



**Teacher**  
**English Target Groups KS1 & 2**  
**Full Time**  
**Fixed Term Contract**  
**Application Pack**

Location: **Milton Court, Brewery Road, Sittingbourne, ME10 2EE**

**REAch2 Registered address:**

REAch2 Academy Trust  
Henhurst Ridge Primary Academy,  
Henhurst Ridge, Branston,  
Burton Upon Trent,  
Staffordshire, DE13 9SZ

**[www.reach2.org](http://www.reach2.org)**



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## Letter from Sir Steve Lancashire, Chief Executive, REAch2 Academy Trust

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 has academies based all across England and includes schools at various 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.

Teachers 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.

Sir Steve Lancashire

Chief Executive, REAch2 Academy Trust

## Letter from Ben Clark, Headteacher, Milton Court Academy Trust

Dear Candidate,

I am delighted that you have taken the time to consider applying for a rare opportunity to teach at our amazing school.

Milton Court Primary Academy has been on quite a journey over the last several years. Here are some of the highlights:

- In 2019 the school achieved a Good rating from Ofsted (the full report can be found on our website)
- The school is close to completing its million pounds' refurbishment project, ensuring the staff and the children has the most suitable and comfortable environment to succeed in
- Our Local Governing Board is growing in size, with highly skilled and dedicated individuals joining us in supporting our journey to excellence
- A robust, personalised, wellbeing and pastoral programme put into place to support every child at Milton Court develop in a holistic sense
- Extensive CPD has ensured quality of teaching and learning has improved to the highest standards, and further CPD is scheduled for the coming academic year
- Due to the school's development and successes, Milton Court Primary Academy is close to full capacity
- A strong, stable and dedicated school team has been assembled. Enabling us to drive standards and expectations, build trust and relationships with the community and to ensure every child develops as fully as they can

This could be your opportunity to become an integral part of our team, as we continue to seek excellence from the children and in everything we do as adults.

For further information on what Milton Court Primary Academy can offer you as a teacher, please visit our school website. From there you will have access to our 'Good' Ofsted report, read about our values, catch-up on our recent Community Projects, read the latest Parent and Pupil views (both are rather positive) and learn much more about our wonderful school.

I wish you all the best in your endeavours, and I hope to see you soon!



# Milton Court's Purpose, Vision and Values

## Our Purpose:

To equip our children with the skills and knowledge required to succeed in modern Britain.

## Our Vision:

For over 170 years, Milton Court has been the community hub of Milton Regis. It is our ambition to continue serving the community of Milton Regis, providing each generation of children the academic, social, moral, spiritual and culture skills and knowledge they need to become aspirational and successful individuals. Furthermore, dedicated to being a forward facing, progressive school and community hub, Milton Court will continue its extensive and close relationship with the whole community, sharing the skills and expertise of the staff, to upskill, support, engage and enthuse all of Milton Regis and beyond. Through education, Milton Court aims to bring the community together so it aspires for excellence, individually and collectively.

## Mission Statement:

Every child accesses a meaningful, inclusive and progressive curriculum, which has been designed, and annually reviewed, around the children of Milton Court. The curriculum is then delivered by passionate staff, in a way that makes learning enjoyable and memorable from Nursery through to Year 6.

## Values:

Our values have been carefully chosen so they are applicable for all stakeholders at Milton Court Primary Academy. This ensures that the same values are instilled in the staff as they are the children.

# ACE

## Aspiration

To be driven and confident enough to be the best you can be (*Attitude*)

## Collaboration

Being an effective team member, developing leadership qualities and being empathetic to the ideas and beliefs of others (*Action*)

## Excellence

Celebrate outstanding achievements (*Outcome*)



## The application process and timetable

You are invited to submit an application form, which is available together with this document.

**Closing date for applications:** 4pm Friday 3<sup>rd</sup> December 2021.

**Interviews:** Week commencing 6<sup>th</sup> December 2021

**Start date:** Tuesday 4<sup>th</sup> January 2022

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

REAch2 Academy Trust has an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete and return the Equal Opportunities Monitoring form separately with their application.

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

To arrange an informal discussion please contact:

Claire Brooks – School Business Manager

[cbrooks@milton-court.kent.sch.uk](mailto:cbrooks@milton-court.kent.sch.uk)

**Completed application forms should only be sent to the above email.**

## Job Description

**Post:** Teacher Fixed Term

**Responsible to:** The Headteacher

**Salary/Grade:** Main Scale 1 - 6

**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:** Teaching English to small targeted groups of children. The focus will be teaching groups from years 3 & 4 in the mornings and KS1 children in the afternoons.

**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.
- Supporting the creation and implementation of the school improvement plan.
- Evaluating the effectiveness of the provision
- Organising and managing teaching and learning.
- Delivering clear impact in children's academic progress.
- Supporting the Headteacher in the monitoring of the quality of teaching and children's achievements, including the analysis of data.
- 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 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.

**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
<b>Qualifications &amp; Skills</b>			
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
<b>Special Knowledge, Abilities and/or Experience</b>			
Knowledge of strategies to support learning, progress and standards in English	English Essential	Maths Desirable	A R O I
Knowledge of how ICT can be used to support/ enrich learning		Desirable	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		Desirable	A I
Evidence of commitment to personal and professional development	Essential		A I
<b>Personal Qualities</b>			
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
<b>Interest &amp; Motivation in the job</b>			
Enthusiasm for children’s learning	Essential		O I R A
A willingness to contribute to all areas of school life	Essential		A R I
<b>*Key: A=Application, R=Reference, O=Observation, I=Interview</b>			