



Communicating Love; Inspiring our Community to Flourish



Candidate Information Pack

Class Teacher
St Gabriel's CofE Academy
Houlton
CV23 1AN



Letter from the Headteacher

Thank you for expressing an interest in the post of class teacher at St. Gabriel's Church of England Academy. We are very excited about inviting an excellent teacher to join our team and giving them the opportunity to teach some of our first pupils, playing a key role in delivering high-quality educational experiences for our children.

St Gabriel's CofE Academy opened in September 2018 with a Reception class, and three additional mixed-age classes, due to demand, we are now seeking to add a stand-alone Year 3 class for around twenty pupils.

From small beginnings, we will fill to become a one form of entry school with the plans and potential to eventually grow to 630 pupils. In the first few years, we will need to be flexible and creative in offering provision for a smaller number of pupils and be ready to adapt as numbers increase. This need to be flexible is a key trait that all staff will need in St Gabriel's formative years, along with positivity, passion and enthusiasm. I feel this is really something to get excited about! The building is an amazing learning space which helps us provide wonderful opportunities for children and is the first school to be constructed on the Houlton development in Rugby, providing a focal point for the new community here. The school is the first in the Houlton Church of England Multi Academy Trust and benefits from the support of our dedicated team of Trustees.

The successful candidate will have the opportunity to take up post from January 2019 to teach our Year 3 class and join with us as we shape the character, ethos and practice of the school.

You will also play a key role in facilitating our vision:

'Communicating Love; Inspiring our Community to Flourish'

At St Gabriel's we are dedicated to inspiring, challenging and supporting them to fulfil their potential, making them feel valued, loved and able to flourish. As a Church of England Academy, all of this is underpinned by our inclusive Christian ethos as we work for the common good of everyone, nurturing success for all.

I hope this information pack will capture your interest as you carefully consider the opportunity on offer here. This will undoubtedly be a challenging yet rewarding position, offering you the chance to build something new and helping to shape our school from the ground up. If you feel inspired by the challenge, I would love to hear from you.

Andrew Taylor
Headteacher



Context

St Gabriel's CofE Academy is the first school to open in the Houlton Church of England Multi Academy Trust. The school is the first to be developed on the new urban extension to Rugby known as Houlton. Over the next 10-15 years, this area will add around 6,200 homes to Rugby, creating a demand for around 6 forms of primary education. Three primary schools and a secondary school are planned to serve the families moving into the area, along with healthcare provision, community space and commercial units to create a sustain-able, linked yet distinct community. The Houlton Church of England Multi Academy Trust has been established as a partnership between the Coventry Diocesan Board of Education and the master developers of Houlton, Urban&Civic plc.



Coventry Diocesan Board of Education

The Coventry DBE is a family of 75 Church of England schools and academies with a clear, strong vision and ethos to empower school leaders to be courageous, equipping them to deliver excellent Christian education so that all will flourish to achieve their full potential. The aim in establishing Diocesan Multi Academy Trusts (DMATs) is to build and oversee the growing family of DBE schools with a core mission 'to build a better future for all within our Academies who in turn will positively impact their communities.'

The DBE is guided by the following values:

- Educational excellence
- Needs of the individual child at the heart of decision making
- Affording and nurturing dignity with high expectation and challenge
- Celebration of success for all
- All members of the school community valued equally
- Love, forgiveness and reconciliation at the heart of all relationships
- Governance based on mutual consultation and partnership
- Highest moral and ethical standards
- Leadership guided by integrity, courage, humility and service

Urban&Civic

Urban&Civic plc

Also a member of the Trust, Urban&Civic is a strategic property development and investment company which takes a long-term interest in the strategic sites which it masterplans and develops.

A key tenet of Urban&Civic's approach is to ensure infrastructure is delivered from the outset to reinforce the establishment of communities early on. Schools are central to this ambition and, from their experience of delivering and establishing successful Academies in Westminster and Chobham (Stratford), they fully recognise that their location, design and management require careful consideration and expert involvement.

Ethos

At St Gabriel's CofE Academy everything we do is underpinned by our loving, distinctive and inclusive Christian ethos. We want the best for our children; with love as our core value and primary motivation we ensure every decision and every action we take is with the best-interests of the child at the forefront of our thinking. We communicate God's love and hope for the future to the children in our care and the community we serve by providing the best possible educational experiences and support for children and families. Experiences which are deeply affecting, inspiring confidence and fully equipping our children for their future, enabling them to flourish and fulfil their potential. We recognise each child is gifted with unique skills, talents and interests and place an equal emphasis on developing the whole child in every way:

Academically – encourage excellence, striving to make great progress

Physically – grow healthily with increasing skill and respect for our bodies

Mentally – secure a healthy, joyful, mature outlook, building resilience

Spiritually – develop an appreciation of beliefs, their impact and influence on our lives

Morally – mature in an understanding of behaviour, law and ethics

Socially – build and maintain healthy relationships as a collaborative community

Culturally – identify the responsibilities and opportunities presented in our society



Our Vision Statement

At St Gabriel's CofE Academy, our vision is that we are always:

Communicating Love; Inspiring our Community to Flourish

Job Description – Class Teacher



Starting salary: Teachers Main Scale

To be reviewed as the school grows.

Full time: Permanent

About the Role

The trust is looking to appoint an inspirational and highly effective teacher who is committed to ensuring St Gabriel's provides educational excellence in our school community.

The successful candidate will have the opportunity to significantly shape the learning experiences and impact the progress of a class group whilst contributing to the wider school aims. Further development opportunities will become available within the growing school and Multi Academy Trust.

Accountability:

The class teacher is managed by and is directly accountable to the Headteacher.

At all times the class teacher will operate within school policies and procedures.

Purpose of the Job

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.

- Take responsibility for planning and implementing high-quality educational experiences for all pupils within a designated class in the framework of national and local school policies and practice.
- Take responsibility for the attainment and progress for all pupils within a designated class, maintain assessment practice which supports pupil progress and report on progress to senior staff, parents and carers, pupils and governors as required.

Duties and Responsibilities

Classroom practice

Plan high-quality learning opportunities as part of a broad, balanced and engaging curriculum for all pupils in a designated class within the framework of national and school curriculum policies and in collaboration with staff colleagues.

Take account of the individual needs of all the children in a designated class to ensure support and challenge is used effectively to maximise progress.

Create a secure, happy and purposeful classroom environment, maintaining very high expectations for behaviour, effort and cooperation.

Ensure resources, equipment and materials contribute to pupil's learning opportunities.

Accurately assess pupil's progress, maintain records and report as required.

Effectively direct support staff to impact learning.

Be an excellent role model, exemplifying a high standard of teaching and promoting high expectations for all members of the school community.

Promote a positive, collaborative school culture, nurturing equality, dignity and upholding the Christian ethos of the school.

Developing self and others

Seek opportunities for continuous professional development through self-directed research, courses and in-service training.

Participate in and contribute to whole-school staff meetings.

Support the development of collaborative approaches to learning and share effective practice.

Regularly review and reflect on practice demonstrating a desire to continuously improve.

Take responsibility for leading an area of the curriculum for the school.

Key organisational activities

Support and contribute to the school's systems to ensure statutory requirements are being met with regard to Health and Safety, Data Protection and other initiatives as directed.

Ensure a consistent approach to standards of behaviour, attendance and punctuality are implemented across the school.

Contribute to the day-to-day effective organisation and running of the school.

Seek efficiencies in time and resources.

Contribute to the development of whole school policies and procedures.

Securing accountability

Take responsibility and accountability for a designated class' progress data and target setting.

Contribute to the reporting of the school's performance to its community and partners.

Take responsibility for promoting and safeguarding the health, safety and welfare of children and young people within the school.

Strengthening community

Promote inclusion and equality in all the services that the school offers.

Contribute to the school's culture, our inclusive Christian ethos, taking account of our Church foundation, the wider community and our Diocesan links.

Collaborate with specialist support services as appropriate.

Promote the positive involvement of parents/carers in school life.

Contribute to a positive, collaborative working environment.

Promote positive relationships and work with colleagues in other schools and external agencies.

Other

To undertake any other professional duties, or training, reasonably delegated by the Head Teacher, which are within the scope of this post and in line with the changing needs of the school.

Act as an ambassador, promoting the ethos, aims and provision at St Gabriel's CofE Academy.

This job description is subject to annual review. It may be amended at the request of the Headteacher or the post holder but only after full consultation.

Person Specification

This person specification is related to the requirements of the post as determined by the job description. Short listing is carried out on the basis of how you meet the requirements of the person specification. You should refer to these requirements when completing your application.



| Education and training | | Essential | Desirable | Measured by: |
|-------------------------------|--|------------------|------------------|---------------------------|
| | Qualified Teacher Status | ✓ | | Application |
| | Recent, relevant in-service training in current educational practice | ✓ | | |
| | Evidence of a commitment to professional development | ✓ | | |
| Relevant Experience | | | | |
| | Successful recent teaching experience in primary schools | ✓ | | Application and interview |
| | Experience of teaching children in lower key stage 2 | | ✓ | |
| Knowledge and Skills | | | | |
| | Inspirational classroom practitioner | ✓ | | Application and interview |
| | Ability to articulate an understanding of excellent practice in teaching and learning including assessment | ✓ | | |
| | Comprehensive knowledge of the standards expected at primary school level | ✓ | | |
| Personal Qualities | | | | |
| | Highly organised, thinks strategically, prioritises and plans effectively | | ✓ | Application and interview |
| | Recognises and acknowledges excellence; | | ✓ | |
| | Inspirational, dynamic and enthusiastic | ✓ | | |
| | Demonstrates genuine passion for learning and pupil progress | ✓ | | |
| | Positive and flexible approach to new ideas, approaches and challenges | ✓ | | |
| | Excellent communication and interpersonal skills | ✓ | | |
| | Ability to work independently, demonstrating initiative | | ✓ | |

| Additional | | | | |
|---------------------|---|---|---|---------------------------------------|
| | Commitment to involve parents and the community in the life of the school | | ✓ | Application and interview |
| | Committed to positive behaviour management strategies and constructive solutions | ✓ | | |
| | Committed to own continuing professional development | ✓ | | |
| | Demonstrates an understanding that at all times the best interests of the children must be promoted | ✓ | | |
| | Commitment to upholding and promoting the school's ethos and values | ✓ | | |
| | An understanding of and proactive commitment to promoting equal opportunities for all | ✓ | | |
| Safeguarding | | | | |
| | Appreciates the significance of child protection and safeguarding for all individual children and young people whatever their life circumstances. | ✓ | | Application, interview and references |
| | Can demonstrate a working knowledge of and commitment to establishing a culture of safeguarding for the whole school community. | ✓ | | |

St Gabriel's CofE Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be subject to an Enhanced DBS check, two satisfactory references and a Disclosure of Criminal Record and Disqualification Declaration.

The post holder will be required to take responsibility for and uphold a culture of safeguarding.

Application Information

Thank you for taking an interest in this post.

Candidates are most welcome to visit the school.

Please contact Mrs H. Wilmot at office@stgabrielscofeacademy.org

**Please note the closing date for applications is 12:00pm on
Thursday 18th June 2018**



Contact Details

Completed applications and supporting documents should be sent via email to:

office@stgabrielscofeacademy.org

or posted to:

Mr Andrew Taylor, Headteacher, St Gabriel's C of E Academy, Houlton, Rugby, CV23 1AN

If you do not receive acknowledgement of an electronic application then please phone

07981 188595

Interviews for shortlisted candidates provisionally 22nd October 2018

Please contact us if you require a printed or enlarged application pack.

St Gabriel's Church of England Academy

Houlton

Rugby

Warwickshire