



# Enquire Learning Trust Application Pack

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### The Enquire Learning Trust

We are a multi-academy trust responsible for 29 academies in four clusters across the North of England; North East Lincolnshire, Hull, Manchester and Stockton-On-Tees.

We work in complete collaboration with each of our academies and place a strong emphasis on school-to-school support and learning. Our academies work in collaboration with one another, sharing both their talent and ideas with others, giving employees the opportunity to learn from individuals within our other academies.

We recognise that the most important assets we have are our employees, and for our academies to succeed we need to ensure we employ the very best people to every single role. Our core values and beliefs are consistent throughout all of our academies, and our keys to success are at the heart of everything we do.

Every role across the Trust is valued, appreciated and purposeful. We believe that the outcome of every role across the Trust should improve the education each of our learners receive. Whether teaching, support or leadership, every single role is vital to the success of our academies.

We also recognise that all of our academies are different, and we encourage individuality. Whilst we believe our academies should work together to support best practice and to share ideas, we don’t believe that implementing blanket priorities and objectives is pertinent to a successful academy, and encourages autonomy to academy leaders wherever possible.

### Values

* We believe that all learners can be powerful learners, given access to good learning experiences. We want children and the academies they attend to be confident, successful and ambitious.
* We envisage a Trust where well-led, highly skilled and committed professionals collaborate, learn and innovate together to ensure that all academies are successful, and where all learners have access to effective and innovative provision that meets their needs and aspirations.
* We want to add value to achievement and raise standards. We also want to change lives. We know that this requires our provision and our practice to be world class – because of the distance we have to travel, we understand that good will not be good enough and that we need to develop a shared appreciation of excellence and then strive to enact this every day.
* We need to show that we take learning seriously and work together to create a vibrant culture in which this can happen. We know that it’s what we do that counts and that our thinking must be visible in classrooms if it is to have leverage. Children are at the forefront of all that we do and aspire to do. We need to take serious steps to engage them, to hear their voice in authentic ways and then to use their insight and expertise to develop radical pedagogies that taps into their passions and interests and use the potential of emergent technologies.

### Keys to Success

As a Trust, we devised the following principles that we believe are the keys to our success. We are committed to an approach incorporating:

### Understands need and identifies real and current priorities.

We need to remain grounded in the real priorities that are identified by academy leaders and the Trust, because we can only expect schools to participate and actively engage if their real academy needs are met.

### Creates opportunities for academy leaders and teachers.

We need to constantly create opportunities for dialogue between the Trust, academy leaders and their peers, giving opportunity to enquire in to, and reflect upon the real priorities of each academy and explore opportunities for leadership teams to test out their judgements about where the school is and where the focus for improvement should be. We need to offer opportunities for collaborative support in co-designing the approaches each academy will take to achieve the improvements they aspire to.

### Takes advantage of research evidenced nationally to improve our futures.

Our approach needs to be based on the best research evidence that is available to us… because there is real wisdom in research and our children will learn most effectively if we are able to convert this wisdom into action and practice.

### Ensures evidence informed improvement is at the heart of everything we do.

To be continually exploring what the evidence base tells us about effective practice, utilising the outcomes of research to inform the decisions each academy makes about how to take practice and provision to another level. Ensuring our staff are given the opportunity to engage with research and explore what it means for their developing classroom practice.

### Understands that only when adults learn to do things differently, will classroom practice improve.

We must make professional learning and development an absolute priority, as if our adults are constantly learning and changing, so are our children. We are committed to creating high quality learning opportunities for all of our professionals – regardless of their role, with a reciprocal expectation that all of our professionals will embrace those opportunities to learn in ways that enhance the quality of what takes place in classrooms.

### Unlocks the potential!

We must emphasis the collaborative development and improvement, because the expertise locked away inside our classrooms has the potential to impact upon every learner. We need to create opportunities for reflection, learning and improvement. We need to de- privatise practice in ways that enable professionals in our classrooms to learn from one another, not only in their own academy but within the many schools across the Trust.

### Nurtures great leaders and liberates them to transform the life chances of our children.

We need to realise the potential of school-to-school support and leadership, utilising the outstanding leadership expertise that already exists within the Trust, and drawing upon that expertise to build leadership capacity within all of our academies.

### Recognises that great learning is created by great teaching.

Because when classroom practitioners grow, develop and thrive, so do our children. It is everyone’s responsibility to create the conditions for that to be great. Our employees are the key to our success, and as a Trust we must create the conditions for them to thrive.

### Moorside Primary Academy

Moorside Primary Academy is a large, two form entry primary school, set in the heart of Droylsden and proud to serve the local community. We are privileged to be trusted to educate and nurture in excess of 440 pupils in the local community of Droylsden from the ages of 3 to 11.  It is our job to ensure that children feel safe and happy as this provides them with the very best foundations to be successful learners and happy and respectful citizens of the future.

At Moorside, all staff pride themselves on striving for excellence and placing children at the very heart of everything we do. Our values of pride, collaboration, understanding and respect underpin all our work and reflect our aspirations for the children. Through a combination of support, challenge and high expectations of what they are capable of, children will be guided to be the best they can be and achieve their full potential whilst in our care.

Moorside is a nurturing and exciting place to teach and learn where staff take great pride in being the best possible role models for all children. It is a place where mutual respect and understanding allows children to flourish as individuals and learn to the best of their ability.

School provides a wealth of enrichment opportunities for children including many opportunities to participate in sports and clubs where children can excel and engage with a wide range of opportunities beyond the curriculum.

Community and parental engagement are a high priority for us as we value the support of the community and parents, as first educators of children, highly. We understand the positive impact which this partnership can have on a child’s sense of belonging.

We hope that you have been able to get an insight of Moorside and what our key values and aspirations are for our children. If these match your own values, then we would love to hear from you!

Visits are encouraged. Please contact the school to make arrangements.

Mrs Mandy Taylor

Principal

**MOORSIDE PRIMARY ACADEMY**

**Teacher MPS**

**Full Time, Permanent**

**Required as soon as possible**

Moorside Primary Academy is a large, two form entry primary school. We are ambitious and aspirational for our children and value the support of our local community in Droylsden. As part of the Enquire Learning Trust, we enjoy the benefits of being part of a forward thinking and innovative community of 29 schools. We are lucky to benefit from a wealth of CPD opportunities as well as having the opportunity to engage with fellow professionals who share our passion and commitment to children’s learning.

The Academy is committed to safeguarding and promoting the welfare of all its pupils and prides itself on the standards achieved in all areas.

We are seeking a teacher who:

* Can demonstrate excellent classroom practice and proven pupil achievement.
* Has a sound knowledge of the curriculum.
* Is committed to high quality and excellence in teaching and learning.
* Is highly motivated and is able to promote the school’s ethos of ambition and aspiration for all.
* Has high expectations of themselves and the children in their care.
* Is energetic and creative in their practice.

We can offer:

* Children who are keen to learn and be good citizens.
* An ethos of shared development and a culture of learning from each other.
* Supportive, skilled and happy colleagues.
* A commitment to your professional development including a wealth of CPD opportunities both ‘in house’, locally within our Hub Cluster and throughout the Trust. You will be a valued member of the team.

Moorside is a fun and exciting place to work where every member of staff is valued and puts the interests of the children first. If you share the same values, then we would love to hear from you!

Applications are welcome from both NQTs and experienced teachers.

The Academy is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. The position requires an Enhanced DBS (Disclosure and Barring Service) Check.

Further information about our Academy can be found on www.moorside-primary.net

Further information on our Trust can be found on www.[enquirelearningtrust.org](https://enquirelearningtrust.org/)

Visits to the school are warmly welcomed and can be arranged by contacting the school office. If you have any further queries or questions, please do not hesitate to contact Mrs Metcalfe (Academy Business Manager) either by phoning 0161 370 3614 or by email below.

Interviews will include a teaching task as part of the interview process.

**Closing date: Wednesday 18th March 12pm**

**Interview Date: Thursday 26th March 2020**

**Completed application forms to be returned to Debi Metcalfe at the school address or by email to** [**deborah.metcalfe@moorside-primary.org**](mailto:deborah.metcalfe@moorside-primary.org)

**Job Description**

**Post**: KS1 Teacher

**Grade**: MPS

**Responsible to**: Principal and Vice Principal

**Purpose of the job:**

To teach pupils across the full age and ability of KS1 in order to ensure the highest possible standards of pupil achievement, personal development and well-being.

**AREAS OF RESPONSIBILITY AND KEY TASKS**

PLANNING, TEACHING AND CLASS MANANGEMENT, TO:

Teach allocated pupils by planning their teaching to achieve progression of learning through:

* 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.
* Provide clear structures for lessons maintaining pace, motivation and challenge.
* Make effective use of assessment and ensure coverage of programmes of study.
* Ensure effective teaching and best use of available time.
* Monitor and intervene to ensure sound learning and discipline.
* Use a variety of teaching methods to:

1. Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary
2. Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions
3. Select appropriate learning resources to develop study skills through library, ICT and other sources

* Ensure pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught.
* Evaluate their own teaching critically to improve effectiveness.

To work within the framework of national legislation, in accordance with the provisions of the School Teachers’ Pay and Conditions Document and with the Enquire Learning Trust agreed conditions of employment. The duties & responsibilities in this job description are supplemented by those accountabilities, roles & responsibilities common to all classroom teachers.

In addition, the post is subject to compliance with: School and Enquire Learning Trust policies & guidelines; National Standards for Qualified Teachers; SEN Code of Practice.

You are requested to carry out the duties of a schoolteacher as set out in relevant paragraphs of the latest Schoolteachers’ Pay and Conditions Document.

The post requires you to teach pupils in the primary age range. The post holder will take full responsibility for a class of children.

**Moorside Primary Academy**

**Person Specification for Class Teacher**

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| --- | --- | --- | --- |
| **Criteria** | **Standard** | **Essential/Desirable** | **Measured by** |
| **Work Experience** | * Proven record of outstanding teaching | Essential | Reference |
| **Knowledge** | * QTS qualification * Child protection * Effective use of AFL * Understanding of planning, organisation and teaching appropriate curriculum to engage all pupils | Essential  Essential  Essential  Essential | Application/Reference  Application/Reference  Application/Reference  Application/Reference |
| **Skills** | * Ability to work as part of a team * Ability to form good relationships with a range of people * High quality ICT skills | Essential  Essential  Essential | Reference  Reference/Interview  Application/Interview/Reference |
| **Attitudes & Personal Qualities** | * Committed to CPD * An excellent attendance record * Self-motivating * Enthusiastic * Commitment to raising standards * High expectations of self and others * Warmth & sensitivity when dealing with children and adults * Reflective practitioner * Contribution to wider curriculum * Good sense of humour | Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential | Interview/Reference  Interview/Reference  Interview/Reference  Interview/Reference  Interview/Reference  Interview/Reference  Interview/Reference  Interview/Reference  Interview/Reference  Interview/Reference |