



**Truro and Penwith  
Academy Trust**

# PENSANS SCHOOL

Pensans School, Madron Road, Penzance, TR20 8UH

secretary@pensans.cornwall.sch.uk

Headteacher: Ms Angela Clay

www.pensansprimary.co.uk

## YEAR 3/4 CLASS TEACHER RECRUITMENT PACK

### CONTENTS

Information about Pensans School	Page 1-2
Useful Information and recruitment timescale	Page 3
Job Description	Page 4-6
Person Specification	Page 6-7
Letter from Chair of Board of Trustees	Page 8
<b>(Please see separate document for forms detailed below)</b>	
Application form	
Equal Opportunities form	
Safeguarding Form	
Health Assessment Questionnaire	

# School information for applicants



## Welcome to Pensans School

This information pack will provide you with an insight into our school and offer some practical information which will be of use to you as a prospective member of our school community.

We are developing our pedagogy to inspire and motivate children and adults to fully engage with learning so that the children develop a passion for learning. As part of EdTransform we are committed to the following core principles:

1. We place the learner at the centre of all of our activities, continuously reflecting on how effectively our actions are impacting on the outcomes of each individual.
2. Our curriculum content is relevant to the lives of our learners, ensuring that outcomes are authentic and have an impact on the real world.
3. We provide learners with the necessary tools and environments to enable them to be flexible, choosing how, where and with whom they work.
4. We ensure learners are engaged in collaborative, self-directed learning with the teachers acting as facilitators.
5. We strive for staff members to be treated as professionals, ensuring that we place significant emphasis on professional dialogue and time to plan, design and teach in teams for a significant proportion of their work.
6. We respect and promote the work life balance of employees ensuring that work place systems and schedules encourage a healthy balance. Policies and protocols are regularly reviewed and evaluated to measure their relevance and effectiveness in order to ensure these bureaucratic systems are kept to a minimum.
7. We provide opportunities to network and collaborate across the whole EdTransform network and with our wider community, sharing information freely.
8. We place huge importance on research and on developing new pedagogies and tools to liberate learning from past conventions to connect learners in new and powerful ways.

## General background

Pensans Community Primary School came into being in September 2005 as a result of the amalgamation of Penzance (Lescudjack) Infant School and Penzance Junior School. The name Pensans is the traditional Cornish spelling of Penzance and was selected by the Governing Body to reflect the cultural heritage of the town. Our school serves a community of deprivation and we are committed to raising standards and ensuring that all children achieve.

Formerly part of Penlee Academy Trust, we joined Truro and Penwith Academy Trust (TPAT) in June 2017. TPAT is a supportive and collaborative organisation with one primary focus: the improvement of teaching and learning within Cornwall. The Academy Trust works with local schools to ensure that young people in Cornwall have access to the best possible learning experiences.

## Class organisation

The school currently has 258 plus Nursery (40) children on roll.

Nursery for 2 year olds – Caterpillars – 9 children

Nursery for 3/4 year olds - Butterflies – 25 children

Reception – Bumblebees – 28 children

1 x Year 1 class – (Green)

2 x mixed Year 2 classes (Orange and Lime))

3 x mixed Year 3 + 4 classes (Cobalt, Amber and Violet)

3 x mixed Year 5 + 6 classes (Emerald, Indigo and Turquoise)

## Staff organisation

The school has 7 full-time teachers, 6 part-time teachers and a full-time headteacher. In addition, we have an NNEB Qualified Nursery Nurse, a Nursery Lead for 2 year olds and 25 Teaching Assistants who are a key part of our teaching and learning team.

We also have a dedicated non-teaching staff team which cover the administrative, catering and site management responsibilities of the school. The Leadership Team is currently made up of four staff including the Headteacher, plus any staff for whom the agenda is particularly relevant.

We are strongly committed to staff development and learning.

## Our curriculum

We have invested in providing a bespoke, exciting and creative curriculum which inspires and motivates children and supports high quality learning. Our curriculum is underpinned by a commitment to REAL Projects.

At Pensans we believe that children need to have a connection with their local community and the wider world. Staff plan learning opportunities within their projects to get children outside in our wonderful school grounds as well as our local environment and around Cornwall. Children get to experience a Forest School programme and experience camps and residential to enrich their learning further.

At the end of each termly project there is a public outcome and we pride ourselves on the engagement and behaviour of our children.

We love to be involved in our local community and regularly link with neighbouring schools, churches, we perform at the annual St Piran's celebrations and Mazey Day as well as many local sporting events.

We provide a range of extra-curricular clubs including rugby, high five, football, cricket, choir, cookery, drama, sewing and many more.

## Safeguarding

Pensans is committed to promoting the safety and well being of all pupils. All recruitment processes are undertaken using thorough checks to ensure the suitability of candidates. Successful candidates will be required to undertake an enhanced Disclosure and Barring Service (DBS) check, and will be assessed against the Childcare Disqualification Regulations.

## Useful Information and Recruitment Timescale

We hope you find this pack provides all the information you need in order to consider your application for this post.

Any questions or matters you would like to discuss informally, or to arrange a visit please contact:

Catherine Harvey– by email [secretary@pensans.cornwall.sch.uk](mailto:secretary@pensans.cornwall.sch.uk) or call 01736 363627

Please note that CVs will not be accepted.

### Closing Date:

All forms in the application pack to be completed and returned to: [secretary@pensans.cornwall.sch.uk](mailto:secretary@pensans.cornwall.sch.uk) by **midnight Tuesday 9<sup>th</sup> October 2018.**

### Shortlisting

To ensure the fairness of the selection process, shortlisting will be based upon the information which you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification.

### Interviews

Interviews will be held on **Thursday 18th October 2018.**

## Job Description

### Year 3/4 Class Teacher

Required to start in January 2018, a full time teacher working in a Y3/4 class. A permanent, main scale post £22,917 - £33,824 FTE depending on experience.

This is an exciting opportunity to join a vibrant learning community. Pensans is part of EdTransform an innovative organisation that is committed to raising the levels of motivation for children and teachers through REAL learning projects and inspiring flexible learning spaces.

We are looking to appoint a flexible, resilient and aspirational teacher who is determined to make a difference for all children. You must have outstanding behaviour management, high expectations and experience of working with children with complex needs. You should have experience of working in a team and collaborating on planning.

You will be an outstanding class practitioner with passion, sparkle and a love of all children. This is a permanent contract with a six-month probationary period. Applications are welcome from experienced teachers and NQTs. The successful applicant will be employed full time in one of our Year 3 + 4 classes. The applicant must:

- have a secure knowledge of the KS2 Curriculum
- have a track-record of excellence in their classroom practice
- be able to evidence proven classroom and behaviour management skills
- experience of working with children with complex needs
- have a proven ability to work as part of a team, maintaining, forming and developing strong professional relationships within the learning community as a whole.
- excellent communication skills with staff, parents and children
- show a high level of commitment to and enthusiasm for the role
- energy, resilience, flexibility and passion
- high expectations of themselves and for their pupils
- ability to change working practice and take on new pedagogy

A subject specialism in a particular area is less essential than the ability to contribute to the overall curriculum development of the school and a willingness to develop or extend generic subject management skills. However, any specialisms in ICT, Literacy, Phonics or any Foundation subjects are desirable as are active interests outside.

<b>Job Title(s):</b>	<b>Y3/4 Class Teacher</b>
<b>Salary Point:</b>	<b>MAIN SCALE (scale depending on experience)</b>
<b>Start Date:</b>	<b>January 2018</b>
<b>Hours:</b>	<b>Full time hours teacher – Permanent post with six- month probationary period</b>

## **CLASS TEACHER**

### **Purpose of the Post**

To carry out the duties of a School Teacher as set out in Part XII of the current Pay and Conditions document, and in accordance with school policies and procedures in pursuit of high standards of pupil achievement and personal development.

1. Objectives
  - i. To ensure appropriate pupil entitlement and access to the National Curriculum.
  - ii. To continually raise the standards of pupil achievement in all areas of school life
  - iii. To foster enjoyment and satisfaction in the process of learning.
  - iv. To promote high expectations and positive attitudes throughout the school community.
  - v. To model and exemplify the characteristics of a key member of the school learning community.
  - vi. To meet the Professional Standards for Teachers in England (Jan 2007) at a standard appropriate to grading and experience
  
2. General responsibilities of the post
  - i. To maintain appropriate systems of planning, assessment, record-keeping, and reporting, in accordance with the school's policies and procedures.
  - ii. To ensure that all pupils have access to a broad and balanced curriculum appropriate to their age and ability.
  - iii. To help pupils acquire the knowledge, skills and understanding appropriate to their level of development, having regard for the school's SEN policies and procedures when relevant.
  - iv. To ensure that all teaching and learning is driven and characterised by high expectations, excellence and enjoyment.
  - v. To support and encourage pupils to become skilled and independent learners; who recognise their role as active learners; and understand that they can develop these 'learning muscles' and capabilities.
  - vi. To manage, promote and maintain positive relationships with pupils, parents and colleagues which promote an effective learning environment.
  - vii. To ensure that classrooms are inspiring, stimulating and well organised learning environments for pupils.
  - viii. To celebrate the achievements of all pupils appropriately
  - ix. To maintain high expectations of classroom and whole school behaviour management in accordance with the school's policies and procedures.
  - x. To support and pursue the school's policy on uniform, setting an appropriately high standard for pupils across the school.
  - xi. To maintain appropriate professional standards in own behaviour and appearance which set a positive example for pupils and other staff.
  - xii. To manage and work with Teaching Assistants and other adults in their classroom in order to maximise their positive impact upon pupil learning.



- xiii. To undertake the Performance Management of Teaching Assistants for whom they act as Line Manager (as directed).
- xiv. To maintain the safety and welfare of all pupils in accordance with the school's Health and Safety and Child Protection Policies and procedures.
- xv. To participate in discussion of pupils' progress and welfare with parents, colleagues, and others agencies as required.
- xvi. To liaise and support other colleagues, schools and agencies where necessary.
- xvii. To participate in identifying their own professional development and school development needs and to undertake appropriate training in order to meet the goals and targets set.
- xviii. To carry out such other tasks as may, from time to time, be reasonably assigned by the headteacher, operating within the provisions of the School Teachers' Pay and Conditions document.

**When writing your application please refer to the essential and desirable criteria on the next two pages.**

### Person Specification

	Essential	Assessed by	Desirable	Assessed by	
A	Qualified teacher status	Application and certificates	Subject specialism eg core subjects / SEND / Phonics	Application and interview	1
B	Secure understanding of assessing children against the KS2 curriculum objectives	Application interview and reference	Experience of working with children with complex needs to achieve outstanding progress/attainment	Application and interview	2
C	Evidence of excellence and high expectations in classroom practice in KS2	Application interview and reference	Evidence of raising standards for children in a phase/key stage	Application interview and reference	3
D	Be able to teach mixed ability classes and provide appropriate stimuli, challenge for all, including children with EHCP requirements for children with SEN	Application interview and reference	Evidence of REAL project planning and delivery.	Application and interview	4
E	Outstanding behaviour management	Application interview and reference			5

F	Strong professional relationships and communication skills with staff, parents and pupils	Application interview and reference			6
G	Ability to be resilient, flexible and have a good sense of humour	Application interview and reference	Evidence of resilience and emotional maturity	Application interview and reference	7
H	Be able to demonstrate the ability to carry out responsibilities of a class teacher in relation to planning delivering and assessing the KS2 curriculum	Application interview and reference	Active interests outside of school	Application and interview	8
I	Be able to use effectively a variety of teaching and learning styles and resources including ICT	Application interview and reference			9
J	Be committed to raising the achievement of children of all abilities	Application interview and reference	Evidence of whole school impact	Application interview and reference	10
K	Evidence of being a Team Player	Application interview and reference			11
L	Be able to change working practices and take on new pedagogy	Application interview and reference			12
M	Successful completion of an enhanced CRB Checks and safeguarding checks	References and CRB check			13
N	2 fully supportive references from appropriate sources	References			14



## Letter from Chair of the Board of Trustees

**Ellen Winsor MBE**

Chair of the Board of Trustees

Truro and Penwith Academy Trust

Thank you for your interest in this opportunity to join the Truro and Penwith Academy Trust.

We are proud of our Academy Trust and what has been achieved since it was established early in 2014. During a sustained period of growth, the Trust has expanded and now includes twenty three schools with another three set to join shortly. The Trust encompasses provision across the nursery, primary and secondary phases of education with schools grouped in three main clusters in the Truro area, West Cornwall and the Clay Country.

The Trust is innovative and dynamic and works in partnership with the Cornwall Teaching School and its associates to provide bespoke school support and effective improvement activities. Staff receive high quality development opportunities and schools in the Trust benefit from the considerable expertise of Truro and Penwith College which can help to identify cost effective and local solutions as well as supporting excellent leadership and governance.

Central to everything that is done in the Trust are the students. We firmly believe in equality and the importance of encouraging and helping every one of our children and young people to achieve their full potential. Our key focus is on improving learning and teaching for all in a safe and welcoming environment where children and young people are respected and feel valued.

We recognise and encourage the local distinctiveness and the individuality of schools and hope to inspire them to become beacons of hope and aspiration in the communities they serve.

The Trust is looking for an exceptional candidate with vision, energy and determination who is able to work with committed and supportive colleagues to build on this success and seize opportunities to further develop the Trust and deliver first class education in Cornwall.

If you have the ambition and qualities to take on this challenging role we look forward to receiving your application.

**Ellen Winsor MBE**

Chair of the Board of Trustees

Truro and Penwith Academy Trust

