



The Laurels Primary School is seeking a  
**Class Teacher**



[dmat.education](https://dmat.education)

# Welcome to The Laurels Primary School

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This is an exciting opportunity for a motivated and committed teacher to join our dedicated and talented team! The Laurels is a special place to work and learn so we are looking for a team player who loves teaching, curriculum innovation and is ambitious for every child.

As a school, we are uncompromising in our aspirations for every individual. We endeavour to do this by providing an excellent school experience where every child feels nurtured, excited to learn, and can discover their passions.

We are also uncompromising in our aspirations for staff. We have worked hard to develop a culture where teachers are looked after, supported and professionally enriched. As a member of our team, you will be committed to developing your practice alongside like-minded professionals to ensure a high-quality learning environment for all.

In our most recent report, October 2022, Ofsted wrote: 'Staff are proud to work at the school. They feel part of a close-knit team. Staff appreciate the way that leaders are considerate of their workload. Leaders are

approachable and highly aware of staff well-being.'

Relationships between staff, pupils and parents/carers are key to our success. You will be working with an amazing team of supportive, enthusiastic and hard-working staff. However, it's not just our team that are great! Our brilliant children have a thirst for learning and we are well supported by our board of governors and trust, who are all driven by a real desire to change children's lives for the better.

The Laurels Primary School, Durrington is part of Durrington Multi Academy Trust (DMAT) which includes Durrington Research School and the SCITT. Within our trust, we place high regard on recruiting and retaining excellent staff to ensure everyone's success.

If you feel that you can bring something special to our school and Trust, please contact the school office so we can show you our school and what we have to offer!



**Charlotte Bull**  
Headteacher

# The Role

## Class Teacher

What is the purpose of the role

- To carry out, as directed by the headteacher, the professional duties of a class teacher and in accordance with the school's policies.
- Be responsible for safeguarding and prioritising the welfare of children.
- To support the school in meeting the targets of the school improvement plan.
- Responsible to the Headteacher and SLT Line Manager

## Main Duties

### **Safeguarding Responsibilities**

- Demonstrate a commitment to keeping children and young people safe.
- Report any disclosure made to the appropriate person.
- Report any safeguarding concerns in the workplace to the appropriate person.
- Maintain an awareness of the Trust policies in relation to safeguarding.

### **Planning, Teaching and Management**

- To demonstrate good classroom practice, expecting and maintaining high standards.
- Maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, uniform, standards of learning and home-learning.
- To plan, prepare and teach good quality lessons which meet the full range of pupils learning needs within a class.
- To organise and maintain an orderly, stimulating and creative classroom environment.
- To mark and assess pupils' work in accordance with the school's live marking and feedback policy and keep assessments as directed.
- Make effective use of diagnostic assessment to fill gaps and enable pupils to make accelerated progress.
- To liaise with parents to involve and inform them on the progress and achievement of their children.
- To liaise with key staff to ensure that targeted pupils benefit from a coordinated programme of support.
- To contribute to the preparation, implementation, monitoring and review of individual Learning Plans, in collaboration with the SENDCo and support staff.

### **Use a variety of teaching methods to:**

- Match approach to content, structure information, present a set of key ideas and use appropriate vocabulary.

- Use effective questioning, listen carefully to pupils, give attention to errors and misconceptions.
- Select appropriate learning resources and develop study skills through library, I.T. and other sources.
- Ensuring pupils acquire and consolidate knowledge, skills and understanding appropriate to the subject taught in line with the National Curriculum requirements.
- Evaluating own teaching critically and responding to feedback to improve effectiveness.
- Ensuring the effective and efficient deployment of classroom support.
- Taking account of pupils' needs by providing structured learning.
- Using a variety of teaching strategies which involve planned adult intervention, first-hand experience and play and talk as a vehicle for learning.

### **Monitoring, Assessment, Recording, Reporting**

- Assess how well learning objectives have been achieved and use them to improve specific aspects of teaching.
- Mark, feedback and monitor pupils' work and set targets for progress.
- Assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving.
- Prepare and present informative reports to parents.

### **Other Professional Requirements**

- Have a working knowledge of the teachers' professional duties as set out in the current School Teachers' Pay and Conditions document.
- Understand teachers' legal liabilities and responsibilities.
- Establish effective working relationships with professional colleagues.
- Set a good example to the pupils you teach through your presentation, personal and professional conduct.
- Are committed to ensuring that every pupil is given the opportunity to achieve.
- Take responsibility for your own professional development.
- Take professional responsibilities in relation to school policies and procedures.
- Liaise effectively with parents and carers and other agencies.
- Are aware of the role and purpose of the school governing body and share information with the governors as required.
- Take an active part in curriculum and enrichment development in the school.
- Build a positive and effective relationship with your class and parents.
- Take an appropriate share in the developmental and routine administrative work of the school.
- Benefit from, and respond to, a supporting staff development policy whether or not you are an Early Careers Teacher.
- Lead and develop a Foundation or Core curriculum subject across the school.

# Candidate Specification

	<b>Essential Criteria</b>	<b>Desirable criteria</b>
Qualifications, Training and Experience	<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Experience of teaching the primary curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of ongoing personal professional development</li> </ul>
Professional Knowledge and Understanding	<p>A sound understanding of:</p> <ul style="list-style-type: none"> <li>• How children learn</li> <li>• What constitutes excellent classroom practice needed to promote high quality teaching and learning</li> <li>• The educational needs of the primary age range</li> <li>• Approaches to planning, assessing, monitoring and evaluating the curriculum</li> <li>• Provision for high (&amp; very high) attaining children and for those with special educational needs and/or disabilities</li> <li>• The importance of forming and maintaining appropriate relationships and personal boundaries with children</li> </ul>	<ul style="list-style-type: none"> <li>• Have an up to date knowledge of current teaching and wider curriculum developments</li> </ul>
Teaching Skills	<ul style="list-style-type: none"> <li>• Excellent teaching skills with high expectations of self and pupils, with evidence of teaching at a Good+ level</li> <li>• A reflective and creative practitioner</li> <li>• Ability to use a range of teaching styles and strategies to ensure high levels of pupil learning and achievement</li> <li>• Ability to motivate and enthuse all pupils so they make at least good progress</li> <li>• Ability to ensure full inclusion of all pupils</li> <li>• Excellent English, Mathematics, &amp; IT competence, knowledge &amp; skills</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of making a significant impact and progress in children's learning</li> <li>• Ability to positively influence the practice of others</li> <li>• Evidence of teaching at an Outstanding level</li> <li>• Knowledge of the importance of schemata and its role in helping pupils learn</li> </ul>
Communication and Team Working	<ul style="list-style-type: none"> <li>• Communicate effectively in speech and in writing when working with children, and when communicating with parents, other staff and governors where appropriate</li> <li>• Able to inspire trust and confidence amongst others</li> <li>• Able to work effectively as a member of a team</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working within a team, &amp; evidence of effectiveness</li> </ul>
Management and Organisation	<ul style="list-style-type: none"> <li>• Ability to prioritise and meet whole school deadlines</li> <li>• Ability to plan and organise effectively to meet the needs of children</li> <li>• Involvement in &amp; provision of out-of-school activities</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness of &amp; commitment to links between the school and local community</li> </ul>

Professional Qualities	<ul style="list-style-type: none"> <li>• Have the confidence to act upon one's own initiative and to be proactive</li> <li>• Confidently and calmly deal with a range of situations employing diplomacy and confidentiality, when appropriate</li> <li>• Recognise when to seek advice and support where necessary.</li> <li>• Commitment to equal opportunities for all pupils and staff</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to think creatively and to be able to anticipate and solve problems</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>• A commitment to putting children first</li> <li>• Enthusiastic, resilient and positive thinking</li> <li>• Open-minded to change</li> <li>• Hard-working and able to keep to deadlines</li> <li>• A real team player</li> </ul>	

## Package

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**Responsible to:** Headteacher

**Salary Grade:** DMAT M1-M6 (£30,290 - £41,746) or UPS (£43,698 - £46,989)  
To be paid other than at M1/ECT or at UPS you will need to provide evidence that meets our criteria.

Both experienced teachers and Early Career Teachers are welcome to apply

We have some flexibility and are happy to discuss which year group the successful candidate will teach.

## Safeguarding

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The Laurels Primary School is committed to the safeguarding and wellbeing of our children. It is a core expectation of every member of staff to safeguard the wellbeing of every child within the school. Staff are supported through regular training and are expected to adhere to the school's Safeguarding and Child Protection Policy at all times.

In addition to normal pre-employment checks, this appointment will be subject to an enhanced DBS check and a safeguarding interview.

Durrington Multi Academy Trust is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Durrington Multi Academy Trust in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, colour, religion, disability, sexual orientation and beliefs.



# Staff Charter

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 <p><b>Marking and Feedback</b> – We have a policy of live marking in the moment by all adults in the classroom. In the moment feedback is verbal with minimal recording in books. We encourage the children to take ownership of correcting misconceptions in their work.</p>	 <p><b>Culture</b>- The culture of our school is critical to an enjoyable, rewarding work environment. We all want the best for our children and therefore all staff are encouraged to communicate any feedback to leaders so support can be offered and adaptations can be made where necessary.</p>
 <p><b>Data Collection</b> – Data is collected three times a year for all subjects so subject leaders can monitor progress without overburdening staff.</p>	 <p><b>Change</b> – Where new initiatives are produced, they are based on the latest research and what will work for The Laurels staff and children.</p>
 <p><b>Annual Reports</b> - Our reports give parents and carers the key information they need. They are concise and focus on the important personal and social detail whilst being clear about where pupils have met expectations.</p>	 <p><b>Support</b> – Every class in the school has a full-time Teaching Assistant to support the teacher and learners by giving feedback, delivering interventions and mapping the children's provision.</p>
 <p><b>Subject Leadership</b> – The Laurels is committed to supporting every subject leader with termly release time to look at children's outcomes as well as termly release time to work on their personal action plan.</p>	 <p><b>Emails</b> – There is no expectation for staff to respond to emails outside of normal working hours. We trust the professional judgement of staff to make decisions about when they work in order to achieve a work-life balance.</p>
 <p><b>CPD</b> – Teachers and support staff have weekly CPD sessions that link to identified areas of whole school improvement and the latest research. Subject leaders are directed to CPD in their subject areas to further develop their leadership. Staff are also provided with external CPD opportunities as individuals or whole teams. We work with the Research School, Maths and English Hubs.</p>	 <p><b>Staff Bulletin</b> – Every week there is a staff bulletin that is shared with the whole staff team, which recognises staff contribution and celebrates success and achievements. It also ensures all members of the team receive key communication and removes the need for a Friday or Monday meeting.</p>
 <p><b>Planning</b> – We have detailed plans and resources for foundation subjects so teachers can focus on adaptive teaching for the children in their class.</p>	 <p><b>Employee Assistance Programme</b> – We have an employee benefit programme which supports staff through health and wellness services.</p>

## How to Apply

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Applicants must complete the application pack and return it to [coliver@laurelsprimary.co.uk](mailto:coliver@laurelsprimary.co.uk) or via post to Carly Oliver, The Laurels Primary School, Winterbourne Way, Durrington, West Sussex, BN13 3QH by **Friday 3<sup>rd</sup> May 2024 at 9.00am**. Please return the application form with a supporting letter (maximum 2 sides of A4) addressing the following points:

1. Why would you like to teach at The Laurels Primary and what would you bring to our team?
2. How would your experience and skills enable you to be successful in the role?
3. Evidence of impact on pupil outcomes and groups of learners.

Strong candidates may be invited to interview before the closing date. If you would like to visit us or have any questions about your application, please email Carly Oliver, Executive Assistant, in the first instance – [coliver@laurelsprimary.co.uk](mailto:coliver@laurelsprimary.co.uk) or 01903 830901.

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