



Class Teacher Application Pack



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Letter from Cathie Paine, Chief Executive Officer

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven't previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

Cathie Paine

CEO



Letter from Ben Clark, Headteacher

Dear Candidate

Congratulations on finding this unique and exciting opportunity!

You could be chosen to join our highly dedicated, professional, and aspirational team. Together, we are completely focussed on our one purpose; to be the centre of excellence in all that we do.

You could be working with our class leading Welfare team, offering Thrive and Play Therapy; contributing to our SEND team, which oversees the most referred to and highly regarded SEN provision in Gravesham; supporting our outstanding, thus oversubscribed, EYFS offer; being part of our driven, friendly, and highly effective teaching team. Whatever your role at Copperfield, you are expected to offer excellence in all that you do so the outcomes are class leading. The children deserve nothing less!

To support staff in delivering excellence in all that they do, we have designed, in collaboration with the trust, a CPD offering that will upskill all staff members. It is expected that staff are keen to develop their own professional development to best meet the needs of the children.

The local community is thriving, the children are a delight and the staff an inspiration. I very much hope you come to see for yourself.

I look forward to meeting you soon.

Ben Clark

Headteacher



Our Touchstones

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago Touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

Inspiration breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. [You can learn more about REAch2 at our website: www.reach2.org](http://www.reach2.org)



The role

Post: Class Teacher

Hours: Full Time

Salary: MPS / UPS (TLRs)

Copperfield Academy is looking for a passionate teacher who would like to be part of our friendly team and join our fantastic children on their learning journey. Whether you are new to teaching or looking to develop and take on more responsibility, as long as you have a 'can-do' attitude, you will be the right fit for us.

This is an exciting time at Copperfield, and it will be for anyone who joins us!

We are about to embark upon the next stage of our journey, towards being designated as 'outstanding', and are well on the way to offering 'truly exceptional opportunities for learning' in line with our Trust's, REACh2, vision.

We are offering career progression and development; strong bespoke professional development; the chance to work with outstanding senior leaders, and in partnership with outstanding schools, across the whole country, and, in time, potential TLRs for those with the right skills and attributes.

The incredible pupils of Copperfield Academy are looking for class teachers who...

...will ensure they are always our priority

...are willing to take risks with learning

...are irresistibly optimistic

...are passionate about the challenge of learning

...are committed to improving children's life chances

...deal in hope and aspiration

...are committed to an all-inclusive approach to learning

...are experienced in/across the primary phase

The successful candidates will:

- be able to carry out all duties as described in the School Teacher's Pay and Conditions Document
- work directly to the Teachers' Standards 2012
- have all the essential attributes as described above

In return we can offer:

- A wide range of professional development opportunities,
- A competitive salary,
- 29 days' paid holiday (rising to 32 days after 5 years' service) (pro rata for part-time or term-time only)
- Membership of the Local Government Pension Scheme LGPS,

As part of REAch2 employee benefits we also offer an eye care scheme, access to an Employee Assistance Programme for you and your immediate family and membership for 'perks at work' – which includes discounts on holidays, shopping, family days out and much more.

About Copperfield Academy

Copperfield is an old and long-established Northfleet School, having opened as Dover Road School in 1904.

Increasing success in recent years has meant we are fast becoming a very popular school with local families, and we currently have the children, grandchildren and great-grandchildren here of former pupils. We are known for extending a warm welcome to families that are new to Gravesend and to many families new to the UK.

As part of the nationwide REAch2 Academy Trust, leaders and staff at Copperfield are committed to working hard to ensure it is a happy school where pupils of all ages thoroughly enjoy their learning and being at school. We consider ourselves to be a supportive extended family of, and for, all our families that is able to meet the needs of the most-able and the most-challenged.

Copperfield has faced many challenges over its history, but a dedicated team of experienced leaders and highly effective staff have successfully transformed the school from its lowest point to a position of strength, vitality, creativity, and excellence.

It is now formally recognised that Copperfield Academy is a good school, and a vibrant school. Classrooms are calm and purposeful places, where pupils learn in a safe atmosphere. Leaders are determined that every pupil's experience, regardless of their individual needs, is a positive and successful one. As a result, pupils flourish and thrive.

As a member of the REAch2 Trust, a national family of primary academies, Copperfield Academy is committed to raising standards and achieving excellent for all pupils whatever their background or circumstance. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike. Copperfield Academy is committed to safeguarding and promoting the welfare of children and young people / vulnerable adults and expects all staff and volunteers to share this commitment. This position is subject to an enhanced DBS check and satisfactory written references.

The application

You are invited to submit an application form to **Mr Ben Clark, Headteacher**, using ben.clark@copperfieldacademy.org

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust's online [Equality & Diversity Monitoring Form](#) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check.

To arrange an informal discussion or visit please contact Mr Ben Clark, Headteacher, via ben.clark@copperfieldacademy.org

The application process and timetable

Application deadline:	Friday 6 th October 2023 at midday
Interviews:	Week commencing 16 th October
Contract Details:	Permanent contract
Salary:	MPS / UPS
Start date:	As soon as possible or the start of Term 3

Candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that those who work in an academy are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all our pupils.

We will seek to recruit the best applicant for the job based on the abilities, qualifications, experience as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your information will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](#).

Job Description

Post: Teacher

Responsible to: The Headteacher

Salary/Grade: MPS/UPS

REAch2 is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS disclosure will be requested where required.

Scope: Classroom teacher

Duties: The Conditions of Employment for School Teachers (Document on Pay and Conditions) specify the general professional duties of all teachers. In addition, certain particular duties are reasonably required to be exercised and completed in a satisfactory manner.

Responsible for:

- Supporting the vision, ethos and policies of the school and promoting high levels of achievement in Early Years/Key Stage 1/ 2.
- Supporting the creation and implementation of the school improvement plan, particularly where it relates to Early Years/Key Stage 1/ 2.
- Evaluating the effectiveness of the provision in Early Years/Key Stage 1/ 2 in close collaboration with the leadership team
- Organising and managing teaching and learning in Early Years/Key Stage 1/ 2.
- The development and monitoring of the curriculum provision.
- Supporting the Headteacher in the monitoring of the quality of teaching and children's achievements, including the analysis of Early Years/Key Stage 1/ 2.
- The pastoral care of children, promoting independence and good behaviour, in accordance with school policies
- Ensuring that parents are fully involved in their child's learning and development and well-informed about the Early Years/Key Stage 1/ 2 curriculum, their child's individual targets, progress and achievement
- Developing the use of new and emerging technologies and techniques within the classroom

Teaching and Learning

- Identifying clear teaching objectives and specifying how they will be taught and assessed.
- Setting tasks which challenge pupils and ensure high levels of interest
- Setting appropriate and demanding expectations
- Setting clear targets, building on prior attainment
- Identifying SEN or very able pupils
- Providing clear structures for lessons maintaining pace, motivation and challenge
- Making effective teaching and best use of available time
- Maintaining good conduct and learning behaviours in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework
- Ensuring effective teaching and best use of available time
- Using a variety of teaching methods to match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
- Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
- Select appropriate learning resource's and develop study skills through library, I.C.T. and other sources
- Ensuring pupils acquire and consolidate knowledge skills and understanding appropriate to the subject taught
- Evaluating own teaching critically to improve effectiveness
- Ensuring the effective and efficient deployment of classroom support
- Taking account of pupils' needs by providing structured learning opportunities which develop the areas of learning identified in national and local policies and particularly the foundations for English and Mathematics
- Encouraging pupils to think and talk about their learning, develop self-control and independence, concentrate and persevere and listen attentively
- Using a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.

Monitoring, Assessment, Recording, Reporting

- Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching
- Provide feedback for pupils and set targets together for progress
- Assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognize the level at which the pupil is achieving
- Prepare and present informative reports to parents.

Curriculum Development

- Contribute to team responsibility for a subject or aspect of the school's work and develop plans which identify clear targets and success criteria for its development and/or maintenance
- Contribute to the whole school's development activities

These duties may be varied to meet the changing demands of the school at the reasonable direction of the Headteacher. This job description does not form part of the contract of employment. It describes the way the post holder is expected to perform and complete the particular duties as set out above.

Person Specification

Factors	Essential	Desirable	Measured By
Qualifications & Skills			
Qualified Teacher status	Essential		A
Graduate	Essential		A
Clear communication/questioning skills – precise approach to written communication	Essential		O I A
ICT competent – Able to use IWB	Essential		O
Able to inspire children’s interest in learning	Essential		O
A full Enhanced Disclosure from the Disclosure and Barring Service	Essential		A I
Special Knowledge, Abilities and/or Experience			
Knowledge of strategies to support learning, progress and standards across the curriculum in Early Years/Key Stage 1/ 2 – evidence of impact on progress	Essential		A R O I
Knowledge of how ICT can be used to support/ enrich learning	Essential		A
Effective classroom management skills – able to provide an effective environment for learning	Essential		O
Clear understanding of the role of assessment in the development of learning	Essential		A O I
Successful record of teaching within primary	Essential		A O I R
Awareness of national trends and developments	Essential		A I
Evidence of commitment to personal and professional development	Essential		A I
Personal Qualities			

Flexibility of approach	Essential		R
Excellent organizational skills	Essential		O R I
Supportive – able to work as part of a team	Essential		R
Able to respond to and seek advice	Essential		R
Ability to work under pressure while maintaining a cheerful disposition	Essential		A O I
Interest & Motivation in the job			
Enthusiasm for children's learning	Essential		O I R A
A commitment to the integration of children with SEN in mainstream school environment	Essential		O I A
A willingness to contribute to all areas of school life	Essential		A R I
*Key: A=Application, R=Reference, O=Observation, I=Interview			

All staff are expected to understand and be committed and to contribute to Trust's commitment to Equal Opportunities for all.