

# Willowpark Primary Academy



Proud members of



Willowpark Primary Academy

## **Our Vision and Values:**

‘Achieving Success Together’

We are Respectful, Responsible,  
Resilient and Safe .





## **Willowpark Primary Academy**

### **Our Vision and Values:**

#### **‘Achieving Success Together’**

We passionately believe that strong partnerships and working collaboratively hold the key to success for our whole school community. We work closely within our Network of Academy schools across South Pennine Academies to provide the very best opportunities for our pupils, staff and the wider school community. The vision and key priorities of the Trust play a pivotal role in our work at Willowpark.

The vision and key priorities of the Trust are outlined below:

#### **Vision**

- To develop a group of closely partnered academies
- To ensure all academies are world class Centre of Excellence for Teaching and Learning
- To ensure the Trust plays a pivotal role in improving the life chances of students
- To develop local solutions and partnerships to meet local needs
- To promote school improvement with inclusion and diversity at its core.

#### **Key Priorities**

- Strong and Effective Leadership
- High Performing Staff
- Successful Students
- Engaged Community

Dear Colleague

Thank you for expressing an interest in this post.

At Willowpark Primary Academy we have some wonderful children, committed staff and a community that deserves the very best from their local primary academy. Since joining South Pennine Academies three years ago, the school has undergone a transformation which has resulted in much improved provision and outcomes for learners. Our children work hard, behave well and have great attitudes to learning. Parents have a very positive relationship with school and are keen to support everything we do. Our staff are a great team and are enthusiastic and determined to provide the absolute best education for the children in our care. There is a real team spirit at Willowpark, in a nutshell, it's a great place to work and learn!

We are looking for a Class Teacher with special qualities, who will benefit from this strong partnership. The post is full time with specific year group to be decided based on the successful candidates strengths. The staff team are keen to ensure we get the best candidate for the role and are flexible and willing to move classes to support this. We welcome applications from both NQTs and experienced teachers.

If you are the person we are looking for you will be:

- An excellent classroom practitioner
- Committed to raising standards by being passionate about enabling every child to fulfil their potential.
- Committed to ensuring all our pupils are happy and safe in school by embracing and adopting our strong and robust safeguarding culture.
- Willing to be fully involved in the life of the school.
- Excellent at building good working relationships with children, parents, staff and governors.

**Please have a look at what our Academy has to offer at:**

**Willowpark Website:** [www.willowparkprimaryacademy.org](http://www.willowparkprimaryacademy.org)

**Facebook:** 'Willowpark Primary Academy'

**Twitter:** @WillowparkAc

**South Pennine Academies:**  
[www.southpennineacademies.org](http://www.southpennineacademies.org)



## South Pennine Academies

Willowpark Primary Academy is a proud member of South Pennine Academies. The Trust helps us to provide the very best education for our young people through challenge and tailored support. South Pennine Academies believes in school improvement through a partnership model. This brings drive, expertise and capacity to the school improvement agenda.

The Trust recognises and encourages each academy's unique characteristics and ethos, reinforcing their individual identities within their respective communities. Working within a multi-academy trust allows school to school support to flourish. Becoming part of our partnership will allow you to become a leader not a follower and be involved in shaping the partnership rather than having it shaped for you.

South Pennine Academies provides exceptional opportunities for career progression within the family of 6 Primary Academies in the trust. A full CPD programme and career pathway is provided by the trust from NQT and RQT programmes to fully funded middle and senior leadership national qualifications.



## Our Background

### Willowpark Primary Academy

This is a hugely exciting time for the Academy as we are presented with a rare opportunity to make a real difference to the lives and life chances of primary school children in the East Oldham area through the development of our partnership with Woodlands Primary Academy.

Willowpark (NOR 261) & Woodlands (NOR 308) Primary Academies are based in the heart of vibrant and diverse communities in East Oldham, just minutes away from each other. Strategic leadership for both Academies is provided by our Executive Principal, Alison Black. Willowpark and Woodlands have separate leadership teams but benefit from a number of joint specialist teachers and support staff. Both Academies are part of South Pennine Academies with Willowpark joining in September 2016 and Woodlands in March 2017. The partnership operates with one Local Governing Body, exploiting the benefits of shared opportunities, CPD and resources and utilizing the skills and talents of staff both within and across the academies to ensure all children reach their full potential. If you join our team, you will be well supported in your career through exceptional professional development, a knowledgeable governing body and, most importantly, wonderful children and supportive staff.

We are an outward looking partnership with a passion for making a difference and not accepting excuses for low standards. We have set an ambitious vision for the future and have a clear understanding of what can be achieved with the benefits of shared expertise. The partnership we have developed has played a key part in the rapid improvements we have achieved to date.

Through working together we have effectively reduced teacher workload through shared planning time across the two academies, supported the purchase of a range of time saving IT based solutions including online solutions to support teacher assessment and recording of rewards, behaviour and safeguarding concerns. Staff wellbeing is a priority for us, initiatives such as no meeting weeks, staff health checks, access to medical support through our employee insurance scheme and supporting flexible working all help to support staff to be happy and successful in their roles.

**Willowpark Primary Academy**



## The Selection Process

### How to Apply

Thank you for taking the time to read and digest the information about our school. If you wish to apply for the post of Class Teacher—Willowpark Primary Academy, then you should;

- Follow the link to complete the online application form.
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees with one being your current employer (with email addresses if possible). Do not enclose additional CVs.
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification and the unique contribution that you could make to the future success of the Academy.
- Submit your application by Noon on Monday, 27<sup>th</sup> April 2020. *Late applications will not be considered.*

Please send completed applications to:

**[jnash@willowparkacademy.org](mailto:jnash@willowparkacademy.org)**

- Interviews will be held WB: 4th May 2020

If you would like more information about Willowpark Academy, please contact **Louise Hayes** – Head of school on [lhayes@willowparkacademy.org](mailto:lhayes@willowparkacademy.org) or telephone 0161 359 5699.

**Successful applicants will be required to undertake an enhanced Criminal Record Check via the DBS. 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.**



## Willowpark Primary Academy

Vulcan Street  
Derker  
Oldham  
OL1 4LJ

Telephone No: 0161 359 5699  
Email: [info@willowparkacademy.org](mailto:info@willowparkacademy.org)

# Job Description- Class Teacher



## **APPLICABLE CONTRACT TERMS AND DUTIES**

The appointment is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation.

This job description may be amended at any time following discussion between the head teacher and member of staff, and will be reviewed annually.

## **A: PLANNING, TEACHING AND CLASS MANAGEMENT:**

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 SEND 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 and develop study skills through library, I.C.T. 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;



**B: MONITORING, ASSESSMENT, RECORDING, REPORTING:**

- Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
- Mark and monitor pupils' work and set targets 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 recognise the level at which the pupil is achieving;
- Prepare and present informative reports to parents.

**C: OTHER PROFESSIONAL REQUIREMENTS:**

- Have a working knowledge of teachers' professional duties and legal liabilities;
- Operate at all times within the stated policies and practices of the school;
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct;
- Endeavour to give every child the opportunity to reach their potential and meet high expectations;
- contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school;
- take responsibility for their own professional development and duties in relation to school policies and practices;
- liaise effectively with parents and governors.
- take on any additional responsibilities which might from time to time be determined.

**D: SUBJECT LEADERSHIP:**

- leading a subject/aspect throughout the school; liaising with relevant team leaders and other members of staff, ensuring good continuity, progression and opportunities for assessing the achievement of pupils throughout their development in the subject;
- creating and updating annually an action plan indicating key priorities for development in line with school improvement and evaluation activities;
- attending relevant courses and meetings and disseminating information to staff members; developing or modifying existing practice to improve the delivery of the subject;
- providing opportunities to promote the subject in a variety of different ways (e.g.: subject development in line with the key skills, publicly, organising displays etc.); liaising with and reporting to external experts (inspectors, advisors etc.) assisting in any way which will develop the profile of the subject;
- keeping all relevant information for all internal / external monitoring purposes..

**THIS POST WILL BE SUBJECT TO AN ENHANCED DISCLOSURE FROM THE DBS**

## Person Specification—Class Teacher

|                             | CRITERIA  | HOW ASSESSED   |
|-----------------------------|---|--|
| Education and Qualification | <ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Degree</li> <li>• Evidence of recent professional development</li> </ul>   | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Supporting letter</li> <li>• Interview</li> </ul>                 |
| Teaching and Learning       | <ul style="list-style-type: none"> <li>• Recent experience of teaching the primary age range and key stage 1 or 2 experience essential.</li> <li>• Strong phonic knowledge and the ability to use and apply effective techniques in developing pupils phonic skills.</li> <li>• The ability to use and apply effective assessment techniques.</li> <li>• Knowledge of, and the ability to use, comparative data together with information about pupils' prior attainment to establish benchmarks and set targets for improvement.</li> <li>• Ability to deploy a range of strategies for raising pupils' achievement.</li> <li>• Ability to develop effective partnerships with parents.</li> <li>• Ability to deploy a range of strategies which impact on raising standards through effective learning and teaching.</li> <li>• Ability and willingness to assist in school improvement planning and self evaluation.</li> <li>• Ability and confidence to use ICT effectively for management and to positively impact on teaching and learning.</li> </ul> | <ul style="list-style-type: none"> <li>• Application form</li> <li>• Supporting letter</li> <li>• Interview</li> <li>• Task</li> </ul> |
| Skills and Abilities        | <p>The ability to:</p> <ul style="list-style-type: none"> <li>• set high expectations and standards as a role model for pupils.</li> <li>• develop productive working relationships at all levels.</li> <li>• inspire and motivate pupils and staff.</li> <li>• work as part of a team.</li> <li>• when appropriate, plan and deliver relevant training/ share good practice.</li> <li>• seek advice and support where necessary.</li> </ul>  | <ul style="list-style-type: none"> <li>• Letter</li> <li>• Interview</li> </ul>  |



## Person Specification—Class Teacher

|   | CRITERIA  | HOW ASSESSED  |
|---|---|---|
| Skills and Abilities                      | <ul style="list-style-type: none"> <li>Communicate and work effectively with all stakeholders and the wider community.</li> <li>Prioritise, plan and organise specific tasks.</li> <li>Sustain their successful teaching.</li> <li>Think creatively.</li> <li>Anticipate and solve problems .</li> <li>Listen to, and understand the views of others.</li> <li>Communicate effectively, orally and in writing (including the ability to use ICT), to a range of audiences.</li> <li>Consult and negotiate to achieve specific objectives.</li> <li>Contribute to meetings where appropriate.</li> <li>Maintain good communication systems with the Head, Senior Leadership Team, other staff, Governors and parents.</li> </ul> | <ul style="list-style-type: none"> <li>Letter</li> <li>Interview</li> <li>Task</li> </ul> |
| Work Circumstances and Personal Qualities | <ul style="list-style-type: none"> <li>Ability to prioritise and manage own time effectively.</li> <li>Ability to work consistently to deadlines, setting and achieving challenging but realistic goals.</li> <li>Ability to accept guidance and support and take responsibility for own professional development.</li> <li>Show a commitment to meet all the demands of the job, in line with current terms and conditions of employment</li> <li>Show commitment to educational inclusion.</li> <li>Show a commitment to and an understanding of the diverse and multi-cultural nature of the school and community.</li> </ul>  | <ul style="list-style-type: none"> <li>Interview</li> </ul>                               |
| <b>DESIRABLE</b>                          |   |   |
| Leadership and Management                 | <ul style="list-style-type: none"> <li>Ability to construct an annual action plan which is effective in developing a subject/aspect and identifies strategies for raising the achievement of pupils.</li> <li>Ability to undertake subject/aspect audit and review.</li> </ul>  | <ul style="list-style-type: none"> <li>Supporting letter</li> <li>Interview</li> </ul>    |