



**Victorious**  
Academies Trust

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*Success in education*

[www.victoriousacademies.org](http://www.victoriousacademies.org)

**Teacher Role**

**Discovery Academy  
Hattersley, Hyde  
Tameside**

**Information for Applicants**

**Job Description and  
Person Specification**

**March 2021**



### Introduction from Karen Burns, Chief Executive Officer, Victorious Academies Trust



As the Chief Executive Officer of Victorious Academies Trust I would like to thank you for your interest in our Trust and our Academy in Tameside.

We aim to recruit outstanding people. We would rather make no appointment than appoint someone who is not suited to our ethos. For this reason we clearly articulate our vision, values and expectations when putting together information for applicants and we always give a lot of attention to appointing the right person.

We aim to recruit staff who:

- Are excited by their role and by the prospect of working with young people;
- Love the processes of learning and teaching and are keen to continually develop their own skills;
- Recognise that teaching can be a demanding job and react positively to those demands;
- Will subscribe to the ethos of the Trust, focus on collaboration and on 'going the extra mile' in terms of time and commitment to get the very best from our young people;
- Are quick to praise and slow to criticise; and
- See themselves as potential leaders of the future.

If this is your first contact with our Trust I hope what you read, along with anything else you discover about us, inspires you to apply for one of our posts. We are excited by the continued opportunity to grow the Trust and our academies in Tameside and hope that you would like to come on this journey with us.

Here are some of the comments from our most recent surveys of staff working for the Trust telling us what they like best about working for our Trust:

- *'Working with a team of highly dedicated people who all want to support each other and achieve the best outcomes for the children';*
- *'Being part of something new and exciting with a clear vision working towards being an exceptional, leading educational provider';*
- *'I am being given the support and encouragement I need to develop as well as new opportunities – the supportive leadership team are fantastic'; and*
- *'I feel valued and very much part of a team'.*

**Welcome from Bev Oldham, Principal**



As the Principal of the Academy I am looking for a dynamic, enthusiastic Teacher who will embrace the challenges and uniqueness of the role that the post offers them. I look forward to working together to develop our new Academy and to ensure that we offer the highest quality provision thus securing the best possible outcomes for our pupils.

I have exceptionally high standards and would expect my staff to support me in consistently achieving and maintaining those standards at the Academy. Our professional relationship will be built on commitment, trust, honesty, support and hopefully a lot of enjoyment and satisfaction!

This really is an exciting opportunity which should offer enormous satisfaction both from the outcomes our children will achieve and the excellent scope for professional development as the Academy grows year on year. We opened in September 2016 and now have pupils in our EYFS (Nursery and Reception), Key Stage 1 (Year 1 and 2) and Lower Key Stage 2 (Year 3, Year 4 from September 2021 Year 5). Growing our Academy will continue to require hard work, determination, energy and creativity but I believe that already the pleasure and satisfaction of seeing our young people achieve and develop is making every minute worthwhile.

We have had a fantastic start to life at the academy with a hugely positive couple of years. Staff and pupils have worked together brilliantly to the delight of parents at our family assemblies and events during the year. We are appointing staff annually to support our growth and we are delighted that we have a full complement of staff across all areas of the Academy. We have had great interest in the Academy and from parents looking for places in Nursery and Reception in September 2020

Please visit our website at [www.discoveryacademyhyde.org.uk](http://www.discoveryacademyhyde.org.uk) or our twitter pages to find out more about life at our school.





Our Academy is part of Victorious Academies Trust. The Trust was established in January 2018. We are based in Tameside and working towards developing a hub of excellence to support local schools.

We have a vision for education that builds pathways for all, focusing on personal progress, academic progress and progress to employment. Lifelong learning, professional development and community involvement are core to our purpose. We aim to remove barriers to achievement and to inspire individuals by setting their learning in the context of their future aspirations. We currently have seven primary academies in our Trust across Tameside and Derbyshire.

We are looking to grow to a Trust of between 3,500 and 5,000 pupils in the North West so that we can support more schools locally.

**Our Trust Core Team comprises:**

**Karen Burns** – Chief Executive Officer - an experienced Headteacher (in both Stockport and Tameside and working for Tameside as SPSO) with a proven track record of leadership and school improvement.

**Nicky Wise** – Chief Operations Officer – experienced Project Manager with a proven track record of delivering education projects – set up the Trust and Inspire and Discovery Academies. Responsible for establishing policies, procedures, ensuring compliance and providing operational support. Taking the lead for the conversion, due diligence and integration process into the Trust.

**David Thompstone** – Chief Finance Officer – finance professional with over 15 years schools finance experience. Responsible for the financial operation of the Trust and our academies, providing our academies with financial support and training for academy budget holders, finance support staff and governors.



### **Our Mission**

It is our mission to provide an educational journey and experience that is second to none, to be a beacon in our communities and to leave our children and families with the lasting impact of a fulfilled potential and a lifelong love of learning.

In providing excellent educational services we aim to become the school of choice in our local area and provide a place where children can thrive educationally and personally day after day.

### **Our Vision**

We believe in aspiration for all. This means nurturing, supporting and developing every aspect of every single child in our care.

We want to create a world where the sky is the limit for all of our pupils; building pathways for all and focusing on personal and academic success and eventually progress to successful employment.

### **Our Values**

Discovering – Seeking opportunities to expand knowledge and experience;

Inspiring – Encouraging all to be as creative and motivating as possible;

Caring – Providing support and guidance for the whole school community;

Improving – Striving to better ourselves at all times; and

Achieving – Teaching to attain aspirational targets.

**The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to references and enhanced DBS Disclosure.**



## Job Description

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|   |   |
|---|---|
| <b>JOB PROFILE NAME:</b>                                | Teacher                                   |
| <b>LINE MANAGED BY:</b><br>(JOB PROFILE NAME)           | <b>Principal/ Senior or Middle Leader</b> |
| <b>PROFESSIONALLY REPORTS TO:</b><br>(JOB PROFILE NAME) | <b>Principal/ Senior or Middle Leader</b> |

### Victorious Academies Trust Overview

Our Academy is part of Victorious Academies Trust, a multi academy trust established in January 2018. Our Trust has a strong education and governance focus with a vision for education that builds pathways for all, focusing on personal strengths, academic progress, character development and progress to employment.

**Our Trust currently comprises of six primary schools in Tameside and 1 primary school in Derbyshire. We also have two associate primary schools in Tameside. Our ambition is to grow the Trust to a hub of 10 primary academies initially encouraging good schools to join the Trust.**

In the longer term our academies will include schools across the age, achievement and challenge continuum but they will have common threads. Trust schools are dynamic, they set achievement at the heart of what they do, they understand their significance to the community and a moral purpose informs their work. Additionally, they take a collective responsibility for our success, leverage the capacity and capability within all our schools - particularly those that demonstrate outstanding practice.

### Victorious Academies Trust Approach

Victorious Academies Trust is a DfE approved multi academy trust focused on inspiring, motivating and supporting individuals to achieve success.

Our focus is on:

- excellence: supporting all academies to become outstanding;
- progression: supporting the academic progress, personal progress and progression to employment of young people;
- building capacity: investing in the professional development of all of our staff to empowering them to succeed;
- leading edge practice: encouraging our academies to engage in action research to drive best practice; and
- communities: rooting our academies in their community and promoting collaboration within the Trust and with local schools.

### Victorious Academies Trust Function

The Trust provides a full range of academy requirements and has identified a set of Trust Standards to reflect how we support academies to achieve. This includes:

- school improvement and performance;
- finance & governance;



- professional development & HR;
- estates improvement;
- ICT and learning technologies; and
- community.

Our strategic plan is to: support a network of outstanding academies; develop a leading edge partnership; raise the academy profiles; and place them at the forefront of education nationally.

#### **Purpose of the Job**

The role of the teacher is to ensure that high quality teaching and learning opportunities are provided to all pupils in a caring environment. The focus is on enabling every individual to succeed

To provide daily education and support to pupils and to actively get involved with learning and development as well as pupil welfare in terms of working with parents and carers. To actively aim to establish an effective balance between care for the pupils and focus on achieving core results at the end of their academy career.

To work to raise standards as a member of a highly committed team of professional teaching staff and, through the use of high quality teaching skills, enhance access to a broad, balanced, relevant and differentiated programme of study in all subjects.

#### **Key Objectives of the Job**

The professional duties of a teacher as set out in the Teachers' Pay and Conditions document apply to this post. The main objectives of the role include:

- to create and manage a caring, supportive, purposeful and stimulating environment which is conducive to learning.
- to plan and prepare lessons in order to deliver the curriculum ensuring breadth and balance in all subjects.
- to deliver lessons with clear teaching objectives and learning outcomes, with appropriate challenge and high expectations.
- to maintain good order and discipline among the pupils, safeguarding their health and safety, in line with the Trust's behaviour policies
- to organise and manage groups or individual pupils ensuring differentiation of learning needs, reflecting all abilities.
- to plan opportunities to develop the social, emotional and cultural aspects of pupils' learning.
- to be responsible for a regular system of monitoring, assessment, record-keeping and reporting of children's progress in their teaching groups.
- to prepare appropriate records for the transfer of pupils.
- to ensure effective use of support staff within the classroom.
- to participate in staff meetings as required.
- contribute to the development and co-ordination of a particular area of the curriculum.
- to be part of a whole school team, actively involved in decision-making on the preparation and development of policies and programmes of study, teaching materials, resources, methods of teaching and pastoral arrangements.
- to ensure that academy policies are reflected in daily practice.
- to communicate and consult with parents over all aspects of their children's education – academic, social and emotional.

- to liaise with outside agencies when appropriate.
- to continue professional development, maintaining a portfolio of training undertaken.
- to meet with parents and appropriate agencies, to contribute positively to the education of the children concerned.
- to support the Executive Principal in promoting the ethos of the academy.
- to promote the welfare of children and to support the academy in safeguarding children through relevant policies and procedures.
- to promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- to recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the Academies Health and Safety policy and any academy-specific procedures / rules that apply to this role.
- to take part in annual performance management cycles and appraisal, achieving agreed personal and academy targets.

#### Job Level Overview

The Job Holder is subject to managerial control and the job is generally subject to practices and procedures that have clear precedents, or are covered by closely defined policies. The Job Holder will certainly possess some specialised skills that may have been gained through 'on the job' experience. The Job Holder's performance will have either a minimal impact on plc performance, or a very small impact on Business Group performance.

Victorious Academies Trust has a commitment to safeguard and promote the welfare of children and/or young people. We have robust processes and procedures to reduce risk and continuously promote a positive culture of safeguarding amongst our workforce.

The post you are applying for involves working with children and/or young people and you will be subject to Victorious Academies Trust's safer recruitment process.

#### Main Accountabilities

##### Operational Accountabilities

Include the following:

- delivers activities to support objectives for their role
- inputs to planning activities with horizons of typically up to 12 months
- makes decisions within parameters set by manager, using job/specialist experience
- interacts with client or users around specific work efforts and deliverables
- supports delivery of Health and Safety policy and standards
- supervises the activities of others to meet deadlines and quality standards taking account of impact outside area of responsibility
- focus of work on the completion of a set of related tasks for a particular section or service with the ability to accommodate new tasks.

##### Financial Accountabilities

- Must have an appreciation of cost when planning work and field trips.
- Management of classroom resources to achieve efficiencies and value for money.
- Must submit proposals to the Head of Department for approval with justification for spend.

##### People Accountabilities



- Required to assist less experienced staff.
- Managing classroom support staff, as appropriate
- Responsible for performance management issues.

#### Knowledge and Applied Skills

- Must be a qualified teacher.
- Must have a thorough up to date knowledge of the range of teaching, learning and behaviour management strategies.
- A thorough understanding of the national curriculum.
- Planning and prioritising.
- Effective Time Management.
- Excellent communication and interpersonal skills.

#### Behavioural Competencies

##### Success Factors:

- Planning & Organising
- Achieving and Doing
- Building Relationships
- Delivery through People
- Business Awareness
- Customer Focus
- Contributing to Continuous Improvement
- • Dealing with Change

#### Additional Role Information

Salary and benefits package in line with the National Standards for Teachers Pay.

The professional duties of a teacher as set out in the Teachers' Pay and Conditions document apply to this post.

## Person Specification

| Attributes                          | Essential   | Desirable   | Method of Assessment  |
|-------------------------------------|---|---|---|
| <b>Educational Attainment</b>       | <ul style="list-style-type: none"> <li>• QTS</li> <li>• Degree</li> </ul>   | <ul style="list-style-type: none"> <li>• Evidence of further professional development in areas pertaining to the post</li> </ul>  | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Certificates</li> </ul>                    |
| <b>Work Experience</b>              | <ul style="list-style-type: none"> <li>• Teaching experience in KS1 and KS2 preferred.</li> <li>• Experience in the use of school based and national tracking systems and data analysis.</li> </ul>   | <ul style="list-style-type: none"> <li>• Experience of Curriculum Co-ordinators role</li> <li>• Experience of OFSTED</li> <li>• Extending experience beyond the school</li> </ul> | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul> |
| <b>Knowledge/ Skills/ Aptitudes</b> | <ul style="list-style-type: none"> <li>• Evidence of highly effective teaching skills.</li> <li>• Thorough knowledge of the National Curriculum.</li> <li>• Understanding of effective strategies for maintaining high standards of discipline.</li> <li>• Confident and effective use of interactive whiteboard and range of technology in teaching.</li> <li>• Understanding of A.F.L.</li> <li>• Good organisational skills with the ability to work on own initiative and to liaise with other professionals, parents and carers, as required.</li> <li>• Subject specific knowledge with an understanding of how the curriculum supports the ethos and values of the school.</li> <li>• Understanding and implementation of range of behaviour management strategies with a positive approach to promote learning and excellent behaviour.</li> <li>• Confident and competent user of ICT in teaching and planning, with the ability to plan for progression across the ability range.</li> <li>• A child centred approach with a commitment to a range of teaching and learning strategies to engage all learners and make learning fun.</li> <li>• Support for curriculum enrichment through extra-curricular learning and school visits where applicable.</li> <li>• Understanding what constitutes quality and high standards in teaching and learning, how the learning environment supports</li> </ul> |   | <ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> </ul>                             |

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|                      | <p>high standards, and how to achieve and sustain high standards.</p> <ul style="list-style-type: none"> <li>• Thorough knowledge of Nationals Curriculum or EYFS (dependent on position applied for) and of assessment procedures.</li> <li>• Understanding of principles underlying excellence and enjoyment in education.</li> <li>• Cross curricular teaching and learning.</li> <li>• Experience of working with children with SEN and of using IEP's.</li> <li>• Understanding what constitutes appropriate and successful relationships with children.</li> <li>• Understanding and implementing inclusion strategies for all learners.</li> <li>• Supporting and nurturing development within the classroom.</li> <li>• Ability to demonstrate knowledge and commitment to Equality and Diversity and how this has been applied in previous roles.</li> <li>• A knowledge and understanding of the requirements of Safeguarding Children and Vulnerable Adults in the education sector as applicable to this role.</li> <li>• A knowledge and understanding of health and safety standards and best practice.</li> </ul> |   |   |
| <b>Disposition</b>   | <ul style="list-style-type: none"> <li>• Commitment and vision towards providing high quality teaching and excellent standards of achievement</li> <li>• Able to form good relationships with children, parents/carers and staff</li> <li>• A desire to work with parents/carers and to promote the school within the community</li> <li>• Commitment to training and self-development</li> <li>• Flexible approach to work</li> <li>• Committed to the principles of equality and diversity</li> </ul>  | <ul style="list-style-type: none"> <li>• Willingness to take on extra-curricular activities</li> <li>• Able to work in an imaginative and innovative way</li> </ul> | <ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> </ul>       |
| <b>Circumstances</b> | <ul style="list-style-type: none"> <li>• Enhanced clearance from the Criminal Records Bureau</li> <li>• Letter of application to be no more than 2 sides A4 text point 10</li> </ul>   |   | <ul style="list-style-type: none"> <li>• DBS check</li> <li>• Application form</li> </ul> |