



# Teacher

## Vacancy Information



## We are Humber Education Trust.

Humber Education Trust's vision is to develop a high performing Multi Academy Trust that delivers the very best educational experience for all children and young people.

We will grow, develop, support and improve our schools across the Trust, with a clear focus on raising standards, encouraging innovation and strengthening the ethos of the Trust to ensure that we have a positive impact on all of the children and young people within the Trust.

As a partnership, our strength lies in a common purpose: high aspirations, moral values, care and support; yet celebrates our individual uniqueness. As a trust, we will drive these aims further and faster for the benefit of our pupils and our communities.

Humber Education Trust is also recognised by the DfE as an Academy Sponsor. This means that through the Trust, we are held accountable for sponsored schools who may join us, to ensure improvement in outcomes and taking responsibility for their performance and financial arrangements.

Humber Education Trust is supported by a strong Trust Board who provide effective support and the challenge required to ensure that we build on our track record of excellence to provide strategic partnerships to improve quality, share best practice and operate effectively and efficiently. We believe passionately that every penny that comes into a school should be spent on the development and provision of a first-class standard of education for all.

Humber Education Trust is a growing multi-academy trust for both primary, secondary and alternative provision schools.

outcomes. Children are at the heart of everything we do.

- Provide a caring and safe environment where responsible, tolerant and principled global citizens can grow.
- Develop creative, enquiring and resilient learners with a thirst for knowledge.
- Provide an environment where success is recognised, celebrated and built upon.
- Provide a vibrant, challenging and enriching curriculum by encouraging fresh thoughts and outward-looking ideas.
- Ensure all staff have outstanding continual professional development, attracting and retaining a highly skilled, highly motivated workforce who feel appreciated and supported.
- Embrace technology, improve methods of communication, and collaborate through IT to reduce teacher workloads, reflecting the changing needs of our world.
- Provide support for all families within our diverse community, enabling our children and young people to embrace the challenge of life within in the wider world and succeed in reaching their full potential.
- Working together, freeing resources, to drive financial efficiencies saving money and reinvesting within our classrooms.

Thank you for showing an interest in working within our Trust. I wish you well with your application.

### Humber Education Trust is committed to:

- Work ethically and with mutual respect and collaboration.
- Prioritise our time and resources on the things that have the biggest positive impact on children's



**Rachel Wilkes**  
*Chief Executive Officer*





At Broadacre Primary School, our priority is to create a happy and caring learning environment for all of our children.

We wish to enable children to develop as confident, independent learners who are passionate about learning and motivated to fulfil their potential. Expectations of attainment and achievement are high.

We aim to foster emotional intelligence in all so that pupils take increasing responsibility for their learning, their environment and the contribution to society that they can make. Respect, tolerance and co-operation are a priority.

Our enthusiastic and highly motivated staff are focused on implementing a broad, balanced and exciting curriculum and on providing high quality care, guidance and support for all pupils.

We are an inclusive school and are proud of all of our children. We celebrate everyone's achievements whether they are academic, sporting or creative.

Broadacre is proud to be Ofsted rated 'good' and continually strives to improve further. Our newly built school gives a capacity for 630 pupils, including state of the art facilities in which our children can thrive.



**Salary Range:** Main Pay Scale  
**Hours of work:** Full-time  
**Contract:** Fixed term until 31 August 2023  
**Start date:** September 2022

***Are you an outstanding classroom practitioner who wants to join us in making a difference for our children?***

We have an exciting opportunity to join an amazing team of enthusiastic professionals who want the best for our children. Joining Broadacre opens a gateway to a wealth of experience and knowledge within Humber Education Trust renowned for being an 'Employer of Choice'.

We require an exceptional classroom teacher who is highly ambitious for themselves, our children and the school and will 'go above and beyond' to ensure the children make outstanding progress.

Applications are welcome from teachers at all stages of their careers, including those new to the profession and those aiming for future career opportunities.

#### **The successful candidate will:**

- Be a passionate, hardworking, qualified Teacher
- Have successful subject leadership experience
- Have the ability to deliver well planned and stimulating lessons across the curriculum and ability range
- Have a belief that all children are capable of great things and learning should be fun
- Be confident in establishing sound professional relationships with children, colleagues, parents and our community
- Have knowledge and understanding of effective behaviour management strategies and the ability to put these into practice
- Have high expectations of everyone within the school community
- Be committed to safeguarding and protecting children and young people.







Visits to the school are welcomed, encouraged and can be arranged via Cat Barwick, School Business Manager, Tel: 01482 833033. Further information about the school can be found on our school website: <https://broadacreprimaryschool.org/>

#### HOW TO APPLY:

Please visit our career page on ETeach to download an application form. Completed form and optional cover letter should be uploaded to ETeach and submitted to apply for this role.

All candidates are advised to refer to the job description and person specification before making an application.

Early application is encouraged. We will review applications throughout the advertising period and therefore reserve the right to close the advert early should sufficient applications be received.

**Closing date for completed applications:**  
8am, Friday 20 May 2022

**Interview date:** Thursday 26 May 2022

Any offer of employment to this role will be subject to receipt of a satisfactory enhanced disclosure from the Disclosure Barring Service, Children's Barred List Check, Section 128 check where applicable, identity

checks, medical clearance, proof of relevant qualifications, satisfactory references and eligibility to work in the UK checks.

All members of staff are expected to promote and safeguard the welfare of students in accordance with the Safeguarding Children in Education Act, including maintaining clear professional boundaries in all relationships; to promote an anti-racist, multi-cultural approach.

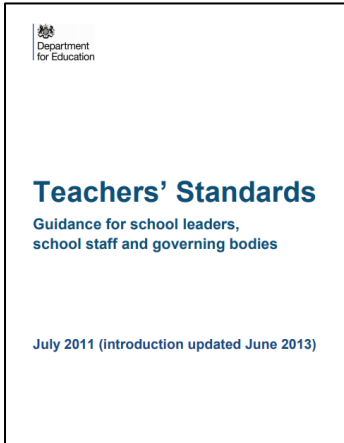
Professional standards detail responsibilities and expectations of our job roles. The enclosed generic role specification is offered in good faith as a guide to professional practice.

We strive for excellence and encourage our staff to aim high, making positive impacts through their clear focus and professionalism. All role specifications are subject to change to adapt with circumstances. Additional duties may be asked of our staff if necessary.

If you believe you are the right person for our role then we would love to hear from you.

**Lisa Staines**  
*Executive Headteacher*  
Broadacre Primary School

## JOB DESCRIPTION



### The Teachers' Standards apply to:

- Trainees working towards QTS
- All teachers completing their statutory induction period (early career teachers [ECTs]);
- Teachers in maintained schools, including maintained special schools, who are covered by the 2012 appraisal regulations.

<https://www.gov.uk/government/publications/teachers-standards>

The standards clearly set out the key areas in which a teacher should be able to assess their own practice. As their careers progress, teachers will be expected to extend the depth and breadth of knowledge, skill and understanding that they demonstrate in meeting the standards, as is judged to be appropriate to the role they are fulfilling and the context in which they are working.

### PART ONE: TEACHING

- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Plan and teach well-structured lessons
- Adapt teaching to respond to the strengths and needs of all pupils
- Make accurate and productive use of assessment
- Manage behaviour effectively to ensure a good and safe learning environment
- Fulfil wider professional responsibilities

### PART TWO: PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

- Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
- Having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- Showing tolerance of and respect for the rights of others
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs

## JOB DESCRIPTION

- Ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

A teacher must:

### 1. Set high expectations which inspire, motivate and challenge pupils

- Establish a safe and stimulating environment for pupils, rooted in mutual respect
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- Demonstrate consistently the positive attitudes, values and behaviour, which are expected of pupils.

### 2. Promote good progress and outcomes by pupils

- Be accountable for pupils' attainment, progress and outcomes
- Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- Guide pupils to reflect on the progress they have made and their emerging needs
- Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- Encourage pupils to take a responsible and conscientious attitude to their own work and study

### 3. Demonstrate good subject and curriculum knowledge

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject

### 4. Plan and teach well-structured lessons

- Impart knowledge and develop understanding through effective use of lesson time
- Promote a love of learning and children's intellectual curiosity
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- Reflect systematically on the effectiveness of lessons and approaches to teaching
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

## JOB DESCRIPTION

### 5. Adapt teaching to respond to the strengths and needs of all pupils

- Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- Have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

### 6. Make accurate and productive use of assessment

- Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- Make use of formative and summative assessment to secure pupils' progress
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback

### 7. Manage behaviour effectively to ensure a good and safe learning environment

- Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them
- Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

### 8. Fulfil wider professional responsibilities

- Make a positive contribution to the wider life and ethos of the school
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- Deploy support staff effectively
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- Communicate effectively with parents with regard to pupils' achievements and well-being.



## JOB DESCRIPTION

**Notes:**

This job description may be amended at any time in consultation with the postholder.

Signed \_\_\_\_\_ Date \_\_\_\_\_

Postholder

Signed \_\_\_\_\_ Date \_\_\_\_\_

Headteacher





## PERSON SPECIFICATION

I: Interview, R: Reference, A: Application Form

| Characteristics                 | Essential  | Desirable  | Evidence   |
|---------------------------------|--|--|--|
| <b>Qualifications</b>           | Qualified Teacher or ECT Graduate  | Evidence of continuous professional development<br><br>Willingness to undertake further professional development | A<br><br>I   |
| <b>Experience and Knowledge</b> | Have a secure knowledge of specialist curriculum areas<br><br>Successful teaching experience   | Knowledge of core teaching standards & practical application   | R, I<br><br>R, I   |
| <b>Vision and Values</b>        | Commitment to deliver the very best educational experience for all children and young people.<br><br>Commitment to safeguarding and protecting children and young people   | Willingness to make a positive contribution to wider life in school  | A, I<br><br>R, I   |
| <b>Skills</b>                   | Ability to deliver well planned and stimulating lessons across the curriculum and ability range<br><br>Knowledge and understanding of effective behaviour management strategies and the ability to put these into practice<br><br>High expectations of pupils to do their very best, make significant progress & become independent learners<br><br>Well organised and good communication skills<br><br>Ability to establish sound professional relationships with children, colleagues, parents and community<br><br>Ability to analyse data effectively and use data to set clear, challenging targets<br><br>Competency in ICT and ability to use ICT across the curriculum |  | A, R, I<br><br>A, R, I<br><br>R, I<br><br>A, I<br><br>R, I<br><br>R, I, A<br><br>A, R, I |
| <b>Equality</b>                 | Commitment to inclusion and diversity  |  | A, I   |



# Work for

# Humber Education Trust

**We value our employees.**

The following **benefits** are available to employees within our academies:

## **Financial**

- Competitive Salary
- Teacher's Pension & Local Government Pension Scheme
- Occupational Sick Pay
- Occupational Health Referrals & Counselling

## **Family Friendly**

- Maternity, paternity and adoption leave
- Parental and dependent care leave
- Flexible working
- Childcare vouchers (applicable if already enrolled pre October 2018)

## **Employee Benefits - Permanent Contracted Employees & Fixed Term**

- 20% Discounted Gym Membership - Hull City Council Leisure
- Display Screen User Eye Tests

## **Professional Development**

- Continuous Professional Development for All Staff
- Access to Middle and Senior Leadership Courses
- Supportive staff, committed to improvement, who will work with you to achieve your goals

*The opportunity to **make a real difference** to the lives of our students*