



South Kirkby Academy Teacher Recruitment Pack

Post title	Teacher
Location	South Kirkby Academy Stockingate South Kirkby Academy Pontefract WF9 3DP
Salary & Grade	MPS 1-6 £30,000 - £41,333
Hours	Full time Permanent

Waterton Academy Trust is seeking to appoint an inspirational and dynamic teacher to join the fantastic team at South Kirkby Academy. So, if you are an ambitious, talented and highly motivated teacher with a passion for ensuring children learn and achieve, and if you work hard and have the drive and energy to make a difference to children's lives and their learning, then South Kirkby Academy could be the school for you!

South Kirkby Academy joined Waterton Academy Trust, a primary Trust of 13 primary schools serving the Wakefield and Barnsley area, in September 2016. The Trust's driving ambition is to secure the very best outcomes for all its children and prepare them for future success. South Kirkby Academy is proud to be part of this determined, collaborative group.

We are looking for an outstanding teacher who is committed to raising standards and developing outstanding primary practice with a hardworking team.

In choosing a teacher, we will be looking for someone who:

- Will be an excellent classroom practitioner who is inspirational in their teaching and involves the children as active learners
- Has proven experience of positively impacting on pupil progress, raising attainment and developing excellence
- Is committed to achieving the best outcomes for all pupils
- Is innovative and is able to offer high-quality learning experiences
- Has high expectations of pupils as well as themselves
- Is able to contribute fully to school life
- Is committed to on-going professional development
- Has great interpersonal skills and is able to work well as part of a team
- Has good communication skills with children, colleagues, parents and visitors

In return we can offer:

- The support and expertise of the academy's outstanding leadership team and governing body with a clear vision of raising standards of teaching and learning
- Pupils with outstanding behaviour and a willingness to learn within a learning environment where excellence is our goal
- An opportunity to work with a passionate and dedicated team of staff
- A happy and caring school community
- A commitment to support your continued professional development through a network of experienced professionals across the primary academies within Waterton Academy Trust
- A health and wellbeing package
- A cycle to work scheme
- An excellent pension package

Next Steps

Further Details

Interested candidates are encouraged to visit South Kirkby Academy. In order to arrange a visit, or for further information about the post, please contact the school office on 01977 643187.

To Apply

Applicants are requested to submit a completed application form which can be downloaded from the recruitment page on the trust's website. www.watertonacademytrust.org.

Completed applications are to be returned to jneary@watertonacademytrust.org or to the school address by the closing date below.

Closing Date: Friday 19th April 2024

Shortlisting: Monday 22nd April 2024

Interviews: W/C Monday 29th April 2024

Start Date: September 2024



Dear Applicant

Thank you for your interest in the post of Teacher at South Kirkby Academy. We hope that this pack provides you sufficient insight and information to decide if you have the right qualities, skills and experience to apply for the position.

Our Trust came in to being on the 1st September 2014. Our 13 primary, infant and junior schools are currently situated within the Wakefield and Barnsley areas and consist of well over 3000 pupils.

This is an exciting time for all concerned with the trust as we enter into a new phase of development. The reshaping of our focus and renewed drive for excellence will undoubtedly lead to improved opportunities and outcomes for all.

People are at the heart of our organisation. We invest heavily in our children, staff, Trustees and Governors, ensuring that we all benefit from being part of the Waterton family. We seek to create a fertile environment for growth, to share best practice, develop expertise, draw on local, national and international research, and form partnerships within and beyond the trust.

Working for Waterton you will have the opportunity to shape the lives of not only those in your care within your own school, but contribute to the wellbeing of all those in the Waterton family. As a key leader in the development of our provision, you will also have the opportunity to work alongside partners from across the trust and the wider system leaders' network.



Given the trust's ambitions for excellence, we are seeking to employ outstanding individuals to join our team. We require highly skilled professionals that can contribute to the development of our provision and support our academies in providing our children with the best possible learning experience. If this is you, then we would be delighted to hear from you.

Yours sincerely,

Dave Dickinson OBE

Chief Executive Officer



Dear Colleagues

I have been the Head of South Kirkby Academy since April 2022 and feel very privileged to tell you more about our wonderful school.

South Kirkby Academy is a vibrant, inclusive and nurturing school whose vision is to transform life chances for children through providing excellent teaching, learning and opportunity. We are a forward-thinking and constantly improving school with a skilled team of staff who are dedicated to providing the very best for our children.



The children at our school are an absolute delight. Our **SKA Golden Rule** underpins day-to-day life at South Kirkby Academy: we expect everyone who attends, whether they are young or old, to make sure that everyone is safe, happy and learning.

We also follow five **SKA Values** which are to be **respectful, kind, inclusive, safe and independent**.

Our curriculum is underpinned by the saying '**Life Outside Kirkby**' whereby children are encouraged to explore life outside our community through learning and opportunity.

Our main current school improvement priorities are:

- Improve outcomes in reading, writing and maths.
- Further improve quality of education by developing the academy's curriculum offer.
- Improve the quality of assessment practice.
- Further develop the curriculum offer of learners with SEND.
- Improve attendance.

We are excited about the opportunity to appoint a new member of staff to add to our fantastic team and look forward to working with the successful applicants to continue improving South Kirkby Academy from strength to strength.

We want our new colleagues to have highly developed emotional intelligence and the ability to build effective relationships with all stakeholders.

As part of Waterton Academy Trust, we take the well-being of all stakeholders as high priority as well as valuing the importance of work-life balance, and professional development.

Please do not hesitate to contact school to arrange a visit – we would love to show you around. I look forward to hearing from potential candidates.

Mr Adam Potter
Headteacher



Each day is different – we are lucky to work within a strong and supportive team, where every member is valued and held in regard for their contributions to our community. Our children and families are at the centre of everything we do and only the best is good enough for them. You know you are making a difference working at South Kirkby Academy.

Samantha | Assistant Headteacher





About Our School

South Kirkby Academy is a smaller than average sized primary school based in the heart of an ex-mining community. South Kirkby is a town in the city of Wakefield in West Yorkshire. The town forms half of the civil parish of South Kirkby and Moorthorpe and has a population of approximately 11,000. South Kirkby is served by two railway stations. The town was first mentioned in 1086 in the Domesday Book, and South Kirkby retains the site of the original Saxon settlement. The town is also home to South Kirkby Colliery football club, who have competed in the FA Cup many times in their history.



We are proud to be part of Waterton Academy Trust and were rated **GOOD** by Ofsted in April 2023.

"Leaders are determined that pupils gain knowledge and experience to succeed at school. They have high expectations of pupils. Pupils achieve well. Staff know their pupils and their families well. They look after pupils and ensure they feel safe. Pupils behave well in school." – Ofsted, 2023

Our curriculum is designed and driven to meet the needs of our unique school community: improving social skills, vocabulary acquisition, and teaching about equality and diversity are the key drivers. Staff at South Kirkby Academy strive to make learning irresistible, foster a love of learning through providing first-hand experiences and share a vision of expanding children's understanding of 'Life outside Kirkby'.

Our aim is for all children to be immersed in a curriculum rich in opportunity and experiences for each of the 760 days they are with us in order to develop their cultural capital, equip them with the knowledge and skills required for success at school and beyond. Our children are encouraged to be brave, explore, discover, learn and dream big.

At South Kirkby Academy, we broadly follow the National Curriculum as its design ensures a breadth of knowledge is taught in a memorable and awe-inspiring way.

Our inclusion manager and team of pastoral staff deliver a unique curriculum, providing support, motivation and guidance to help children overcome obstacles to their learning. This pastoral offer ensures that family issues, mental health problems and lack of confidence do not present a barrier to children accessing the full curriculum. Children with SEND access a broad curriculum and receive high quality teaching adapted to their needs to ensure they are successful.

Why Choose South Kirkby Academy?

We are an inclusive and nurturing school with embedded core values. Everything we do has the child at the forefront of our decisions. We have a great team of teaching and support staff led by a supportive SLT. I truly love my role at SKA.

Marie | Learning Mentor

The support received from Waterton Academy Trust is invaluable. The school improvement team work with children, teachers and leaders alike to raise standards across the setting. High quality CPD at each stage of a teacher's career is prioritised to ensure practice is current and the best it can possibly be.

Gemma | Assistant Headteacher

I love being part of an amazing, supportive team in a place where no two days are the same.

Joanne | Senior Admin Officer

As P.E. lead, I am proud of the sporting opportunities we offer our children. We offer a broad and engaging P.E curriculum showcasing alternative sports such as orienteering, Zumba and korfbal as well as traditional sports such as football, rugby and gymnastics. Outside of P.E lessons, we offer a comprehensive range of after-school clubs which allow children the opportunity to be active, gain confidence and develop social skills. We take part in fortnightly sporting competitions through Waterton Academy Trust and the children are proud to represent the school, especially wearing their brand-new team kits.

Jamie | Teacher, P.E & Science Lead

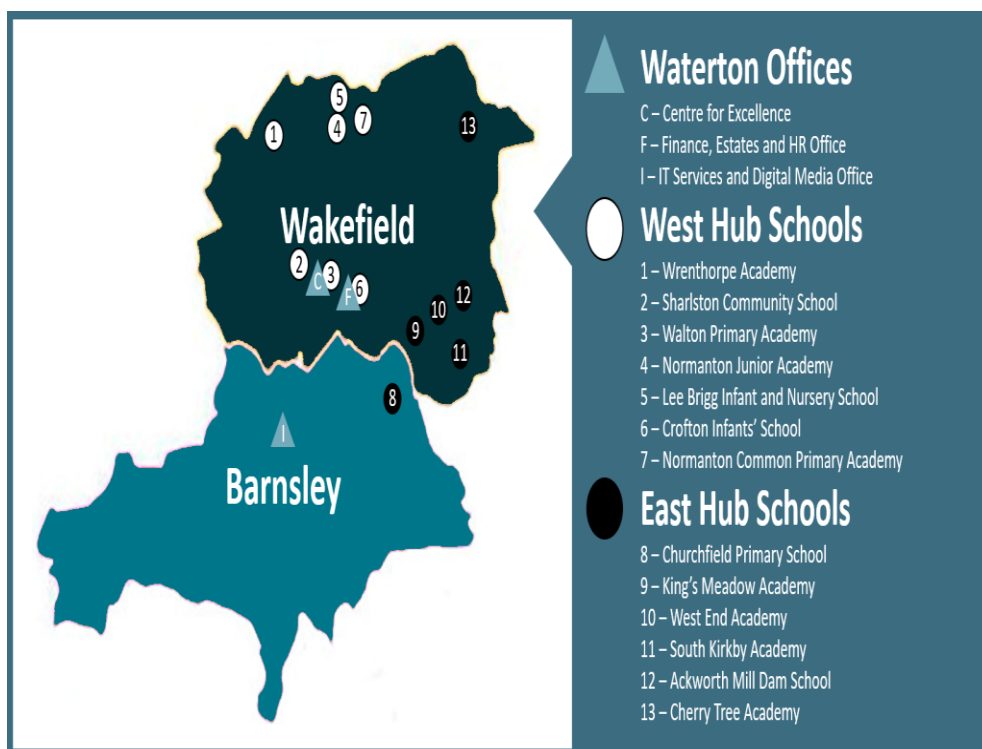
Since joining SKA, the opportunities that have been given to me with regards to CPD and development, have been amazing. The staff across school are extremely supportive of each other and the atmosphere across school shows this. In terms of subject leadership, I feel well supported not only within school but across the Trust and know there is a team of people you can always turn to for support and guidance. It's without doubt an excellent place to work.

Lucie | Teacher & English Lead



About the Trust

Investing in people and in partnerships is key to ensuring excellence and is something that as a trust we are extremely passionate about. We are proud to call ourselves an outward facing organisation and are advocates of sharing best practice and contributing to the wider system leaders' network. We encourage colleagues to take up opportunities and engage in projects outside of the trust.



1 Members

Board of Members: Custodians of governance arrangements, including appointing Trustees.

2 Trustees

Board of Trustees: Ensure clarity of vision and strategic direction of the Trust, oversee financial management and hold leaders to account for educational performance.

3 LHB

Local Hub Boards: Support the Trust in the delivery of key objectives at local level in accordance with its delegated powers and by establishing a Finance and Standards Committee.

4 ASC

Academy Standards Committee: Ensure that academies have a voice and promote community cohesion. Review, monitor and evaluate educational provision to foster an environment where all children reach their full potential.

Our Vision, Values and KPI



Job Description

Title	Teacher
Responsible for	Carrying out the professional responsibilities of a teacher, upholding the Professional Teachers' Standards (DFE) and the supervision of support staff when deployed to contribute to pupils' learning.
Accountable to	Headteacher

Purpose of the Post

To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils
Ensure delivery of high quality teaching and learning for which they are accountable

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. (Teachers' Standards, DFE, 2011)

Teachers' Standards, DFE, 2011. A teacher must:

- Set high expectations which inspire, motivate and challenge pupils (TS1)
- Promote good progress and outcomes by pupils (TS2)
- Demonstrate good subject and curriculum knowledge (TS3)
- Plan and teach well-structured lessons (TS4)
- Adapt teaching to respond to the strengths and needs of all pupils (TS5)
- Make accurate and productive use of assessment (TS6)
- Manage behaviour effectively to ensure a good and safe learning environment (TS7)
- Fulfil wider professional responsibilities (TS8)
- Demonstrate consistently high standards of personal and professional conduct (PART TWO)

A) Planning, Development and Co-ordination

- To set challenging teaching and learning objectives which are relevant to all pupils in their classes.
- To use teaching and learning objectives to plan lessons and sequences of lessons.
- To select and prepare resources, and plan for the effective and safe organisation, taking into account pupils' interests, learning needs, language and cultural backgrounds, with the help of support staff where appropriate.
- To contribute to the teaching team, meetings and events.
- To plan for the deployment of support staff where deployed to contribute to pupils' learning.
- To plan for opportunities for pupils to learn in and outside of school contexts.
- To produce long, medium and short term plans in accordance with the school's policies and procedures and within required deadlines.

B) Teaching, Learning and Classroom Management

- To have high expectations which inspire, motivate and challenge pupils and build successful relationships centred on teaching and learning.
- To establish a purposeful and stimulating learning environment where diversity is valued and where pupils feel safe, secure and confident.
- To teach the required knowledge, understanding and skills relevant to the curriculum for pupils in their age range.
- To teach well-structured sequences of lessons and schemes of work which interest and motivate pupils, make learning objectives clear, employ interactive teaching methods and provide collaborative opportunities.
- To promote active and independent learning that enables pupils to think for themselves and plan and manage their own learning.
- To differentiate teaching to meet the needs of pupils of all ability ranges taking into account varying interests, experiences and achievements of boys and girls and different cultural and ethnic groups to promote good progress and outcomes by all.
- To organise and manage teaching and learning time effectively.
- To organise and manage the physical teaching space, tools, materials and resources safely and effectively with the help of support staff where appropriate.
- To set high expectations for pupils' behaviour and conduct and establish a clear framework for classroom discipline in line with the school's policy. Anticipate and manage pupils' behaviour constructively and promote self-control and independence.
- To use IT effectively to enhance the delivery of teaching and learning.
- To take responsibility for teaching a class or classes over a sustained and substantial period of time.
- To provide homework which consolidates and extends work carried out in the class and encourages pupils to learn independently.
- To work collaboratively with other professionals and manage the work of support staff to enhance pupils' learning.
- To recognise and respond promptly and effectively to equality issues as they arise in the classroom and challenge stereotyped views, bullying and harassment in accordance with the school's policies and procedures.
- To create a culture which shows 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 difference faiths and beliefs).
- Be aware of and comply with policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate adult.
- To attend and participate in regular meetings.
- To participate in training, continuous professional development and other learning activities as required including participation in the school's appraisal and capability arrangements.

C) Monitoring and Assessment

- To make appropriate use of the school's monitoring and assessment strategies to evaluate pupils' progress towards planned learning objectives.
- To use monitoring and assessment information to improve planning and teaching for improved learning outcomes.
- To monitor and assess the effectiveness of learning activities and provide immediate and constructive feedback to support pupils as they learn.
- To involve pupils in reflecting on, evaluating and improving their own performance and progress.
- To assess pupils' progress accurately against appropriate standards.
- To identify and support pupils with differing levels of ability and those experiencing behavioural, emotional and social difficulties.
- To identify levels of attainment for pupils learning English as an additional language.
- To record pupils' progress and achievements systematically, providing evidence of the range of their work, progress and attainment overtime to inform planning.
- To report on pupils' attainment and progress to parents, carers and other professionals in accordance with the statutory reporting and assessing frameworks.

D) Subject Co-ordination and Leadership

- To implement and review the school's development plan in conjunction with the Senior Leadership Team and/or line manager.
- To develop and audit schemes of work and other documentation related to the use of the subject within school and to support cross curricular delivery including subject support for colleagues to enable curriculum requirements to be met.
- To develop strategies for the use of the subject to promote new teaching methods and improve learning throughout school and to monitor their effectiveness in raising standards of teaching and learning.
- To lead or contribute to professional development activities as part of the planned programme for the school and to promote the sharing of good practice.
- To manage the resources available for the subject and make recommendation in order to maintain and develop curriculum provision.

Core Duties

- The education and welfare of a designated class/set groups in accordance with the Conditions of Employment of School Teachers as laid down in the current Pay and Conditions Document.
- To ensure that the requirements of the National Curriculum (2014), EYFS Statutory Framework (2023) and KCSIE (2023), the school aims and all policies agreed by the **Governing Body and Waterton Academy Trust** are fully complied with.
- To wholly commit to ensuring children and young people and fully supported and safe. To safeguard all children and young people whilst promoting their welfare.



Next Steps

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Waterton Academy Trust is wholly committed to ensuring children and young people are fully supported and safe. We are dedicated to the safeguarding of all children and young people whilst promoting their welfare and expect all staff and volunteers to share this responsibility. The Trust has policies and procedures relating to safeguarding and child protection available on request.

Waterton Academy Trust follows safer recruitment processes which all applicants will be subject to. This includes the interview process containing questions about the safeguarding of children and the disclosure of criminal records and other vetting checks.

An enhanced DBS check is required for the successful candidates, this process is completed by an online third-party company. All successful candidates are required to join the DBS update service with an annual cost of £13.

The position is also subject to two satisfactory references. Shortlisted candidates will be asked to provide details of any unspent convictions and those that would not be filtered, prior to the date of the interview. We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on request.

Waterton Academy Trust is wholly committed in ensuring that all employees, future employees and applicants are treated equally regardless of age, disability, gender reassignment, marriage and civil partnership, maternity, race, religion and belief, sex and sexual orientation.

Where success is a shared experience

Email: admin@watertonacademytrust.org Visit: www.watertonacademytrust.org



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