



St John the Baptist Primary School

Application Pack: Senior Lead Teacher





St John the Baptist 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

Dear Applicant,

Thank you for your interest in applying for the position of Senior Lead Teacher at St John the Baptist Primary School. We hope this pack supports you in finding out more about our school. The pack includes background information about the school and our federation, Primary Advantage. It also includes information about the application process and the job description.

St John the Baptist is an outstanding two-form entry primary school in the London borough of Hackney. We are located in Hoxton, a short walk from Old Street in the heart of a diverse, vibrant and exciting community. Our children come from truly diverse backgrounds and speak many different languages. We are a Church of England school and pride ourselves on our strong Christian ethos and great links with St John's Church in Hoxton. We are one of eight schools within the Primary Advantage Federation. Being part of this Federation allows us to offer the unique opportunity to be part of a community of committed teachers and leaders who regularly share best practice and support each other. The federation has allowed us to grow as a school but still maintain our distinct and unique identity. Our Local Authority Board (LAB) ensures that St John the Baptist makes decisions that are best for the school and its community.

We are looking for inspiring, innovative teachers who love being in the classroom to lead on teaching and learning in year 6 and leading by example within a curriculum area/s from September 2020. Senior Lead Teachers, with the right skills and experiences, will play a key role in the development of teachers and practice both within their own school and beyond. Although they will be primarily class based, they will be appointed on the leadership scale (L1—L5) and will have significant leadership opportunities and be a member of the senior leadership team.

The closing date for this application is Thursday 2nd July 20 with shortlisting on Friday 3rd July 2020.

Interviews for shortlisted candidates will take place between Tuesday 7th July 2020 and Thursday 9th July 2020.

If you have any questions about the application process please contact Yvonne Whelan on [02077394902](tel:02077394902).
Please send completed application forms to ywhelan@st-john.hackney.sch.uk

If you are an ambitious and confident leader we would like to meet you.

Kind regards,

Toni Mason

Headteacher



Application Process

Salary: L1-L5

Application Closing Date: Thursday 2nd July 20 with shortlisting on Friday 3rd July 2020.

Interviews will take place: Tuesday 7th July 2020 - Thursday 9th July 2020.

Starting Date: September 2020

1. Please read the application pack carefully. This pack contains the Senior Lead Teacher competencies we are looking for, alongside the expected duties.
2. Complete the enclosed application form; CVs will **not** be accepted. Applicants are required to complete a supporting statement. Without these documents, we may be unable to process your application.
3. Please make sure you address the criteria outlined in the Senior Lead Teacher competencies when writing your personal supporting statement.
4. We would usually encourage a visit but due to the current climate feel this is not appropriate. Please look on the school website for further information or contact Yvonne Whelan for an informal discussion on [02077394902](tel:02077394902).
5. Should you have any queries about the application process please contact Yvonne Whelan on [02077394902](tel:02077394902).
6. Completed applications should be sent by email to ywhelan@st-john.hackney.sch.uk

SHORTLISTING

Once we have received your application you will be notified via email. Successful candidates who have been shortlisted for interview will be contacted shortly after the closing date.

Candidates must ensure that if they are successful at interview, that they are able to provide evidence of their Right to Work and Remain in the UK. The school is not able to employ any person who cannot validate their Right to Work and Remain in the UK in line with the Asylum, Immigration and Nationality Act 2000.

SUCCESSFUL CANDIDATES

Successful candidates will be required to apply for an enhanced Criminal Record Check via the DBS. We are committed to safeguarding and promoting the welfare of our children and expect all members of staff to share this commitment.

All qualifications and references will be verified.



About Us

St John the Baptist is a two-form entry primary school with a Nursery. The community is culturally and ethnically diverse and we pride ourselves on being an inclusive school.

Our age range is from 3 to 11 years old and we currently have 335 children on roll. There are two classes in each year group with a maximum of 30 pupils in each class. Our children come from a wide range of backgrounds and approximately 50% of pupils speak English as an additional language. St John the Baptist is part of a culturally rich and diverse community where children are encouraged to embrace and celebrate their backgrounds.

- 34% of children are entitled to Free School Meals (however St John the Baptist has pioneered free school meals for all children in Hackney, the only primary school to currently do so).
- 54% of children are eligible for the Pupil Premium grant.
- 91% of pupils are from minority ethnic groups. The main ethnic groups are African, Caribbean, Turkish, Kurdish and Eastern European.
- 18.6% of pupils are on the SEND register, and 2.4% of those pupils have an Education Care Plan

We Achieve We Believe

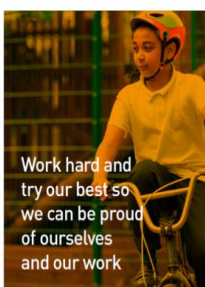
We **believe** in providing a safe and happy learning environment where children and adults are valued, nurtured and empowered to **achieve**.

We **believe** a good education is the foundation on which our children's futures are built and equips them for their life ahead. We aim to develop the whole child through a diverse and culturally rich curriculum.

We are committed to providing an excellent education through helping children to **achieve**, by developing enquiring minds, instilling the motivation to learn and the ability to work both independently and collaboratively.

For more information about St John the Baptist please visit our website. www.st-john.hackney.sch.uk

Determination



Work hard and try our best so we can be proud of ourselves and our work

Celebration



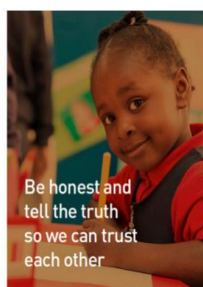
Welcome, celebrate and care for each other to make our school a safe and happy place

Respect



Look after the school and our belongings so we have a pleasant place to work

Honesty



Be honest and tell the truth so we can trust each other

Co-operation



Co-operate, help and listen to each other so we can learn from each other and settle disputes peacefully



Working with Partners

WITH ST JOHN'S CHURCH, HOXTON

As a Church of England school, we have Christian teaching and values built into our curriculum. Our aim is to help children to achieve a knowledge and understanding of religious insights, beliefs and practices, so that they are able to continue in, or come to, their own beliefs and respect the beliefs of others. Many of our children attend church for Sunday worship with their families and the school also enjoys an active partnership with the parish church St John's, Hoxton. We hold regular worship assemblies and visit the church every month for a worship service. The school celebrates important Christian festivals such as Christmas and Easter in Church together.

WITH SECONDARY SCHOOLS

The move to secondary school is an important step for pupils and parents. We work in partnership with our local secondary schools and Hackney Learning Trust to ensure our children and their families are well-informed about the transfer process. The children participate in visits to local schools and we invite secondary teachers to visit our school for specialist lessons.

WITH INTERNATIONAL LINKS

As part of our curriculum, we aim to develop children's awareness of global issues. Children make links with schools and communities in different parts of the world.

WITH PARENTS AND FAMILIES

We know that the most successful education takes place when parents/carers, staff and governors all work together. Parents and carers are involved with the whole school community in a variety of ways:

- Helping with visits & in class
- Supporting with fund raising events
- Attending curriculum evenings

LONDON DIOCESE BOARD FOR SCHOOLS (LDBS)

The function of the LDBS and aspects of its governance is set down in the Diocesan Measure that has been approved by both Parliament and the Church. Key purposes of the LDBS are "to promote church schools" and "to promote education which is consistent with the faith and practice of the Church of England." St John the Baptist works with The Diocese of London, who play a key role in our school development and governance.

HACKNEY LEARNING TRUST (HLT)

HLT is a department in Hackney Council's Children and Young People's service. The Hackney Learning Trust is responsible for Hackney's children centres, schools, early years programs and adult education.



About Primary Advantage



PRIMARY ADVANTAGE FEDERATION

St John the Baptist is a part of the Primary Advantage Federation.

We are a group of eight schools in Hackney working together because we believe our schools can gain many benefits from working collaboratively and can achieve more by working together. We have made a commitment to a shared responsibility to the wider education community, the provision of good quality education and the improvement of life chances for pupils in the community beyond that of our own schools. Teachers, support staff, school leaders and Governors have added expertise in working alongside colleagues to improve provision and outcomes for pupils.

OUR COMMITMENTS

Every teacher is a great teacher; every school is a great school. We aim to move incrementally towards excellence in all aspects of our work.

All pupils will make good or better progress and will be properly equipped for the next stage of their schooling.

Learning environments are of high quality where pupils feel **safe and secure, known and valued and motivated to learn.**

Curriculum provision is bespoke, broaden horizons and inspires our pupils to become successful learners, confident individuals and responsible citizens.

Our learning community provides opportunities for growth for pupils, staff and families.

PRIMARY ADVANTAGE NATIONAL TEACHING SCHOOLS

Primary Advantage has achieved teaching school status. Teaching schools are outstanding schools that work with others to provide high-quality training and development to new and experienced school staff. They are part of the government's plan to give schools a central role in raising standards by developing a self-improving and sustainable school-led system.

Find out more about Primary Advantage Federation
by visiting www.primaryadvantage.co.uk



Job Description - Senior Lead Teacher

Job Title: Senior Lead Teacher

Key Contacts: Internal: Other Teachers within the school, Executive Principal, Headteacher & Deputy Head

External: Church, Local Community, Parents & Agencies relevant to duties

Salary: L1-L5 (49,065 - 53,353)

Role Summary:

1.1 This job description sets out the duties to be undertaken and performed to the satisfaction of the Executive Principal/Headteacher and the governing body by the Senior Lead Teacher. The duties set out below are **in addition** to those of a main scale teacher

1.2 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 to the duties that are undertaken by a class teacher, the Senior Lead Teacher will carry out key tasks and activities as identified below.

Key Tasks and Activities:

Teaching and Learning

- To consistently meet the core and post threshold standards for teachers
- To consistently model outstanding practice in the classroom, sharing this widely with others and supporting other teachers to improve their practice
- To support the development of best practice across the Federation, including mentoring student teachers, newly qualified teachers and experienced teachers.
- To support senior leaders in robust self evaluation of teaching and learning and make significant contributions to improving the quality of teaching and learning within their own school and beyond.
- Assist the Headteacher and Executive Principle in developing assessment practices and reporting on pupil's progress and attainment to stakeholders.
- Advise other staff on teaching, practice, and to assist with inset for staff and governors when required to do so
- To provide support for the Headteacher in the day to day running of the school if required to do so

Curriculum

- Develop teachers' subject knowledge and pedagogy in designated curriculum areas
- Support SMT in the development of a broad, balanced and rich curriculum
- Effectively monitor and evaluate designated curriculum areas
- Produce high quality support materials for curriculum development and implementation

Induction and training

- Plan and deliver induction programmes for new staff
- Participate in the training of students, NQTs and more experienced teachers
- Undertake professional training for all aspects of school leadership and management and keep up to date with new initiatives across the curriculum
- Provide training and support to schools within and beyond the Federation

Innovation

- Where appropriate lead on school projects and evaluate their impact
- Carry out action research and keep up to date with current developments in teaching and learning

Outreach

- When required, provide teaching and learning support to schools beyond the Federation
- Lead CPD in other schools, both within and beyond the Federation

In addition to undertake such duties of a similar nature as may be reasonably directed by the Executive Principal/Headteacher from time to time.

Note: The duties and responsibilities of this post may vary from time to time according to the changing needs of the school. This job description may be reviewed at the discretion of the Executive Principal/Headteacher in the light of those changing requirements and in consultation with the class teacher and governing body.

Person Specification

Qualifications

- “ Degree level qualification.
- “ Qualified Teacher Status e.g. Postgraduate Certificate in Education.
- “ Evidence of professional development relevant to the role

Professional attributes

- “ Be willing to take a leading role in developing workplace policies and practice and in promoting collective responsibility for their implementation.
- “ Research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform their own practice and that of colleagues.

Professional knowledge and understanding

- “ Have a critical understanding of the most effective teaching, learning and behaviour management strategies, including how to select and use approaches that personalise learning to provide opportunities for all learners to achieve their potential.
- “ Know how to improve the effectiveness of assessment practice in the workplace, including how to analyse statistical information to evaluate the effectiveness of teaching and learning across the school.
- “ Have an extensive and deep knowledge and understanding of their subjects/ curriculum areas and related pedagogy gained for example through involvement in wider professional networks associated with their subjects/curriculum areas.
- “ Have an extensive knowledge on matters concerning equality, inclusion and diversity in teaching.

Professional skills

- “ Be part of or work closely with leadership teams, taking a leadership role in developing, implementing and evaluating policies and practice in their own and other workplaces that contribute to school improvement.
- “ Possess the analytical, interpersonal and organisational skills necessary to work effectively with staff and leadership teams beyond their own school.
- “ Have teaching skills which lead to excellent results and outcomes.
- “ Demonstrate excellent and innovative pedagogical practice.
- “ Demonstrate excellent ability to assess and evaluate
- “ Take a lead in planning collaboratively with colleagues in order to promote effective practice. Identify and explore links within and between subjects/curriculum areas in their planning.
- “ Have an excellent ability to provide learners, colleagues, parents and carers with timely, accurate and constructive feedback on learners’ attainment, progress and areas for development that promotes pupil progress.
- “ Use local and national statistical data and other information, in order to provide:
 - (a) a comparative baseline for evaluating learners’ progress and attainment;
 - (b) a means of judging the effectiveness of their teaching, and
 - (c) a basis for improving teaching and learning.
- “ Contribute to the professional development of colleagues using a broad range of techniques and skills appropriate to their needs so that they demonstrate enhanced and effective practice.
- “ Make well-founded appraisals of situations upon which they are asked to advise, applying high-level skills in classroom observation to evaluate and advise colleagues on their work and devising and implementing effective strategies to meet the learning needs of children and young people leading to improvements in pupil outcomes.

Our children's thoughts



"We work hard to make the right choices. When someone in our class finds it difficult, we work together to help them."

"The teachers help us lots with our learning. They care a lot about us."



"St John the Baptist are really, really good at singing. We wrote our own special school song and when we sing it, it sounds great!"

"We love reading at St John the Baptist – it transports us to other worlds."





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