



**CLASS TEACHER  
APPLICATION PACK  
NORTHWOLD PRIMARY  
SCHOOL**



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**Northwold Primary School**  
**Northwold Rd**  
**London E5 8RN**  
**020 8806 6352**  
**[www.northwoldschool.com](http://www.northwoldschool.com)**

**Northwold Primary School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. We welcome applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.**

WELCOME TO OUR SCHOOL

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# Dear colleague

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Thank-you for showing an interest in working at Northwold Primary School as a classteacher. We are the lead school for the Amaya Trust which is a multi-academy trust. We converted on 1<sup>st</sup> April 2015. We are a large community school that provides an exciting, supportive and challenging environment which enables all children to reach high levels of achievement in all aspects of their school lives. We are a successful school and recognised as leaders in challenging low aspiration and under-achievement – a school which achieves excellence especially for disadvantaged pupils. We have a high league table ranking and we take enormous pride in offering a creative curriculum which ensures our pupils learn in a fun and engaging way.

Have you seen our video about teaching at our school - [www.youtube.com/watch?v=35Hiz3So9d4](http://www.youtube.com/watch?v=35Hiz3So9d4). The best way to find out about us though is by coming to see us in action. We will arrange for pupils to show you around so please do let us know by email if you would like to attend. If the times are not convenient for you, please do let us know and we will try to accommodate your request.

I do hope that you would like to be part of this amazing community and I very much look forward to hearing from you.

Yours sincerely

**Shelly-Ann Goulbourne**

Headteacher



# HOW TO APPLY

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# IMPORTANT KEY INFORMATION

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Salary:  
**MPS**

Visits to the school:  
**On request**

Application closing date:  
**18<sup>th</sup> November 2019 at 9.00am**

Shortlisting:  
**19<sup>th</sup> November 2019**

Lesson observations and interviews:  
**21<sup>st</sup> and 22<sup>nd</sup> November**

Starting date:  
**1<sup>st</sup> January 2020**

## HOW TO APPLY

1. Please read the job description and person specification carefully
2. Complete the application form; CVs will not be accepted.
3. Please make sure you address the criteria outlined in the person specification (page 10) when writing your personal supporting statement.
4. Should you have any queries please contact Shaida Karwa at [office@northwold.amayatrust.com](mailto:office@northwold.amayatrust.com)
5. Completed applications must be sent by email to [office@northwold.amayatrust.com](mailto:office@northwold.amayatrust.com)

*References will be sought for shortlisted candidates prior to the interview date. All successful candidates will be required to complete an enhanced DBS and OH check. Employees cannot start working until all references, DBS and OH report have been received by the school.*





Northwold Primary School is a high performing, established 2 form entry school located in Clapton in the London Borough of Hackney. The school has been on a remarkable journey of improvement, rising from the national bottom 1% to the highest 1% over a 3 year period. We have been a London Gold School for the past 3 years as well as a National Pupil Premium Award winner (2015).

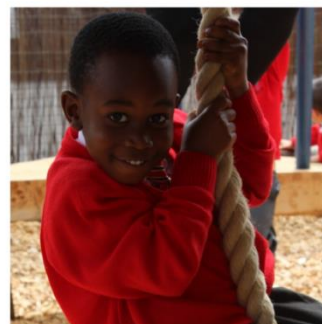
The pupils comprise of a good multicultural mix reflective of the local community. 80% are classed as living in deprivation. There are 452 pupils on roll, including 50 pupils who have fulltime places in our Nursery classes. Our pupils speak more than 30 different languages.

Staff development and well-being is important to our school and governors set aside a budget specifically to cover both of these aspects. This supports and encourages the aspirational nature of the school ethos, with the aim of becoming not just local but national and global pioneers of best practice. Our staff team is made up of exceptional practitioners who come with a wide range of experiences and disciplines and everyone is valued. We have high expectations of ourselves and each other. We have a strong ethos of supporting each other and working collaboratively to enable the children to be socially and academically resilient.

We work in a beautiful Victorian building and outdoor spaces which have been adapted and modernised to high standard providing a calm and purposeful environment for 21<sup>st</sup> century learning. We are fortunate to be extremely well resourced to enable the delivery of dynamic and creative lessons.

Northwold School is the lead school for Amaya Trust, a multi-academy trust established on 1<sup>st</sup> April 2015. Amaya Trust will eventually incorporate a small number of likeminded schools who will work collaboratively to offer the best international curriculum, with the aim of sharing best practice and be known for excellence overall.

The school will only appoint talented teachers who are committed to the development of the whole child, who want to inspire and lead by example and want to be part of a highly successful and forward thinking school. We in turn offer the opportunity to be supported by a talented leadership team which provides clear direction and support, an excellent wellbeing package which include high quality CPD, excellent staff pupil ratios, excellent resources and the opportunity to fulfil professional ambitions and develop teaching skills to the highest level.





## MISSION STATEMENT

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At Northwold we are committed to working together to prepare our children for life as responsible, global citizens. We will empower all children:

- To be active and engaged learners who take responsibility for their learning, behaviour and success
- To develop their confidence, honesty, self-awareness and resilience, as well as pride in their individual identities.
- To develop the skills to make positive decisions about their futures, their families, their communities and the world.
- To develop skills and knowledge which can be applied in a variety of ways so that they can be independent when they are working and living in a changing world.

## OUR CORE VALUES

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- Enquiry
- Adaptability
- Resilience
- Morality
- Communication
- Thoughtfulness
- Cooperation
- Respect

*We recognise that every child has different aptitudes and needs. The focus of our school curriculum and all of our school routines will ensure excellent progress, successful outcomes and achievement for all.*





# PERSON SPECIFICATION

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## CLASSTEACHER

We are seeking outstanding practitioners who have a love of teaching, a passion for success and inclusion and who believe that every day is an important day for every pupil in their care. We will be looking for the following qualities:

### QUALIFICATIONS

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- Educated to degree level
- Qualified teaching status either in UK or a desire to achieve English QTS if qualified abroad
- Evidence of meeting Teaching Standards

### EXPERIENCE

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- Experience of teaching in two of either EYFS, Key Stage 1 or Key Stage 2
- Experience of teaching in a multicultural inner city environment

- Confident with use of ICT in teaching and in learning

### KNOWLEDGE & UNDERSTANDING

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- Know and understand the relevant statutory curricula frameworks in two Key Stages in order to plan and deliver a curriculum which motivates and inspires the pupils.
- An excellent understanding of Assessment for Learning
- A depth of knowledge in at least one subject area
- Know and understand what is required to safeguard our pupils





## SKILLS

- A good classroom practitioner willing and able to teach a class in at least two key stages
- Professional resilience
- Be able to evaluate the impact of your teaching on the progress of all learners and modify your planning and classroom practice where necessary
- Use a range of teaching strategies in order to teach all children
- Use Assessment for Learning as part of daily teaching practice
- Have high expectations of children including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting, supportive relationships with them.
- Know your children by asking questions and listening to them in order to assess their progress
- Liaise successfully with teaching support staff to ensure they are effective in helping the children with their learning
- Work as a successful member of a team
- Ability to show flexibility in working with others
- Maintain a high standard of behaviour through the use of praise and clear expectations
- Create a stimulating environment, which promotes learning and celebrates the children's successes
- Be keen to add to the life of the school and participate fully
- Keep up – to – date with new initiatives and be committed to continuing professional development
- Ability to manage change
- Participate in School Improvement initiatives

***We recognise that we have a moral and social responsibility to embrace diversity. It is our expectation that every member of staff embraces their role as key adults within our community and demonstrates the core value of equal opportunity in every aspect of their role***



# JOB DESCRIPTION

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# CLASS TEACHER

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## JOB DESCRIPTION

**The Key Purpose of the Job is to take full responsibility for the education and welfare of our pupils in accordance with the current School Teachers' Pay and Conditions document, having due regard to the requirements of the National Curriculum and school policies.**

### MAIN ACTIVITIES

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1. To take full responsibility for planning and implementing appropriate work programmes for all children as designated, within the framework of national and school policies.
2. To maintain assessment records and report on pupils' progress to senior staff and to parents and carers, in accordance with school policy.
3. To plan and deliver differentiated lessons and mark appropriately for all pupils as designated
4. To contribute to raising the standards of pupil attainment
5. To promote the progress and well-being of every child assigned to them
6. To undertake the professional duties and responsibilities of a teacher as set out in the current STPCD
7. To uphold the professional code of conduct for teachers

### PRINCIPAL ACCOUNTABILITIES

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8. To plan work for the class in accordance with national and school curriculum policies and in cooperation with subject and phase leaders to ensure that the children experience a broad, balanced, relevant and stimulating curriculum. To ensure a close match between the learning experience offered, and the

individual needs of the children in the class, so as to give each child an opportunity to achieve to the maximum of his/her capability.

9. To make appropriate educational provision for children with SEN and those learning EAL, with support from the Inclusion Manager.
10. To ensure that all worked is marked in accordance with the schools Marking Policy
11. Where possible, to make sure that the majority of the children's work is closely linked to first-hand practical experience.
12. To provide children with opportunities to manage their own learning and become independent learners.
13. To create a secure, happy and stimulating classroom environment, maintaining the highest standards of organisation, and discipline.
14. To foster each child's self-image and esteem and establish relationships which are based on mutual respect.
15. To maintain a high standard of display both in the classroom and in other areas of the school.
16. To arrange for resources, equipment and materials to be available in such a way that they are properly cared for, easily accessible and will encourage the children to become more responsible for their own learning.
17. To work in partnership with colleagues to undertake medium and short term planning and the implementation of agreed schemes of work.

18. To assess children's progress, maintain records and provide written reports to parents and carers in accordance with school policies.
19. To communicate and consult with parents and carers and with outside agencies, as necessary, about children's progress and attainment.
20. To ensure that the school's aims and objectives in relation to the curriculum, inclusion and discipline are promoted in every day classroom organisation and practice.
21. To liaise with support staff both school based, from the LA & from other external bodies as required.
22. To take responsibility for the management of other adults in the classroom.
23. To take up the opportunity for continuous professional development through self-directed reading, courses and in-service training.
24. To undertake any other reasonable and relevant duties in accordance with the changing needs of the school.

## CONDITIONS OF SERVICE

Governed by the National Agreement on Teachers' Pay and Conditions, supplemented by local conditions as agreed by the governors.

## SPECIAL CONDITIONS OF SERVICE

Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointed interview.

Because this post allows substantial access to children, candidates are required to comply with departmental procedures in relation to Police checks. If candidates are successful in their application, prior to taking up post, they will be required to give written permission to the Department to ascertain details from the Metropolitan Police regarding any convictions against them and, as appropriate the nature of such convictions.

*The post holder will be expected to carry out all duties in the context of and in compliance with the Trust's Equal Opportunities, Safeguarding and Health & Safety Policies*







# APPLICATION FORM

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# APPLICATION FORM

## TEACHING

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### Your guide to completing the form

Please remember that this application form and supporting information is the **ONLY** information that the panel will have to base their decisions upon when shortlisting.

Read the advertisement and any additional supporting information provided, including:

- ❖ the job description, which lists the tasks you will be expected to carry out and describes how the job fits in with other employees.
- ❖ the person specification, which details the experience, skills and ability needed for the role. It is vital that your application demonstrates how you meet these requirements.

Read through the whole application form, before completing it.

Remember when completing 'Reasons for applying' section, to relate your skills, knowledge and

experience to the job description and person specification.

When completing the Monitoring Equal Opportunities section, if you Traveller of Irish heritage; Gypsy/Roma, Kurdish, White Eastern European or White Western European, you should tick 'Any other White background' and state your ethnic origin.

The Monitoring information section will be removed prior to shortlisting and will not be used for selection purposes. It will only be used for statistical monitoring purposes to ensure all applicants receive the same consideration and are treated fairly when applying for jobs.

You may find it useful to take a copy of your completed application form for your own personal records.

Finally, do not forget to sign and date your completed application form before returning it

