



LEARNING EDUCATION ARTS PARTNERSHIP

ECT CLASS TEACHER APPLICATION PACK



LEARNING EDUCATION ARTS PARTNERSHIP FEDERATION OF KINGSMEAD, GAYHURST AND MANDEVILLE PRIMARY SCHOOLS



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Kingsmead Primary School

Kingsmead Way

London E9 5PP

0208 985 5779

admin@kingsmead.hackney.sch.uk

www.kingsmead.hackney.sch.uk



Gayhurst Community School

Gayhurst Road

London E8 3EN

0207 254 6138

admin@gayhurst.hackney.sch.uk

www.gayhurst.hackney.sch.uk



Mandeville Primary School

Oswald Street

London E5 0BT

0208 986 5249

mdvoffice@mandeville.hackney.sch.uk

www.mandeville.hackney.sch.uk



Dear Applicant,

Thank you for your interest for the position of **Early Career Teacher** at the LEAP Federation. LEAP stands for Learning Education Arts Partnership which demonstrates the emphasis on learning of a broad and balanced curriculum.

I hope that you will find this information pack helpful. If after reading this you have any questions, we would be happy to answer these. Please visit the websites of each of our schools for additional individual information. We also encourage visits to our schools if you have not visited before. Come and see our creative curriculum in action and meet the friendly, happy, school staff.

The Inner London Borough of Hackney is a vibrant and rewarding place to teach with outstanding results in recent years and our results in the new Progress 8 measure put us equal first in England.

Our schools reach communities across London Fields, Homerton and Lower Clapton in Hackney with over 1,200 pupils on roll. One school is a one form entry, another a two form and the biggest is 2.5 forms of entry. All three schools are within easy transport links into and out of Central London. We aim to ensure that every child succeeds to the best of their ability and receives a broad and balanced education which fosters a love of learning for life. Creativity, Inclusion and great learning are what we are all about and strive to achieve in all we do. We are committed to continuous improvement and developing a sense of shared purpose across the whole community. We have a combined Ofsted rating of Outstanding and Good with outstanding features and have been praised for our curriculum and assessment approach in all aspects of learning. Between the schools we have won many awards including the Mayor's Award for music provision and Arts Mark Gold by the Arts Council for two of our schools. We have won Beacon Cycling school awards, School of the Region and Gold and Silver awards from TfL for our work promoting sustainable travel. The schools are very well resourced with a dedicated art gallery, dance studio, chickens, rabbits and two large vegetable gardens among other assets! Our healthy tasty school lunches cooked by highly respected chefs have won national acclaim and staff regularly feedback that this and other staff wellbeing initiatives make all the difference to their daily work.

We lead the Hackney Teaching Schools Alliance (www.hackneytsa.org.uk) which is an alliance of 15 other primary and secondary schools in Hackney and have designed a career pathway from Initial Teacher Training including an excellent TAP programme, through NQT training, second and third year development programme, middle leaders, senior leaders and new Headteachers. We are always looking out for future leaders among out new recruits. Our focus on continuing professional development means we have a low staff turnover and high standards of teaching and learning throughout. Many of our staff deliver training both locally and nationally and we have four dedicated Specialist Leaders of Education and a National Leader of Education who design and deliver bespoke training for all our staff.

We are looking to recruit self-motivated and ambitious **ECT Cass Teachers** who are inspirational and will work to develop outstanding teaching and learning, driving up standards so as to enable all pupils to make excellent progress and maximise their potential. This is a great and unique opportunity to join a supportive and collegial team to drive our vision for our schools where children are at the centre of all we do, and to join a dynamic forward thinking setting.

If you would like to come and be part of a diverse, creative and innovative staff team and help to really make a difference to children's lives, then our federation could be the place for you. We can offer the possibilities of working on any of our school sites as well as being part of the Hackney Teaching School Alliance. We can offer you a career pathway with plenty of challenge and opportunity.



CLASS TEACHER APPLICATION

Why work with us?

High quality Specialist Leaders of Education as mentors

The HTSA career pathway supports all staff to develop to their full potential with the highest quality staff training available

Staff benefits such as cycle to work scheme, childcare vouchers, massage sessions, training residential, international trips for example to Singapore to see our maths programme in action and excellent school food

Our amazing support staff including Learning Mentors, Teaching and Learning Associates, Teaching Assistants, Media and Communications lead professional, Family Support workers, Business Manager, Data Manager, admin team and premises team, ensure that you are able to concentrate on teaching and not all the other things that can add to your work load

Inner London weighting making a difference to your pay and you will be on the highest pay scales available to teachers across the country. As a newly qualified teacher you will begin on a salary of at least **£34,502** in inner London. As you rise up the pay ranges, you could earn as much as £115,582 currently only in inner London.

Our schools now have more freedom to develop their own pay policies to attract and retain the teachers that have the greatest impact on their pupils' learning. So what you are paid will be linked to performance and not length of service – meaning you can increase your salary faster than ever before.

We are looking for teachers who:

Are self-reflective and have the desire to be the best they can

Have a professional attitude, are great role models and really want to make a difference for Hackney children

Are great innovators who want to work with others to create exciting new learning adventures for the children in their care

Are well informed and have great subject knowledge

Are ambitious for themselves and their children and want to be school leaders of the future

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

A DBS at enhanced level will be required.

We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age



HOW TO APPLY

1. Read the job description and person specification carefully
2. Complete the application form either electronically or print and complete by hand
3. Ensure supporting statement relates to the competencies outlined in the person specification
4. Email your completed application to Joanna Makaruk:
JMakaruk@gayhurst.hackney.sch.uk

Closing date for applications:

Wednesday, 31st May 2023

Interview Date:

tbc

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The successful candidate will be subject to clear reference checks and a DBS at enhanced level. We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.

Should you have any queries or would like to arrange to visit our schools please contact Joanna Makaruk on 020 7254 6138 or email her at:

JMakaruk@gayhurst.hackney.sch.uk

We look forward to receiving your application!

ECT CLASS TEACHER JOB DESCRIPTION

Grade: Main Pay Scale

Main activities & responsibilities:

The current School Teachers' Pay and Conditions document describes duties which are required to be undertaken by teachers in the course of their employment. In addition certain particular duties are reasonably required to be exercised, and completed in a satisfactory manner. It is the contractual duty of the post holder to ensure that his/her professional duties are discharged effectively.

Essential Qualifications

Educated to degree level

Qualified teacher status

Experience

Will have had some experience of teaching in a multicultural inner city environment, ideally in more than one year group.

Particular Specific Responsibilities

The postholder is responsible to their line manager for his/her duties, responsibilities and teaching tasks.

The postholder will interact on a professional level with all colleagues and establish and maintain good working relationships which will promote the development and effective delivery of the school curriculum and maximise children's achievement.

The postholder will be responsible for the supervision of the work of support staff and any students who may be on teaching practice or work placement.

The postholder undertakes the teaching of the pupils in his/her class and the associated pastoral and administrative duties in respect of those pupils as well as the general responsibilities in the school as agreed with the Headteacher.

Other Responsibilities

In addition to undertake such duties of a similar nature as may be reasonably directed by the Headteacher from time to time. The duties and responsibilities of the post may vary from time to time according to the changing needs of the school.

ECT CLASS TEACHER PERSON SPECIFICATION

To be flexible and versatile in attending to the needs and requirements of children.

Excellent organisational skills, ability to meet time-related deadlines and ability to prioritise.

Ability to work under pressure and on own initiative.

Ability to develop interpersonal relationships with children and staff.

Identify underperformance in pupils and take appropriate action to rectify.

Supervision of children in an assertive but fair and reasonable manner.

To be able to praise, encourage and develop potential of children to raise attainment.

Teaching all pupils in your class according to their educational needs and acknowledging that every lesson counts.

Creating a well ordered and secure environment that will ensure the educational well-being of individual children within the group.

Making effective use of ICT to enhance learning and teaching.

Undertaking careful planning and delivery of the curriculum.

Ensuring careful and ongoing assessment of the pupils learning to inform further planning.

Ensuring that the curriculum is differentiated to mean that tasks and activities are matched to the ability of the children and henceforth allowing them to make progress at the right pace and level.

Completing all assessments and records as determined by school policy in a timely fashion.

Working with school leaders to track the progress of individual children and intervene where pupils are not making progress.

Working with school leaders to complete and teach individual pupil plans where pupils have specific needs. (IEPs)

Ensuring that equal opportunities are implemented in the classroom and throughout the school.

Developing and maintaining positive relationship with parents, which involve them actively in the classroom and in the learning process.

Participating in planning and staff meetings.

Contributing to the whole school ethos by taking a leading role in display particularly in own classroom and designated whole school areas as agreed with the Headteacher.

Contributing towards the development of the school and implementation of whole school policies.

Contributing and co-operating with other staff and professional agencies as appropriate to the needs of the children.

Undertaking in-service training for further development as a teacher.

Undertaking other duties, which may be reasonably assigned by the Headteacher to ensure the smooth running of the school.

