



Chiddingstone
Church of England
School

Educating for life in all its fullness. (John 10:10)



Class Teacher

Information Pack, Job
Description and Person
Specification.

Welcome from our Chair of Governors

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On behalf of the Governors of Chiddingstone Church of England School, I would like to begin by thanking you for your interest in our school and for considering applying for the position of Class Teacher.

Chiddingstone Church of England School is a one-form entry, co-educational primary school, nestled in a beautiful village in Kent. We have strong links to nearby St Mary's Church, which provides a central role in our collective worship. The School converted to a Single Academy Trust ten years ago and, as such, we greatly value both our independence and the freedom we have to set our own educational and learning agenda. We continue to enjoy a close relationship with the Local Authority, Rochester Diocese and the Sevenoaks Partnership of Primary Schools.

The Governors are proud to be part of an OFSTED 'outstanding' school; we believe that a key part of the School's success is the strong links and relationships that have been developed between staff, pupils, parents and the broader community. We provide a family orientated education, underpinned by strong Christian values; our last SIAMS (Statutory Inspection of Anglican and Methodist Schools) inspection also rated the school as 'outstanding. Our commitment to being a reflective organisation, and our aspirational approach to education, ensures that there is an embedded culture of continuous school improvement.

Our curriculum model is ambitious, challenging, broad and knowledge rich, which ensures sequencing and progression of knowledge and skills. Central to this is our adoption of the Cornerstones Curriculum, which supports a creative and cross curricular approach to teaching and learning, which we have found to be very successful. Additionally, we value our Forest School provision which enhances the children's learning.

Our aim is to provide an environment where every child achieves their own personal best and is supported in becoming a confident learner, equipped with the knowledge and skills they need to move on to secondary education. Inclusion and wellbeing are very important to us. We are proud of our effective inclusive practice for all children and especially those with special educational needs and disabilities. Supporting the wellbeing of children is of great importance to us and key to our success. In recruiting a new Class Teacher, we are seeking someone who shares our distinctive vision and ethos

Applications are welcomed from experienced practitioners and early career teachers.

The closing date for applications is Wednesday 29 March. Interviews for shortlisted candidates will take place the week beginning 17 April 2023. Applicants are welcome to visit the school to meet with the Headteacher and have a tour of the school. Please contact Louise Clarke (Clerk to the Governing Body) finance@chiddingstone.kent.sch.uk to arrange.

For further information about our school, please read the rest of this Information Pack and visit our website at www.chiddingstoneschool.co.uk



Chair of Governors



Our Church School Values

Educating for life in all its fullness. (John 10:10)

Our Church School Values underpin everything we do at Chiddingstone Church of England School. Based on the story of The Good Samaritan, children have daily opportunities to reflect on our five Church School Values through daily collective worship, reflective corners, interactive worship boards and prayer stations. Children are able to explore their own spirituality, be reflective and ask big questions.

Worship in St Mary's Church is an important part of the children's spiritual development. Our worship is Anglican and is led by members of staff, our Rector and Assistant Priest, lay ministers, our Worship Governor and community members, as well as the children themselves. We look forward to, and place great importance on, our Church Services in St. Mary's throughout the year, including Harvest Festival, Christmas, Easter and our Leavers' Services.

A lively, creative approach to worship includes drama, dance and art work, alongside readings, prayers and music. We use a variety of well-known hymns and modern worship songs, ably supported by a large number of instrumentalists.

We are part of the Diocese of Rochester and follow their collective worship programme.



KOINONIA

Celebrating all that we have in common and is often translated as 'fellowship' or 'community'. At Chiddingstone, we lay great store on being a team, both as a staff group as we work together to give each child the best opportunity to flourish, and as we encourage the children to work together in harmony, learning to 'disagree well' and affirming and supporting each other in their learning.



CREATION

We also delight in the many different creative abilities we see in the children. Music, drama, sport, dance and art and craft are actively encouraged and promoted in our learning, worship and in extra-curricular activities. All these things enable our children to experience 'life in all its fullness'.



HOPE

This is explained and celebrated in our worship, in our attitudes with pupils and staff. It shows itself in our positive and ambitious approach to teaching and learning, as well as the school's commitment to supporting the wellbeing of all children and staff so that they can achieve their potential and feel happy and safe in their surroundings.



COMPASSION

Compassion and sympathy have much in common with each other. We ask everyone to put themselves in someone else's shoes. We encourage all members of our school community to show compassion to each other, support each other and celebrate diversity and difference.



FORGIVENESS

Children are taught that we all make mistakes and do things wrong but that it is important to reflect, say sorry and find resolution to problems. It means being willing to lay your hurt aside and make a new start, just as God is willing to forgive us. This is key to ensuring that we are all able to work together and practice 'Koinonia'.



Our Curriculum

At Chiddingstone Church of England School, we are extremely proud of our creative and vibrant curriculum which puts children at its heart and fosters a love of learning and support for each other. We believe that childhood should be a happy, investigative and enquiring time in a child's life. Our curriculum is designed to promote curiosity, exploration and collaboration, to excite and sustain children's interest and encourage a thirst for knowledge.

Our curriculum is planned to give pupils real life, memorable experiences and exposure to a range of cultural opportunities to promote life-long learning. This is often beyond the classroom walls, through an extensive range of educational experiences and visits, Forest School and outdoor learning. Children are encouraged to be reflective and have the confidence to make mistakes and learn from them.

Fluency and application of knowledge and skills, to promote mastery, is key to our curriculum choices. Maths is taught across the whole school using the Singapore approach through the Maths No Problem scheme. This has been hugely successful in raising the attainment of all children. We adopt the Little Wandle Letters and Sounds Revised programme to teach Reading accompanied by the Collins Big Cat Reading scheme, which is fully decodable, is implemented from Reception Class into Key Stage 2.

Currently, we adopt the Cornerstones Curriculum. This enables us to teach Science, History, Geography, Art and Design, Design and Technology, Computing and Music through a topic based scheme, adapted to reflect our own school. Our curriculum aims to ensure that children know more and remember more over time but are also able to transfer knowledge and skills in a cross curricular way so that no subject is taught in isolation and children are able to see connections and relationships. Based on the National Curriculum Programmes of Study, the Cornerstones Curriculum is ambitious, knowledge rich and ensures effective subject sequencing and progression from EYFS to Year 6. The Curriculum Maestro tool supports effective planning and assessment, as well as providing a wealth of teaching resources to engage children and support staff.

We also employ a range of subject specialist teachers. Modern Foreign Languages (French) is taught across the whole school. Our specialist PE teacher is also supported by a specialist teaching assistant and RE is also delivered by specialist practitioners alongside class teachers. In addition, we have a Forest School Leader on the staff team and all children have the opportunity throughout the year to experience high quality outdoor learning.

A robust system of assessment for learning ensures that teachers are able to effectively adapt the learning experience and meet the needs of all children effectively. Consequently, all children make excellent academic progress and achieve their potential.



Inclusion and Wellbeing

Inclusion and Wellbeing

We are incredibly passionate about supporting the needs of all children and making sure that every child feels happy and safe at school so that they can achieve their potential. Inclusion and wellbeing is our priority and, as such, we invest time and resources to promote an inclusive environment which supports positive wellbeing and emotional resilience.

We have a dedicated and experienced Inclusion Lead, who is a member of the Senior Leadership Team, and is also our Special Educational Needs Coordinator and Mental Health Lead. Our Special Educational Needs provision is outstanding and we work closely with other schools, the local authority and multi-agencies to meet the needs of our children.

Our dedicated Wellbeing Mentor works alongside our staff team to work with individual children, small groups and classes to promote positive wellbeing and resilience. Examples of activities include working on Zones of Regulation, delivering Nurture Provision and facilitating a comprehensive transition programme to support our children as they move on to secondary schools.

The wellbeing of our staff is also very important to us and we work hard to ensure that we promote opportunities for staff to voice concerns, access support, training and maintain a healthy work-life balance - along with regular social activities to promote staff interaction beyond the school gates. We have a strong and supportive staff team.



Pupil Voice

The children are at the heart of every decision we make at school and we are keen to involve them in shaping school improvement. Every term, pupils meet in their Pupil Voice groups to discuss ideas and issues in school. There are seven pupil voice groups and each one is formed from a mixture of pupils from Year R to Year 6. The Year 6 pupils lead the discussion and encourage all pupils to share their voice, opinions and views about school life.

The ZONES of Regulation

Blue Zone Sad Bored Tired Sick	Green Zone Happy Focused Calm Proud	Yellow Zone Worried Frustrated Silly Excited	Red Zone overjoyed/Elated Panicked Angry Terrified





Partnership is key to our success. The positive and close partnership we enjoy with parents ensures that our children are able to flourish and access resources to support their learning. Our PTA provides a pivotal role in facilitating volunteering in school, helping with school trips, contributing to school improvement priorities and leading fundraising through a calendar of events throughout the year that bring children, parents, staff and members of our local community together.

Chiddingstone Church of England School also works in partnership with our local community organisations. As well as enjoying a very close relationship with St Mary's Church, we are also a member of the Village Hall Trust, which is an important asset to the school as it is used for our Acts of Worship, lunches and PE lessons. We are also a member of the Chiddingstone Sports Association and the children benefit from using the sports field and tennis courts for their PE lessons and sporting clubs, while enjoying the incredible views of the Weald of Kent at the same time!

We are fortunate enough to be situated in a National Trust village with picturesque surroundings. Nestled in the village is Chiddingstone Castle. The children enjoy their Forest School sessions in the Castle grounds and the Castle also supports the school by offering their car park for parents to use and for children to enjoy a short, but beautiful, walk to and from school each day.

Housed in Chiddingstone Castle is Chiddingstone Nursery. While we have no formal association with the nursery, we work in partnership to ensure that children attending nursery experience a positive and successful transition to our school. Nursery children pay regular visits to the school throughout the year and weekly in Terms 5 and 6. In addition, the nursery leader is also a teaching assistant in Reception Class to ensure continuity of support.

We continue to be proactive in fostering partnerships with other local schools and are a member of the Sevenoaks Partnership of Primary schools, which includes 27 other schools. Within this, we work closely within a learning hub of 5 schools in close proximity. This provides professional support for local Headteachers and opportunities for collaborative work, focusing both on staff training and development and pupil progress.

Partnership

Key Facts and Statistics



Judged as outstanding



Judged as outstanding (SIAMS)



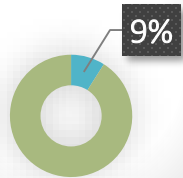
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Age Range: 4 to 11

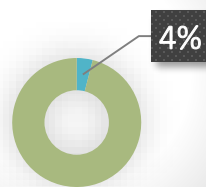
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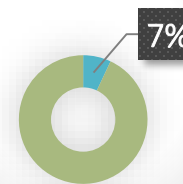
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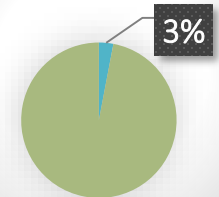
FSM



Pupil Premium



EAL



Application Process

Application Form

Applicants must use the standard application form provided (CVs are not accepted). Please complete all aspects of the form fully. Include your full work history with no unexplained gaps since leaving school /education. Please include all the training you have completed.

Person Specification and Personal Statement

When writing your personal statement, it is important you address each of the requirements in the person specification. Be sure to evidence additional aspects such as training and qualifications together with your background and experience. Please limit your personal statement to 1200 words.

References

Please make sure your referees are aware of your application and that they are able to provide a swift turn around. Preferred referees are your last two employers, and you should provide their official organisation email address for us to contact. For early career teachers, referees should be from you training course/school.

Timescales

Closing date for applications: 9am on Wednesday 29 March 2023

Shortlisting: 30 March 2023

Interviews: 17 April 2023





Class Teacher Job Description



Salary: Main Scale

Hours: Full Time

Contract Type: Permanent

Start Date: 1 September 2023

Closing Date for Applications: 9am, Wednesday 29 March 2023

All staff at Chiddingstone Church of England School are expected to:

- help uphold and promote our Christian ethos and values,
- work in accordance with school policies,
- be excellent role models, put the needs of the children first and actively promote a love of learning.

All teachers at Chiddingstone Church of England School are expected to:

- have attained the National Standards for Qualified teacher Status enhance and update their teaching skills through continuing professional development.

At Chiddingstone Church of England School, teachers are:

- accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity;
- have strong subject knowledge, keep their knowledge and skills teachers up to date;
- are reflective practitioners; forge positive professional relationships; and work with parents in the best interests of their pupils.

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

PART ONE: TEACHING

As a teacher at Chiddingstone you are expected to:

1. Set high expectations which inspire, motivate and challenge pupils

- ✓ establish a safe and stimulating environment for pupils, rooted in mutual respect
- ✓ set goals that stretch and challenge pupils of all backgrounds and abilities
- ✓ demonstrate consistently the positive attitudes, values and behaviour which are expected for pupils

2. Promote excellent progress and the best outcomes for 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 how this impacts on teaching
- ✓ encourage pupils to take a responsible and conscientious attitude to their own work and study

3. Demonstrate good subject and curriculum knowledge

- ✓ have a secure knowledge of all curriculum areas, foster and maintain pupils' interest in all subjects, and address misunderstandings
- ✓ demonstrate a critical understanding of developments in curriculum areas
- ✓ demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- ✓ if teaching early reading, demonstrate a clear understanding of systemic synthetic phonics
- ✓ if teaching early mathematics, demonstrate a clear understanding of relevant Singapore maths teaching strategies and mastery

Job Description Continued

4. Plan and teach well -structured lessons

- ✓ 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 and extend 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 within the relevant subject area(s)

5. Inclusion: Adapt teaching to respond to the strengths and needs of all pupils

- ✓ know when and how to adapt the learning experience appropriately, using approaches which enable pupils to be taught effectively
- ✓ have a secure understanding of how a range of factors can inhibit pupils' 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 English as an additional language; those with disabilities; and be able to use them and evaluate distinctive teaching approaches to engage and support them

6. Make accurate and productive use of assessment

- ✓ know and understand how to assess the relevant subject and curriculum areas, including statutory requirements
- ✓ make use of formative and summative assessment to secure pupils' progress
- ✓ Through the use of assessment for learning, plan subsequent lessons and ensure pupils know their next steps in learning
- ✓ Give pupils regular feedback, both orally and through accurate marking and encourage pupils to respond to feedback

7. 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 positive behaviour policy
- ✓ have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, rewards and sanctions consistently and fairly
- ✓ manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- ✓ maintain good relationships with pupils, always acting in their best interests

8. 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

9. Safeguarding

- ✓ Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- ✓ Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- ✓ Promote the safeguarding of all pupils in the school

PART TWO: PERSONAL AND PROFESSIONAL CONDUCT

As a teacher at Chiddingstone Church of England School you are expected to:

1. Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- ✓ treating pupils equally and with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- ✓ showing tolerance of and respect for the rights of others; not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and showing tolerance of those with different faiths and beliefs

2. Have proper and professional regard for ethos, policies and practices of Chiddingstone Church of England School and maintain high standards in their own attendance and punctuality.



Person Specification

CRITERIA	QUALITIES
Qualifications and experience	<ul style="list-style-type: none"> • Qualified teacher status • Good honours degree • Successful primary teaching experience
Skills and knowledge	<ul style="list-style-type: none"> • Knowledge of the National Curriculum • Good subject knowledge, including the teaching of early reading (phonics) and maths mastery. • Knowledge of effective pedagogy (teaching and learning strategies and assessment) • Ability to adapt teaching to meet pupils' needs to ensure effective inclusion • Ability to build effective working relationships with pupils, parents and staff • Knowledge of guidance and requirements around safeguarding children • Knowledge of effective behaviour management strategies • Good ICT skills, particularly using ICT to support learning • High standard of verbal and written communication.
Personal qualities	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for all pupils and promoting the school's vision and Church School Values • High expectations for children's attainment and progress • Ability to prioritise effectively and demonstrate resilience • A reflective practitioner with a commitment to continued professional development • Commitment to maintaining confidentiality at all times • Commitment to safeguarding, equality and inclusion • Ability to contribute to extra-curricular activities • A team player who is flexible and has a sense of humour. • Always act in the best interests of the children



Chiddingstone Church of
England School
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www.chiddingstoneschool.co.uk

Safeguarding

Chiddingstone Church of England School is committed to safeguarding and promoting the welfare of children.

We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

Any conditional offer of appointment will be made subject to receipt of all required documentation and satisfactory verification of all necessary checks.

Safer Recruitment

Safer recruitment practice aims to minimise the risk of appointing individuals who are unsuitable to work in a post where they will be in contact with children and could cause them harm.

Chiddingstone Church of England School ensures that members of recruitment panels are appropriately trained in safer recruitment.

Our selection process observes best practice in selecting the appropriate candidate by ensuring equality of opportunity for all applicants.

For further information or to arrange a visit to our school please contact:
Louise Clarke (Finance /Business Manager and Clerk to the Governing Body)
finance@chiddingstone.kent.sch.uk
or by phone on 01892 870339

Please email your application form to: finance@chiddingstone.kent.sch.uk



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