



Margaret McMillan  
Primary School

Inspiration • Aspiration • Determination

# Class teacher

M1-M6

fixed term 1 year required for September 2021

Green Lane Primary

Atlas Community Primary

Lilycroft Primary

**Margaret McMillan Primary**

Westbourne Primary



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Dear Applicant,

On behalf of the Priestley Academy Trust we very much look forward to receiving your application for the post of Class teacher.

Margaret McMillan is a large and popular three form entry school in the Manningham/Heaton area of Bradford. We work in collaboration with 4 other local schools in the Priestley Academy Trust which is committed to providing the best possible opportunities and achieving the best possible outcomes for our children and community.

Our latest Ofsted Inspection (December 2019) agreed that we continue to be a good school, where “Pupils love coming to the school because of all the interesting things they do... Pupils are polite. Teachers really challenge pupils. Pupils enjoy this challenge, so they concentrate hard in lessons. They are keen to please their teachers.” We have a bright, welcoming environment which is extremely well resourced. Margaret McMillan serves a predominantly Asian Muslim population and a growing Eastern European community. Many of the children at the school face barriers to their learning but there is a tangible desire amongst the staff to do the very best for all of them. It is this sense of community, team ethos and appetite for innovation and commitment that provides the platform for our success.

We are looking for individuals who are passionate about children and learning, who are ready to challenge and encourage our children to be the best versions of themselves. We want committed teachers who will continue or journey towards being an outstanding school. Above all you will share the school’s passion and belief that children, their learning and developing their potential is at the heart of all decisions.

We can offer excellent opportunities for you to develop professionally, “The training for teachers in phonics has been first class. Staff at the beginning of their careers have many opportunities to observe and learn from the best in the school.” (Ofsted 2019)

The school values collaborative working and is a member various partnerships and organisations including the SHINE Partnership, The West Yorkshire and White Rose Maths Hubs and The Burley and Woodhead Literacy Hub.

We welcome applications from experienced colleagues as well as NQTs. Please contact Sarah Hodge, Phase 2 Leader, on 01274 495934 to arrange a visit.

Yours sincerely  
Lorraine Martin  
Headteacher  
Margaret McMillan Primary School



## Vision

The Priestley Academy Trust's vision is to offer an outstanding, transformational learning experience for each student with a strong emphasis on academic excellence, character development and public service.

## Mission

Our mission is to develop all our students as both academic and well rounded, characterful young people, equipped with the understanding, attitudes, skills and behaviours necessary to succeed in life. We will strive to ensure they are prepared to succeed in higher education, employment, entrepreneurship and their family and community life.

## Values

Our ethos is defined by a values-based approach to education where respect for human dignity is paramount. Values are important principles that drive behaviour. They influence our attitudes and actions and become our framework for living. They affect our sense of self and our relationships with others. Students need to learn about values and how people react to them, so that they are equipped with invaluable social skills and emotional intelligence.

Our five core values are:

-  Respect
-  Responsibility
-  Excellence
-  Compassion
-  Collaboration

.....based on having respect for all, achieving academic excellence within a disciplined learning environment, where high expectations are the norm and students are supported to reach their potential.

## Our Academies

Academy Name	Headteacher	Pupil Numbers	Ofsted Rating	% eligible for FSM
Green Lane Primary	Jane Townend	687	Good	35.5
Atlas Community Primary	Lisa Simpson	233	Good	42.7
Lilycroft Primary	Nicola Roth	448	Good	39.1
Margaret McMillan Primary	Lorraine Martin	633	Good	30.1
Westbourne Primary	Matthew Atkinson	451	Good	37.8

***We aim to provide the highest quality teaching for all young people regardless of their social, emotional or behavioural needs.***

## Class Teacher – Job Description

<b>Post title</b>	Class teacher – Fixed Term
<b>Salary:</b>	MPS / UPS
<b>Reporting to:</b>	Phase Leader
<b>Location:</b>	To be agreed before appointment

### Main purpose of the job:

- Take responsibility for the achievement, welfare and discipline a class of children determined on an annual basis by the Head Teacher and in accordance with the duties listed below.

### Key Activities / Responsibilities:

#### Strategic

- Lead, organise and direct support staff within the classroom;
- Participate in the performance management system for the appraisal of their own performance, or that of other teachers;
- Communicate and co-operate with specialists from outside agencies;
- Participate in meetings which relate to the school's management, curriculum, administration or organisation;
- Work with school leaders to track the progress of individual children and intervene where pupils are not making progress;
- Be able to set clear targets, based on prior attainment, for pupils' learning;
- To assist in the development of a scheme of work, policy statement and / or subject handbook for a curriculum area (post NQT) in co-operation with colleagues and in accordance with the school policy.

#### Operational

- Keep appropriate and efficient records, integrating formative and summative assessment into planning;
- Teach a class of pupils, and ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs;
- Report to parents on the development, progress and attainment of pupils;
- Plan appropriately to meet the needs of all pupils, through scaffolding and differentiation of tasks;

## Organisational

-  Make effective use of ICT to enhance learning and teaching;
-  Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils;
-  To contribute to/to be responsible for the organisation of educational visits/visitors, as necessary.

## General

-  To carry out the professional duties covered by the latest School Teachers' Pay and Conditions Document. The post holder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the professional code of the General Teaching Council for England;
-  Promote the school's code of conduct amongst pupils, in accordance with the school's behaviour policy;
-  Implement agreed school policies and guidelines;
-  Support initiatives decided by the Head Teacher and staff;
-  Maintain the positive ethos and core values of the school, both inside and outside the classroom.
-  Effectively communicate and co-operate with the teaching and non-teaching staff of the school, Governors, Parents, Children, Advisers and other Professionals.
-  To continue with own professional development and to participate fully in all school meetings and INSET.

**This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.**

# Person Specification



<b>Qualifications and Training</b>	<b>Essential</b>	<b>Desirable</b>
🎓 Educated to degree level	✓	
🎓 Qualified Teacher Status (QTS)	✓	
🎓 Other qualification related to a particular curriculum area		✓
<b>Knowledge</b>		
🎓 Ability to use AfL to promote good progress for all children	✓	
🎓 Ability to differentiate using a range of strategies to secure good outcome for all groups	✓	
🎓 Excellent subject knowledge in Literacy & Numeracy	✓	
🎓 Specialist knowledge in a curriculum area		✓
🎓 Ability to use data to inform next steps and target support	✓	
🎓 Understanding of the needs of bi-lingual learners and/or for whom English is an additional language		✓
🎓 Understanding of the process for child protection	✓	
<b>Experience</b>		
🎓 Of working in the primary age either as an appointed teacher or on school based attachment	✓	
🎓 Of delivering the National Curriculum	✓	
🎓 Of successful planning & assessment	✓	
🎓 Of the transition between KS1 & 2	✓	
🎓 Of deploying support staff	✓	
<b>Skills and Attributes</b>		
Ability to create a classroom ethos that develops children as independent learners	✓	
A teacher with sound ICT knowledge and skills relating to the class teaching, able to demonstrate the effective use of ICT to enhance the learning and teaching	✓	
Must be able to keep records of pupil progress in line with school policy	✓	
Must be able to use assessments of pupils learning to inform future planning	✓	
Ability to plan and work collaboratively with colleagues	✓	
An excellent standard of written & spoken English	✓	
A commitment to collaborative working practices	✓	

The ability to speak a South Asian/Eastern European community language		✓
<b>Other</b>		
 Believe that ALL children can achieve and be passionate about making this happen	✓	
 Be able to engage parents in order to encourage their close involvement in the education of their children	✓	
 A teacher with a flexible approach to work who enjoys being a good team member	✓	
 Must have good communication skills both orally and in writing	✓	
 Must be able to manage own work load effectively	✓	
 Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships	✓	
 Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit	✓	
 To practice equal opportunities in all aspects of the role and around the work place in line with policy	✓	
 An ability to adapt to the changing demands and priorities of working in a school	✓	
 An energetic and enthusiastic outlook	✓	

**This post is subject to satisfactory vetting, including a satisfactory enhanced disclosure from DBS**