



Teacher Application Pack

LOWBROOK ACADEMY

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Lowbrook Academy

The Fairway, Cox Green, Maidenhead, Berkshire, SL6 3AR.

T: 01628 671355

E: lowbrook@lowbrookacademy.co.uk

www.lowbrookacademy.co.uk



Lowbrook Academy 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

Dear Applicant,

Thank you for your interest in the role of 'Teacher' at Lowbrook Academy.

Located in leafy Berkshire, Lowbrook Academy is currently ranked as the highest performing primary school in the Royal Borough of Windsor & Maidenhead and the tenth highest performing school in the country in The Sunday Times' Top 250 schools (December 2019).

This young at heart Academy continues to grow and, with its forward-thinking mindset, encourages the most dynamic and enthusiastic individuals to join our team. We use the most up-to-date technology for pupils to learn and develop, and we regularly challenge our agile methodologies to deliver real value and teach in an energetic and creative way.

We are looking to appoint a dedicated and enthusiastic Teacher to supplement our strong team and who will share our vision of 'Happy, Healthy, High Achievers' in leading the Academy into the future. Under the direction of the Principal and Senior Leadership Team, you will play a key role in the strategic leadership and day to day management and teaching of your class and leading the school towards achieving the highest level of attainment and wellbeing for our pupils.

In exchange, you will be a key part of a talented and successful team of educational professionals with unrivalled opportunities to learn and build your career. Personal growth at Lowbrook Academy is key, and is supported with an excellent programme of CPD.

We welcome and strongly encourage school visits. Please contact the Academy on 01628 671355 to arrange a suitable date and time.

Yours faithfully,

Dave Rooney
Executive Principal





HOW TO APPLY

Salary:
Main Scale or UPS
(based on experience)

Application closing date:
Tuesday 20nd April 2021

Starting date:
September 2021

**Experience and NQTs are encouraged
to apply.**

1. Please read this application pack carefully. On page 7, you will find the job description, which lists the key competencies that we are looking for.
2. Complete the enclosed application form; CVs will not be accepted by themselves but feel free to include one if you wish.
3. Please make sure you address the criteria outlined in the person specification (page 6) when writing your personal supporting statement.
4. We highly recommend that you visit the school before applying for the position. To arrange a visit, please call the school office on **01628 671355**.
5. Should you have any queries on the application process, please contact Mrs. Pauline Reid, Business Manager, on **01628 671355**.
6. Completed applications should be sent by email to lowbrook@lowbrookacademy.co.uk or by post to Mrs. Pauline Reid, Lowbrook Academy, The Fairway, Cox Green, Maidenhead, Berkshire, SL6 3AR.

References will be sought for shortlisted candidates prior to the interview date. The successful candidate will be required to complete an enhanced DBS check.



ABOUT US

Happy, Healthy, High Achievers

Lowbrook is an Academy where a fusion of originality, innovation, technology and research produce the highest quality of education unlike any other.

"We are all better than we know" – Kurt Hahn, Founder of Outward Bound.

At Lowbrook, our goal is to inspire all to be the best we can. This is underpinned by our Vision:

LAETI, SANI, MULTA, PERFICIENTES

Translated as Happy, Healthy, High Achievers, it is this emphasis on well-being and developing the whole child that drives the outstanding results and progress our children achieve.

Over time we have created a learning environment that is outstanding complementing the highest quality teaching and learning experience for our children.

The curriculum at the Academy embraces a common set of aims that drive the curriculum, teaching and assessment. They are derived from the research outlined within the Cambridge Primary Review and unashamedly reflect the values and moral purpose, for what school is about. More details about this can be found in our Curriculum Policy available on our school website.

We are committed to safeguarding and promote the welfare of children. We expect all our staff to share this commitment.

Children's ages: 4 – 11

Current school roll: 328

OUR VISION & VALUES

LAETI, SANI, MULTA PERFICIENTES

Happy, Healthy, High Achievers

The vision is underpinned by the following goals and principles

- Enjoyment, Commitment and Achievement (*Engagement, Exploring, Knowing, Understanding and Making Sense, Fostering Skills, Exciting Imagination and Enacting Dialogue*)
- Equality of Opportunity
- Fairness and Justice
- Respect, Reciprocity, Responsibility and Honesty
- Innovation and Creativity
- High Aspirations
- Autonomy, Independence and Resilience
- Wellbeing and Healthy Living
- Local, National and Global Citizenship
- Sustainability and Interdependence

Class teachers PERSON SPECIFICATION

We are seeking a dedicated and enthusiastic practitioner who will share our vision of education and be a member of the team leading the Academy into the future. For this crucial role, we will be looking for the following:

QUALIFICATIONS & PROFESSIONAL DEVELOPMENT

- Educated to degree level.
- Qualified Teacher Status in the UK.
- Evidence of regular, recent and appropriate professional development for the role.

SCHOOL CURRICULUM

(Desirable- but not a requirement)

- Ability to motivate and lead a classroom team.
- Have held a post of responsibility for curriculum and/or management with proven evidence of successful leadership in this role.
- Have evidence of leading professional development within the context of school improvement.
- Have proven experience of high standards of primary classroom practice.
- To be flexible and committed to attend after school/evening meetings as required.

EXPERIENCE & KNOWLEDGE OF TEACHING

- Be an outstanding classroom practitioner at the level appropriate to your stage of teaching.
- To be able to effectively use data, assessment and target setting to raise standards/address areas for development.
- A commitment to raising pupil achievement through improving the quality of teaching and learning.
- An ability to sensitively relate to parents, the local community and outside agencies.
- Have a sound knowledge of the National Curriculum and The Cambridge Primary Review.
- Have an excellent understanding of curriculum and pedagogical issues relating to teaching and learning, including knowledge of the latest inspection and research findings.
- Have an understanding of the expectations in the Ofsted Framework regarding effective learning and teaching and statutory safeguarding requirements.
- Knowledge of effective strategies to include, and meet the needs of, all pupils including those who are disadvantaged and with EAL and SEND.
- An understanding of equal opportunities issues in schools and a clear appreciation of the needs of pupils from a variety of social, cultural and religious backgrounds.

- Good ICT knowledge and skills and able to demonstrate the effective use of ICT to enhance the teaching & learning.
- Have an understanding of and commitment to the Academy's policies, in particular:
 - Participation and implementation of the Academy's Behaviour Policy;
 - An awareness of Health and Safety implementation in the work place;
 - An awareness of Safeguarding procedures;
 - Implementation of the Academy's Single Equality and Disability Scheme Policy (inclusive of Accessibility Plan).

SKILLS AND ABILITIES

- Ability to analyse, prioritise and meet deadlines.
- Ability to use ICT to support the curriculum and the work organisation.
- Ability to work as part of, and contribute to, the whole school team.
- Excellent written and verbal communication skills.
- Ability to use formative and summative assessment data to report on pupils' performance to the Executive Principal, Head of School and where appropriate the Governors.

PERSONAL QUALITIES

- An external interest will be useful in this role, with a view to leading a club, sport or arts based specialism.
- Be a positive role model at all times, a highly effective and respected representative of the school.
- Demonstrate personal enthusiasm and commitment to the teaching professions and leadership in the classroom.
- Inspire trust and confidence.
- Manage and resolve conflict.
- Prioritise, plan and organise themselves and others.
- Must be willing to engage parents to encourage close involvement in the education of their children.
- Must have good oral and written communication skills.
- Excellent time keeping and management skills.
- Must be able to manage own workload effectively and respond swiftly to tight deadlines.
- Good interpersonal skills, with the ability to enthuse and motivate others and develop partnerships.

Class Teachers -JOB DESCRIPTION

To take responsibility for the education and welfare of a designated class of children in accordance with the current School Teachers' Pay and Conditions document, having due regard to the requirements of the National Curriculum, The Cambridge Primary Review and school policies and procedures.

JOB PURPOSE

This job description sets out the duties to be undertaken and performed to the satisfaction of the Executive Principal and Governing Body by the post holder in the role of 'Classroom Teacher.'

- This job description may be amended at any time following discussion between the Executive Principal and Post Holder, and will be reviewed annually.
- To take responsibility for planning and implementing appropriate work programmes for all children in the designated class, within the framework of national and school policies.
- To maintain assessment records and report on pupils' progress to senior staff and to parents and carers, in accordance with school policy.
- To manage additional adults within the classroom.
- You are required to perform any such tasks or duties that may be reasonably assigned to you by the Executive Principal to ensure the smooth running of the Academy.

Principal Accountabilities

- Support and assist the Executive Principal and School team in leading the school towards its mission statement, its aims and objectives.
- To plan work for the class in accordance with national, local and school curriculum policies and in co-operation with curriculum 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.
- To make appropriate educational provision for vulnerable children including those with SEND and EAL, with support from the SEND Co-ordinator.
- Where possible, to make sure that the majority of the children's work is closely linked to first-hand practical experience.

- Take a leading role in the setting of high standards of discipline within the school and contribute positively to the general ethos of the school.
- To provide children with opportunities to manage their own learning and become independent learners.
- Prepare reports and presentations to the Executive Principal, Senior Leadership, Governors and other bodies as necessary.
- Assist in the preparation and implementation of school policy.
- Leading by example and running at least one extra-curricular club.
- Be available both during and outside the school day to undertake duties necessary for the effective running of the Academy, deemed reasonable by the Executive Principal.
- To foster each child's self-image and esteem and establish relationships which are based on mutual respect.
- To maintain a high standard of display both in the classroom and in other areas of the school.
- 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.
- To work closely with colleagues to undertake medium and short term planning and the implementation of agreed schemes of work.
- To assess children's progress, maintain records and provide written reports to parents and carers in accordance with school policies.
- To communicate and consult with parents and carers and with outside agencies, as necessary, about children's progress and attainment.
- To ensure that the school's aims and objectives in relation to the curriculum, equal opportunities and discipline are promoted in every day classroom organisation and practice.
- To liaise with support staff both school based and from other external bodies as required.
- To take responsibility for the management of other adults in the classroom.
- To take up the opportunity for continuous professional development through self-directed reading, courses and in-service training.

Class Teacher JOB DESCRIPTION

CURRICULUM

- Be a curriculum innovator and oversee the Development of Domains you are responsible for in class and more broadly.
- Personally keep up to date with all new curriculum initiatives and developments and adopt a positive approach to change.
- Regularly monitor and ensure that personal curriculum planning for your class is of a high standard and consistent with the expectations of the Executive Principal and Academy policies.
- Teach classes and groups as required and set a standard of excellence within your own classroom.
- Assist with the curriculum planning throughout the school.
- Liaise with all subject leaders and support them in relation to own curriculum needs where appropriate.
- Assist in the monitoring of standards of teaching and learning-self and peer evaluation.
- Monitor and assess the standard and appropriateness of homework and communications with parents in the Reading and homework logs.

MONITORING STANDARDS & OUTCOMES

- Be a curriculum innovator and oversee the Development of the Domains within your Year group.
- Personally keep up to date with all new curriculum initiatives and developments and adopt a positive approach to change.
- Take responsibility for the Leadership of particular Domains and lead on the development of this whole school curriculum.
- Regularly monitor and ensure that personal curriculum planning and that of team members is of a high standard and consistent with the expectations of the Executive Principal and Academy policies.
- Teach classes and groups as required and set a standard of excellence within your own classroom.
- Assist with the curriculum planning throughout the school.
- Liaise with all subject leaders ensuring your class curriculum is relevant and up to date.
- Assist in the monitoring of standards of teaching and learning.
- Monitor and assess the standard and appropriateness of homework and communications with parents in the Reading and homework logs.

- Take responsibility for maintaining and evaluating all material resources with a system of easy accessibility.
- To consult colleagues and be responsible for ordering resources within an agreed budget in full consultation with your line manager.
- To take up the opportunity for continuous professional development through self-directed reading, courses and in-service training.

SAFEGUARDING

- To undertake accredited training for Safeguarding of Children.
- Because of the nature of this post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) 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.
- As 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 ascertain details from the Police regarding any convictions against them and, as appropriate, the nature of such convictions

EQUAL OPPORTUNITIES

The post holder will be expected to carry out all duties in the context of and in compliance with the Academy's Equal Opportunities policy.

CONDITIONS OF SERVICE

Governed by the National Agreement on Pay and Conditions of service, supplemented by local conditions as agreed by the Governing Body.

SPECIAL CONDITIONS OF SERVICE

The post holder may be required to work outside of normal school hours on occasion (e.g. to attend Full Governing Body Meetings, etc.) with due notice.

A young boy with light brown hair and blue eyes, wearing a dark blue school uniform with green piping, is sitting at a desk in a classroom. He has his right hand raised high, with his index finger pointing upwards. The background is slightly blurred, showing other students and classroom furniture.

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OUR VISION & VALUES

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