



The
3-18
Education
Trust

Applicant Information Pack

KS1 – Year 1 Teacher (maternity cover)



Accomplished – Resilient - Compassionate



Headteacher Letter to Applicants

Thank you for the interest you have shown in our school.

St Martins School is a very special place to work. We deliver child-centered, individually tailored education because of our small size and unique position in our community. This family ethos surrounds all who work and study here, creating a safe, supportive and nurturing environment. This is an exciting time in the development of our school and I hope you will agree that this role will present you with real challenges and opportunities. I very much hope that, after reading the information below you will feel that you want to play your part in our process of rapid improvement and innovation, securing progress and achievement for all our students.

The following ethos is a commitment shared by staff and governors. We will:

- Recognise and foster academic ability so that individual excellence can be achieved.
- Deliver the highest quality teaching, enabling children to maximise their potential throughout their learning journey 3-16
- Create a family ethos of safety, support and nurture where respect for each other is a given
- Create an inclusive environment where children of all abilities and backgrounds make a positive contribution to school life and the wider community
- We will encourage children to think independently and make informed decisions enabling them to have high aspirations about their future
- We will work with children and families in constantly reviewing progress and supporting differing developmental needs

This is an incredibly exciting time as we further develop and maximise the value of being an all through school through the development of the three phases across the school to create synergy, whilst continuing to be at the centre of our community and deliver our Community Curriculum with feeder primary schools.



Sue Lovecy, Headteacher

About our Trust

The 3-18 Education Trust

The 3-18 Education Trust is currently made up of six schools and derives its name from the age range of the pupils and students who attend those schools. We have an inclusive ethos, defined by age and we recognise that education is a continuous process, secured through consistent values and a strong transition (through the key stages).

Our Vision:

To ensure every individual is in a great school.

Our Mission:

To celebrate the diverse nature, culture and identity of our individual schools, whilst enjoying the benefit of the team, so that each school is reciprocal in their support for one another and achieves together.

Our Values:

- Accomplished: to provide high quality education and training for all
- Resilient: to be solution focused and able to intelligently manage challenges
- Compassionate: to show care and understanding towards others

Not only do we pursue the important dimension of achieving the best results for each student regardless of their starting point, but we also believe strongly that education is about developing well-rounded individuals who are ready, willing and able to make their contribution to society.

Please take a look at our Trust website <https://www.3-18education.co.uk/> for more details. For further information about our schools, please click on the links to their websites below:



<https://bowbrookprimary.co.uk/>



<https://www.3-18education.co.uk/schools/coleham-school/>



<https://www.3-18education.co.uk/schools/the-priory-school/>



<https://www.3-18education.co.uk/schools/st-martins-school/>



<https://www.3-18education.co.uk/schools/thomas-adams-school/>



<https://www.3-18education.co.uk/schools/william-brookes-school/>

Job Description



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Title of Post	Year 1 Teacher
Post Status	1.0 fte, Maternity Cover from 01.05.23
Salary/TLR/ Allowance	MPS
Reporting to	Assistant Head - Primary

Main Purpose

The post-holder will work within the terms of the nationally determined Teachers' standards, the policies of the School.

The post-holder will play a full part in the work of his or her Phase and of the School.

Key tasks will be to:

- Teach Year 1
- Operate marking, assessment, recording and reporting procedures in line with those in existence within the Phase and the School
- Participate in continuing professional development, including Performance Management
- Use and develop ICT as an integral part of the teaching and learning process
- Plan and develop resources and displays, ensuring there is a high standard of display work in the classroom, which is changed frequently
- Share responsibility for the pastoral care of students, colleagues and the School community

In addition, all colleagues are encouraged to make a personal contribution to the extra-curricular life of the Department and the School.

Responsibilities

- Be aware of and comply with policies and procedures relating to child protection, discipline, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- Be aware of and support difference and ensure equal opportunities for all
- Contribute to the overall ethos/work/aims of the school
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings as required
- Participate in training and other learning activities and performance development as required

Professional development

- Help keep knowledge and understanding relevant and up-to-date by reflecting on your own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school

Other Responsibilities

- Comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and comply with all school policies and procedures
- Be aware of and support difference and ensure equal opportunities for all
- Contribute to the overall ethos and aims of the School and Trust
- Appreciate and support the role of other professionals
- Attend and participate in relevant meetings, training and learning activities as required

The postholder may be required to carry out any other duties that are commensurate with the post. Whilst every effort is made to explain the main duties and responsibilities of the post each individual task undertaken may not be identified.

This job description is subject to review, in negotiation with the post holder at any time. However, an annual review of this job description and allocation of responsibilities will take place as part of agreed performance management arrangements.

Person Specification

Criteria	Essential	Desirable
Qualifications and relevant experience	<ul style="list-style-type: none"> • Degree (or equivalent) in a relevant subject • Qualified Teacher Status 	<ul style="list-style-type: none"> • Successful experience of teaching EYFS and KS1
Knowledge and understanding	<ul style="list-style-type: none"> • Good understanding of teaching and assessment methodology • Good knowledge and understanding of recent curriculum developments in Phonics, English and Mathematics in EYFS and KS1 • Experience of tracking and intervention strategies that impact on achievement 	
Skills and Abilities (relevant to post)	<ul style="list-style-type: none"> • The ability to motivate and inspire students of all abilities to achieve the very best of which they are capable • The ability to use data to identify trends/target students and take appropriate action • The ability to plan and deliver exciting lessons within KS1 • The ability to work successfully with colleagues from other disciplines and the wider 'through school' team 	
Personal Qualities	<ul style="list-style-type: none"> • The passionate belief and determination that all students are capable of success • Be a reflective practitioner that is able to adapt to new educational challenges and play an active part in the educational journey of St Martins School • Flexibility, empathy and a sense of humour • The ability to build positive relationships with students and the wider community, from all backgrounds • Indefatigable energy and resilience 	
Special Conditions	<ul style="list-style-type: none"> • Willingness to undertake an enhanced Disclosure and Barring Service (DBS) check. 	

Additional Information about St Martin's School

St Martin's is located in North West Shropshire, a rural area with a mining heritage on the Welsh border and with easy access to the Welsh hills. Many staff live in the surrounding countryside whilst others take advantage of the fact that historic urban areas such as Shrewsbury and Chester are in comfortable commuting distance. Oswestry, a thriving market town, is five miles from the school. The area offers a wide variety of attractive housing at prices which compare favourably with other parts of the country.

The school has undergone a transformation over the past five years. New leadership, new buildings and facilities, new 'through school' and now our new academy status with the 3-18 Education Trust.

We work in collaboration with two of the most successful schools in the country. Firstly, The Priory School, our academy partner, and we also continue to work with Moreton Hall School, the leading non-selective school in the country. We are delivering a community curriculum across all our feeder schools, which supports KS2 teaching with exciting projects taught by secondary subject specialists. This work is in addition to the 'cross phase' teaching that already takes place within our school, which enables:

- Sharing examples of good pedagogy between phases
- Enhancing continuity between the phases
- Developing an all through school ethos

What We Offer

In addition to exclusive access to a reward and discount scheme, comprehensive induction, commitment to your ongoing training and career progression, paid for enhanced DBS, we also offer:

- A competitive salary
- Access to the Trust's Employee Assistance Programme, which includes 24 hour access for you and your family members to legal, financial, health, parenting and life advice
- 1:1 Counselling Service
- Cycle to Work Scheme
- Childcare Voucher Scheme or Tax-Free Childcare Scheme
- Access to freshly made hot meals or deli-style food on site
- Teachers Pensions (23.68% employer contributions)
- Local Government Pension Scheme (17.9% employer contribution)
- Generous Sickness Payment Scheme
- Eye Testing Scheme
- Flexible Working Policy
- Special Leave Policy
- Member of the Valued Worker Scheme (accredited by our recognised unions)
- A Disability Confident Committed Employer
- Continuous Professional Development (CPD)
- Collaborative working culture and professional development opportunities across our Trust schools

Application & Appointment Process

To find out more, please come along to our Recruitment Event from 5-7pm on Wednesday, 1 February 2023 at Shrewsbury Town Football Ground, Montgomery Waters Meadow

An application form is available to download from the school website www.stmartins3-16.org/school-information/job-vacancies/

Please send completed applications to clare.ellis@stm.318education.co.uk

Interviews will be offered to those applicants who best demonstrate how their skills, abilities and experience match the person specification, taking into consideration the job description.

Closing Date for applications is 12.00 noon, Friday, 3 February 2023

Interviews will take place shortly after the closing date

Please note:

- It is essential that all elements of the application form on the Teaching Vacancies portal are completed in full.
- We do not accept CV's in support of an application.
- Appointments will be subject to clearance in respect of medical fitness, satisfactory references, right to work in the UK and criminal disclosure.
- This post is exempt from the Rehabilitation of Offenders act 1974 and as such the applicant who is appointed to this post will be subject to an Enhanced Disclosure before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at intervals during the course of their employment whilst in this post.

If invited for interview, **you are required to bring evidence of your qualifications and appropriate documents to initiate the DBS application process** should you be the successful candidate.

The 3-18 Education Trust is committed to safeguarding and promoting the welfare of children and young people, as such this post requires acknowledgement and understanding of safeguarding and child protection policies. Policies can be found on the school website [Policies \(stmartins3-16.org\)](http://www.stmartins3-16.org).