary schools and two primary schools, a Teaching School Alliance and a SCITT and we also run two further secondary schools that will hopefully convert into our Trust in the near future.

Our Trust is a mix of good schools and schools which have been in challenging circumstances. Where there has been work to be done, the impact has been rapid and significant. We are keen to welcome other schools into our Trust and we have strengthened our central team to ensure we have the capacity to continue to support where we are needed most. Our Trust has been further strengthened by the addition of our primary schools and a school with a Sixth Form College, which enables us to embrace the all through nature of education. All of our schools provide us with rich opportunities to learn from and with each other.

Our family ethos is tangible; we work as a team; we want the best for everyone. But we are also staunch in our commitment to doing this in a way which protects the wellbeing of our staff and our students; our commitment to reducing workload is non-negotiable. We seek to thrive; individually, together, in our classrooms, staffrooms, schools and across the Trust.

Our overall aims are to provide:

- A world class education for all our students, regardless of ability or background, which builds resilience, confidence and drive, in an ever-changing world
- A workforce of the highest calibre, with a winning combination of teamwork, skill, experience, passion and an unwavering commitment to excellence
- A relentless focus on individual and collective improvement and personal and professional development, in an ethos of high expectations and personal ambition
- The moral imperative to ensure that no child is left behind and no individual is overlooked in their uniqueness and distinctive potential
- A nurturing environment, where everyone feels safe and valued and where we get the balance right between encouragement and support and stretch and challenge, so that all of us can aim high and work together to make those aspirations a reality
- A genuine commitment to foster partnerships, across our family of schools, with our parents, other strategic partners and our wider communities
- The expertise to efficiently and effectively deploy and maximise our resources across the MAT and our wider networks and partnerships

We wish to appoint a highly motivated, enthusiastic individual to join our staff and lead a key stage at Northbrook Primary Academy.

We hope you will show an interest in this exciting role,

Yours faithfully,



Mrs LA Gwinnett

CEO – Endeavour Learning Trust

Advert – Classroom Teacher

Post Title:	Key Stage Lead
Salary:	LDR1 – LDR3
Hours of Work:	Fulltime
Start Date:	January 2022 or earlier
Current Base:	Northbrook Primary Academy

Endeavour Learning Trust wishes to appoint a highly motivated, enthusiastic individual to lead a key stage

We are looking for someone who is:

- a dynamic teacher who inspires by example
- a passionate and caring practitioner with high expectations for all
- able to support the ethos and values of Endeavour Learning Trust
- able to work alongside the Head of School to provide challenge and support in order to implement positive change
- a learning professional committed to raising standards and to ensure that all children achieve their full potential
- a person who possesses excellent interpersonal skills, organisational and communication skills
- a professional able to work in partnership with parents, carers, staff, Local Academy Councillors and the community

They will be expected to:

- be an exemplary classroom practitioner.
- take a lead role in monitoring progress and attainment of all pupils by working with other senior leaders and teachers to monitor and analyse pupil progress and attainment data.
- develop, support, empower and sustain effective teams
- support the appraisal process for teaching and non-teaching staff
- develop effective practise within both key stages including the development of effective outdoor provisions

The School can offer you:

- an opportunity to develop your career through a comprehensive CPD programme
- an opportunity to lead a committed and hard-working team
- a caring and supportive school environment
- delightful children who are keen to learn
- a modern, well-resourced school

To apply for this vacancy, please send a letter of application to the Executive Headteacher

If you require any further about this role please contact our Central HR Team at vacancies@endeavourlearning.org or on 01772 812644 ext. 1051 or 1050

Applications should be submitted by 9am Monday 28th June 2021

Interviews are to be held Tuesday 6th July 2021

We encourage you to apply early for this vacancy as we reserve the right to close this advertisement prior to the stated closing date if we receive a high volume of suitable candidates.

Job Description – Key Stage Lead

Post Title:	Key Stage Lead
Salary:	LDR1 – LDR3
Hours of Work:	Fulltime
Start Date:	January 2022 or earlier
Current Base:	Northbrook Primary Academy

Primary Purpose of the Job

To assist the Head of School with the management and organisation of this nurturing, happy school. To be accountable for significant and specified responsibility focussed on teaching and learning above that which is required of all classroom teachers and which requires a teacher's professional skill and judgement.

Principal responsibilities

- Key Stage Lead – EYFS and Key Stage 1
- Subject leader
- Member of the Leadership Team
- Parental Links

Main Duties and Responsibilities

Strategic direction and development of the school in cooperation with and under the direction of the Head Teacher to:

In addition to the requirements of a class teacher, areas of responsibility and key tasks to include:

a) Teaching and Learning

- Be responsible for the teaching of a School class, developing a stimulating and challenging learning environment which secures effective learning and provides high standards of achievement, behaviour and discipline
- Be responsible for the pastoral care of pupils in the class, promoting self-discipline and good behaviour at all times, in accordance with school policies

b) Strategic direction and development of assessment for learning in co-operation with, and under the direction of, the Head of School to:

- Take a lead role in monitoring progress and attainment of all pupils by working with other senior leaders and teachers to monitor and analyse pupil progress and attainment data.
- Ensure interventions are effective and all groups of pupils learn effectively.
- Support the vision, ethos and policies of the school and promote high levels of achievement
 - Support the creation and implementation of the school improvement plan, especially as it relates to Assessment for learning
 - Take responsibility for appropriately delegated aspects of the school development plan e.g. ensuring that all staff are using appropriate methods for assessing pupils and that the results of these assessments have a direct impact on the effectiveness of teaching and learning.
 - Support all staff in achieving the priorities and targets for pupil progress that the school sets.
 - Assist with monitoring the progress of all pupils in conjunction with senior managers. Co-ordinate with staff regarding parent's consultation evenings and reporting to ensure that parents are well informed about their children's progress and attainment and are given appropriate curriculum targets.

c) Leading and managing staff.

- Support the Head of School in developing positive working relationships with and between all pupils and staff.

- To lead curriculum development within their team
- To carrying out a coaching and mentoring role.
- Lead groups of staff in development activities and evaluate outcomes
- Support the appraisal process as required and use the process to develop personal and professional effectiveness
- Provide support to newly qualified teachers, supply teachers, teachers and teaching assistants.
- Ensure that effective self-evaluation is undertaken and reported to the Head of School and Local Academy Council
- Ensure consistent implementation of school behaviour policy

d) General

- Take on specific tasks related to the day to day administration and organisation of the school as requested by the Head of School
- Take on any additional responsibilities which might from time to time be determined
- Create and maintain positive and supportive relationships with staff, parents and Local Academy Councillors
- To engage with appropriate training opportunities to promote professional effectiveness in this role
- Develop and maintain highly effective inclusion procedures which promote high standards of behaviour and good levels of attendance

The School can offer you:

- An opportunity to develop your career through our extensive CPD programme and lead a committed, hard-working team
- A caring and supportive school environment
- Delightful children who are ready to learn and flourish
- A modern, well-resourced school that is a pleasure to work in

The appointment is subject to the current conditions of employment for teachers contained in the current School Teacher's Pay and Conditions Document the 2007 School Standards and Framework Act, the professional standards for Qualified Teacher Status and other current legislation. This job description may be amended at any time following discussion between the Head Teacher and member of staff, and will be reviewed annually.

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

This school is committed to safeguarding and protecting the welfare of children and young people expects all staff and volunteers to share this commitment. Successful candidates are subject to an enhanced disclosure from the Disclosure and Barring Service.

This job description may be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder.

It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

Elements of this job description and changes to it may be negotiated at the request of either the Head of School or the incumbent of the post.

This post is subject to an enhanced DBS check

Endeavour Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

Compiled by: Executive Head of School	Revision Number: 1
Approved by: Executive Head of School	Revision Date: May 2021 (CAD)

Person Specification – Classroom Teacher

	Essential / Desirable	Assessed by Application Form (AF) Letter (L) Reference (R) Observation (O) Task (T) Interview (I)
Education & Training		
Qualified teacher status	E	AF / L / R
Evidence of commitment to further professional qualifications	E	AF / L / R
A commitment to professional development involving coaching and mentoring skills	E	AF / L / R
To be already meeting the post threshold standards for teachers	D	AF / L / R
Willingness to undertake and award bearing leadership qualification	D	AF / L / R
Professional Experience		
Experience of successful teaching in School	E	AF / L / R
To be an excellent classroom practitioner and have a sound understanding of how learners learn	E	AF / L / R
To be able to show leadership and development in at least one subject.	E	AF / L / R
Have an extensive and well-informed understanding of assessment requirements including experience of administering and overseeing key-stage SATS and optional SATS.	E	AF / L / R
To have in depth knowledge and understanding of current curriculum issues.	E	AF / L / R
Teaching across the primary age range.	D	AF / L / R
Leading Inset	D	AF / L / R
Teaching across the primary age range	D	AF / L / R
Leadership of a significant aspect within SIP	D	AF / L / R
Curriculum Leadership	D	AF / L / R
To have experience of a management role in a primary school	D	AF / L / R
Skills and Abilities		
To be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well matched to the needs of learners.	E	L / I / O / R / T
Ability to promote collaboration and work effectively as a team leader	E	L / I / O / R / T
Ability to analyse data and identify need for improvement at team level	E	L / I / O / R / T
Ability to establish, implement and evaluate action plans/targets at team level	E	L / I / O / R / T
Commitment to the professional development of colleagues through coaching and mentoring.	E	L / I / O / R / T
Using own practice as a model and providing advice and feedback	E	L / I / O / R / T
Ability to communicate effectively with staff, parents and local academy councillors.	E	L / I / O / R / T
Ability to take on a leadership role with regard to discipline and	E	L / I / O / R / T

	Essential / Desirable	Assessed by Application Form (AF) Letter (L) Reference (R) Observation (O) Task (T) Interview (I)
pastoral care		
To be confident in the use of ICT throughout the school for curriculum and management purposes.	E	L / I / O / R / T
Ability to develop and implement aspects of the SIP and report back to SLT	E	L / I / O / R / T
Ability to lead staff Inset	D	L / I / O / R / T
Experience of being a team leader	D	L / I / O / R / T
Special Knowledge		
To have experience of assessment for learning principles and strategies.	E	L / O / I
Understanding of OFSTED inspection and self-evaluation processes.	E	L / O / I
Understanding of the Personalised Learning agenda	E	L / O / I
Knowledge of the place of target setting and tracking in bringing about improvement	E	L / O / I
To have experience of developing a creative, skills-based curriculum	E	L / O / I
To have experience of analysing data	E	L / O / I
Understanding of performance indicators	D	L / O / I
Knowledge and understanding of special educational needs	D	L / O / I
Able to investigate and solve problems and demonstrate good judgement	D	L / O / I
To have experience of developing the curriculum	D	L / O / I
Personal Qualities		
Ability to relate well to children and adults	E	L / I / R
To be enthusiastic and innovative	E	L / I / R
Ability to lead, motivate and influence others	E	L / I / R
To show evidence of being able to work as part of a team	E	L / I / R
To have excellent time management skills	E	L / I / R
To be able to investigate and solve problems and demonstrate good judgement	D	L / I / R
Approach to work		
Enthusiastic and self-motivated	E	L / R
A commitment to school aim	E	L / R
To show commitment to working in partnership with parents, local academy councillors and other agencies to promote the best education for all pupils.	E	L / R
To have experience of partnership working	D	L / R